



**Spotlight
Initiative**
*To eliminate violence
against women and girls*

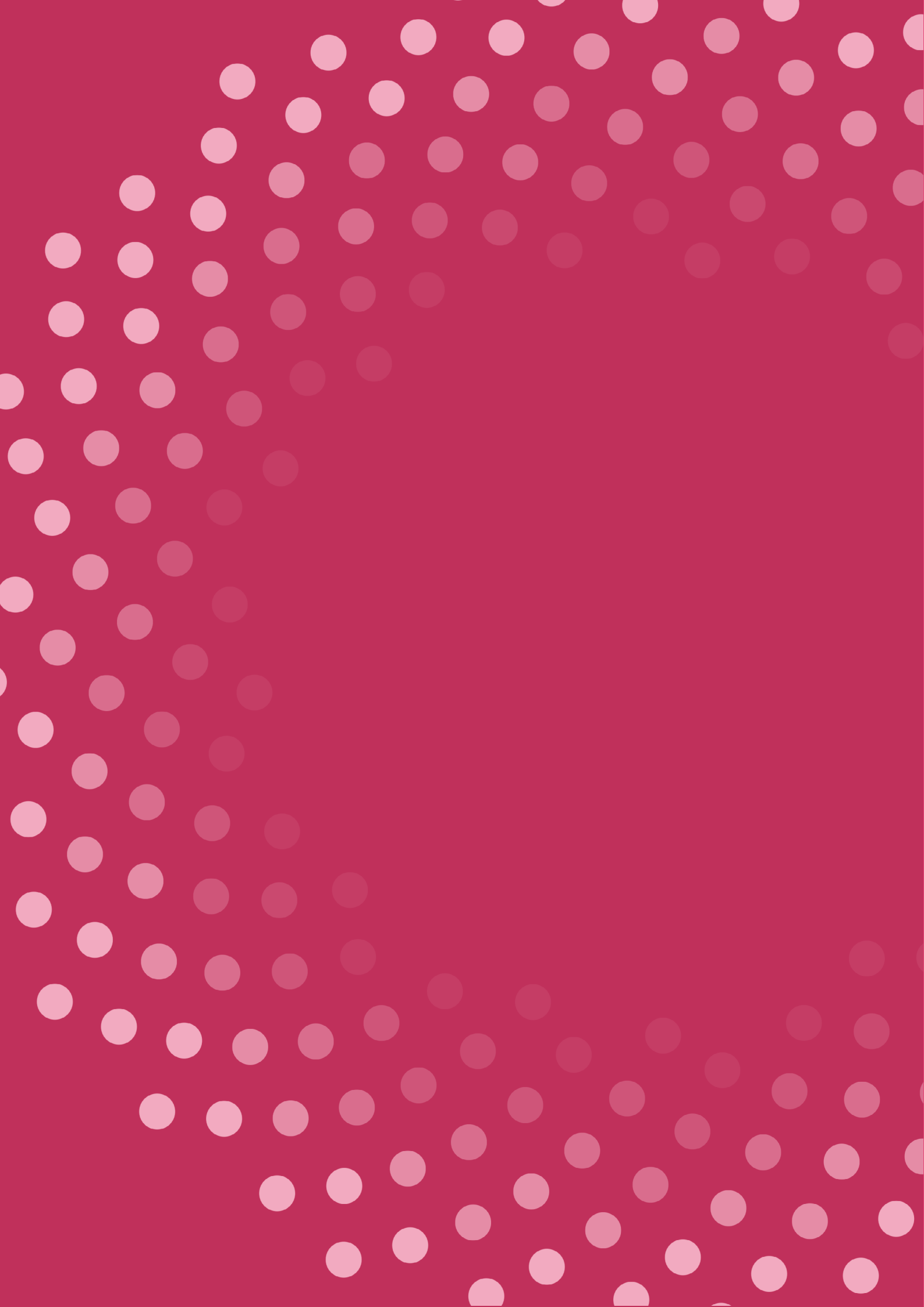
SPOTLIGHT COUNTRY PROGRAMME IN GUYANA

Annual Narrative Programme Report

January 01, 2022 – December 31, 2022

Initiated by the European Union and the United Nations:





Programme Title & Programme Number

Programme Title: Spotlight Initiative to Eliminate Violence Against Women and Girls in Guyana

MPTF Office Project Reference Number:¹
00119132

Recipient Organization(s)

UNDP - United Nations Development Programme
UNFPA - United Nations Population Fund
UNICEF - United Nations Children's Fund
UN WOMEN - United Nations Entity for Gender Equality and the Empowerment of Women

Programme Cost (US\$)

Total Phase I budget and (where OSC approved) Phase II budget as per the Spotlight CPD/RPD: USD 5,285,714

Phase I and (where OSC approved) Phase II Spotlight funding:² USD 5,285,714

Agency Contribution: USD 606,870

Spotlight Funding and Agency Contribution by Agency:

Name of RUNO	Spotlight Phase I (+ II, where OSC approved) (USD)	UN Agency Contributions (USD)
UNDP	1,013,603	17,449
UNFPA	1,748,030	144,945
UNICEF	1,271,265	234,560
UN WOMEN	1,252,816	209,916
TOTAL	5,285,714	606,870

** RCO contributed \$4,000 as part of agency contributions for the baseline assessment

1 The Multi-Partner Trust Fund (MPTF) Office Project Reference Number is the same number as the one on the Notification message. It is also referred to as "Project ID" on the project's factsheet page the [MPTF Office GATEWAY](#).

2 The Spotlight Contribution refers to the amount transferred to the Recipient UN Organizations, which is available on the [MPTF Office GATEWAY](#).

Priority Regions/Areas/Localities for the Programme

Nationally

Indigenous communities of Region 1 - Barima/Waini: Baramita and Matthews Ridge and Region 7 – Cuyuni/Mazaruni: Waramadong and Batavia.

Coastal Communities of Region 4 - Demerara/Mahaica: East Coast corridor: Mon Repos to Good Hope, East Bank corridor: Diamond – Golden Grove

Region 6 - East Berbice/Corentyne: Central New Amsterdam and Angoy's Avenue; Port Mourant and Tain.

Key Partners

UN Agencies:

Government: Office of the President, Ministry of Foreign Affairs and International Cooperation, Ministry of Finance, Ministry of Human Services and Social Security, Ministry of Health, Ministry of Home Affairs, Guyana Police Force, Ministry of Education, Ministry of Legal Affairs, Director of Public Prosecution, Ministry of Local Government and Regional Development, Ministry of Amerindian Affairs, Regional Democratic Councils, Neighborhood Democratic Councils, and.

State Institutions: Judiciary, Parliament, Women and Gender Equality Commission, Rights of the Child Commission.

Other Institutions and Organisations: University of Guyana, Private Sector Companies and Amerindian Village Councils W

Programme Start and End Dates

Start Date:
01.01.2020

End Date:
31.12.2023

Report Submitted By

Yeşim Oruç
UN Resident Coordinator



Table of Contents

Acronym List	5
Executive Summary	6
Contextual Shifts and Implementation Status	7
Program Governance and Coordination	9
Program Partnerships	11
Capturing Change at Outcome Level	16
Outcome 1: Legal and Policy Framework	16
Outcome 2: Institutions	16
Outcome 3: Prevention and Norm Change	17
Outcome 4: Quality Services	19
Outcome 5: Data	22
Outcome 6: Women’s Movement	23
Challenges and Mitigating Measures	25
Lessons Learned and New Opportunities	26
Innovative, Promising or Good Practices	27
Communications and Visibility	28
Sustainability	36
Next Steps	38
Annexes	41
Annex A: Results Framework	41
Annex B: Risk Matrix	53
Annex C: CSO Engagement Report	58
Annex D: Innovative, Promising or Good Practices Reporting Template	60



Acronym List

AVC	Amerindian Village Council
CAC	Child Advocacy Centre
CPD	Country Program Document
CSE	Comprehensive Sexuality Education
CSNRG	Civil Society National Reference Group
CSO	Civil Society Organization
DV	Domestic Violence
DVA	Domestic Violence Act
EU	European Union
EUD	European Union Delegation
EVAWG	Ending Violence Against Women and Girls
FBL	Faith Based Leaders
FBO	Faith Based Organizations
GBV	Gender Based Violence
GTWG	Gender Technical Working Group
HFLE	Health and Family Life Education
IEC	Information, Education, and Communication
ILO	International Labor Organization
IOM	International Organization for Migration
LGBTQI	Lesbian Gay Bisexual Transsexual Queer Intersex
MOE	Ministry of Education
MOHA	Ministry of Home Affairs
MOHSSS	Ministry of Human Services and Social Security
NSC	National Steering Committee
PAHO	Pan American Health Organization
PCU	Program Coordination Unit
PMER	Participatory Monitoring, Evaluation and Reporting
PSA	Public Service Announcement
PWD	Persons with Disabilities
RCSRG	Regional Civil Society Reference Group
RDC	Regional Democratic Council
RUNO	Recipient United Nations Organization
SI	Spotlight Initiative
SOA	Sexual Offences Act
USAID	United States Agency for International Development
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNWOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
VAWG	Violence Against Women and Girls

Executive Summary

The Spotlight Initiative in Guyana, during 2022, advanced implementation of the programme as the COVID-19 restrictions were lifted. This progress was attained through the team's commitment to fostering strategic partnerships with key stakeholders across multiple sectors, ensuring that the principle of 'Leaving No One Behind' was also advanced. These partnerships provided sustained reinforcement for Spotlight's activities, with the Government, Civil Society and Private Sector giving unwavering support and commitment.

Building on the success made during 2021, in 2022, the interventions undertaken across the six pillars continued to contribute to the catalytic impact envisioned for the initiative. The mid-term assessment confirmed this positive contribution. Consequently, the successful conclusion of this exercise led to the approval of the Phase II proposal and funding, thus paving the way for the continuation of the Spotlight Initiative in Guyana. Recommendations from the mid-term assessment have been converted into actionable items to move the programme forward. These include collaborating with relevant stakeholders to reassess output and outcome targets and indicators, allowing for more realistic goal setting and interpretation of results that are better tailored to the Guyanese context. Further, the technical team will continue exploring alternative implementation modalities that enable and not limit access to Spotlight finances. This is particularly impactful for rural, hinterland, indigenous, and sexual minorities whose capacity restraints prohibit them from meeting mandatory minimum requirements.

Over the period under review, work was advanced in several output areas including: legislative reform, the strengthening of institutional systems to enhance the delivery of services, capacity-building for community-based leaders, CSOs, Police Officers, and professionals across the service sectors, as well as capacity building of teachers in best practices when addressing Gender Based Violence (GBV) and GBV related matters in school settings. Additionally, there was the expansion of the network of CSOs engaged through the use of small grants, thereby increasing the reach of the programme to other underrepresented populations such as persons with disabilities and migrants and refugees. Cumulatively, through these interventions, over 5000 persons benefitted directly from the programme.

As the programme comes to an end on December 31, 2023, the Phase II work plan focuses on consolidating and bringing to completion key activities and results initiated under Phase I. A sustainability strategy encompassing the following four key areas is proposed: leveraging government ownership; development of a legal framework that will support the Elimination of Violence Against Women and Girls (EVAWG) beyond the Spotlight Initiative; enhancement of civil society capacity for service provision, in addition to monitoring and the provision of feedback; the mobilization of the private sector to embrace WEP's while creating a work environment that is safer and facilitates the achievement of gender equality.



Contextual Shifts and Implementation Status

Contextual Shift

During the period under review, Guyana continued to experience an exponential positive economic outlook and has seen the government making a significant effort to advance a holistic development agenda and to improve the quality of life of its citizenry. The government's development agenda includes multiple programmes such as Men on Mission, the President Youth Advisory Council, Women Innovation and Investment Network, and the Survivor's Advocate programme, (among many others initiated, and that are geared towards empowerment and providing support for marginalized groups, including those affected by GBV. These interventions complement and support the objectives of the Spotlight Initiative and demonstrate the Government's commitment to, and national ownership of, the fight to end VAWG in Guyana.

Over the reporting period, it was observed that approximately 22 women were murdered, with 77% of these murders occurring at the hands of their partners¹. Data such as this underscore the urgent need to ensure that all the systems and services required to support the elimination of such an unacceptable situation are made operational within the very short term and are adequate and accessible. To this end, during 2022, the Spotlight Initiative saw an acceleration in the implementation of its activities, resulting in a programme that is well-positioned to achieve its deliverables. Anecdotal data suggests that there has been an uptick in the reporting of GBV cases that can be linked to increased sensitization and awareness sessions through the programme's initiatives.

The programme continued to explore ways to address the challenges experienced. One challenge that persisted was the ability of CSOs to meet the minimum requirement to be awarded grants. Consequently, the small grant modality was adopted, and this allowed for greater flexibility and simplified procedures to access funds to build capacity. This approach saw an increase in non-traditional CSOs successfully being awarded grants. Additionally, it was observed that there was less participation by men during the community-driven sensitisation and awareness activities. During 2023, the programme will seek to seize additional ways of engagement as suggested by feedback gathered during monitoring missions to target communities.

¹ <https://www.stabroeknews.com/2023/01/01/news/guyana/twenty-eight-women-murdered-in-2022/>

Implementation progress by outcome area:

At the beginning of 2022, COVID restrictions were still in effect. However, by mid-year, there was a total lifting of those restrictions. This resulted in an uptick in the implementation of the programme. By the end of the year, 39% of the interventions were completed, 39% were ongoing, 9% were delayed, and 13% were off schedule. For the off-schedule activities, alternative mechanisms were put in place for these to begin in 2023.

Spotlight Initiative - Outcome areas	Implementation progress as of December 31, 2022
Outcome 1: Legal and Policy Framework	96 %
Outcome 2: Institutions	72 %
Outcome 3: Prevention and Norm Change	77 %
Outcome 4: Quality Services	59 %
Outcome 5: Data	75 %
Outcome 6: Women's Movement & Civil Society Organizations	22 %
TOTAL EXPENDITURE	62 %
[Total with Commitments]	71%



Program Governance and Coordination

National Steering Committee

As the highest governance structure, the National Steering Committee (NSC) continued to provide strategic direction and overall oversight of the program by sharing pertinent information on policies and programmes across the represented agencies that guide the national GBV response. The committee also granted approval for the annual work plan, programme revisions and provided feedback on the phase II proposal to ensure that the initiative's objective is achieved.

Since its inception in February 2021, this body has convened three meetings to date, the most recent of which is in August 2022. There were no membership adjustments to the multi-sectoral composition of the NSC.

Civil Society National Reference Group (CSNRG)

CSNRG, with a membership of 16 members, continued to function, although there was a protracted delay in finalizing the modality for the group to access its funds. The CSNRG in fulfilling its mandate to support the implementation of the programme activities through its work plan formed its members into groups based on the pillars of the programme and members' expertise and interests. These groups subsequently engaged with Agency focal points for the pillars to ensure alignment of their planned activities with that of the programme.

In keeping with their function of advocacy, members of this body participated in many 16 Days of Activism activities, inclusive of the airing of Public Service Announcements (PSAs), engaging in television panel discussions, and facilitating an awareness and sensitization session hosted by one of the private sector companies that have enlisted as a Women Empowerment Principles signatory for its clients. Additionally, identified members of the CSNRG were actively engaged in the monitoring and evaluation exercises held within the target Spotlight communities and provided valuable feedback to improve implementation even as the programme transitions into Phase II. Members also benefitted from the regional and global webinars and events, including the Regional Civil Society Reference Group (RCSR) consultation in Jamaica and the global learning symposium in Mexico. The knowledge gained is being used to strengthen the work of the local CSNRG.

Another milestone for the programme in 2022 was the approval of the CSNRG compensation mechanism and guidance documents to support the CSNRG work plan and engagement. Members were provided individual letters establishing monthly honorarium payments based on a required minimum level of participation and a checklist to support reporting and additional requests for funding support. The CSNRG finalized its work plan to include costed and time-bound activities and was scheduled to begin the first round of statutory reporting in line with the compensation mechanism by the end of November 2022. (Was any reporting done?)

Inter-agency coordination, technical committees and other governance mechanisms

With the established mechanisms for inter-agency coordination, the programme continued the following to facilitate coordination, joint planning, identification of resolutions and mitigation measures to address risks and challenges and capitalize on the experience and expertise of colleagues:

- a. Monthly RUNO focal point meetings.
- b. Heads of Agency meetings as required.
- c. Bilateral meetings with the Ministry of Human Services and Social Security (how many meetings, despite bilateral it would be good to include HoD)

The Gender Technical Working Group (GTWG) was not as active as anticipated over the period under review. This was due to many members' unavailability to attend meetings, resulting in the postponement of three meetings. However, limited input was directly provided through some members who contributed to the review of reports and the proposed service delivery models and participated in discussions to finalize the Phase II proposal. As the programme embarks on Phase II, the composition and TOR of the GTWG will be reviewed to resuscitate this technical body.

One setback that hindered the PCU from functioning at full capacity was the departure of two of its three full-time staff members. Given the time remaining for the completion of the programme, it was decided to engage a United Nations Volunteer to support the Coordinator. By the end of December 2022, the recruitment process was advanced, and the UNV was expected to be on board early in 2023.

Use of UN Reform inter-agency tools

The Spotlight Initiative Programme Coordination Unit, utilizes common services cost-sharing modalities as provided by United Nations Development Programme (UNDP). Through this mechanism, the Unit saves on transactional costs of some procurement processes for services such as security and janitorial services by benefitting from existing agreements under UNDP.



Programme Partnerships

GBV cannot be addressed without a broad-based, multi-sectoral approach to tackling the issue. Having recognized the importance of such an approach, the Programme maintained and strengthened strategic partnerships and sought opportunities to foster new collaborations. This methodology aims to ensure that every aspect of GBV is addressed and to better strengthen the implementation of the principle of leaving no one behind. Some of the key partnerships established are as follows:

Government

Recognizing that working collaboratively with the government is critical for the success of the programme as well as the sustainability of the initiatives beyond the Spotlight funding period, the Programme sustained established relationships with the following key Government Ministries:

The Ministry of Human Services and Social Security – As the lead government partner for the programme, several initiatives were undertaken with the Ministry, with its Minister, the Honorable Dr. Vindyha Persaud, at the helm providing strategic and technical guidance to aid the achievement of the established deliverables. Minister Persaud continued to serve as the Co-Chair for the NSC during 2022. This level of engagement aided the process of ensuring that the initiatives were in alignment with the government’s policy to end GBV.

In addition to work being executed with the Ministry across the six pillars, as detailed in Capturing Change at Outcome Level Section below, for 16 Days of Activism activities in 2022, the Spotlight Initiative partnered with the Ministry of Human Services and Social Security to undertake several initiatives, which included the official launching and other activities such as the delivery of self-defense training for adult women.

The Ministry of Education – Engagements progressed with this government entity through the completion of a professional development course for school welfare officers, the establishment of safe spaces in the eleven (11) educational districts, and the establishment of boys and girls clubs in five (5) selected schools. This partnership will advance efforts to meet the needs of and provide support to vulnerable students affected by GBV.

The Ministry of Human Services and Social Security, the Ministry of Home Affairs, the Guyana Police Force, and UNFPA – Support to the COPSQUAD2000 initiative for the training of Police officers in GBV continued. The work of the Guyana Police Force is a core component of the multi-sectoral response to GBV in Guyana. Police officers play an extremely significant role in responding to GBV, ensuring that perpetrators are brought to justice and safeguarding and protecting survivors, ensuring their safety, and accessing all other essential services such as medical care and safe accommodation. Training of Police officers serves as a vital mechanism to overcome many existing challenges as well as to create an environment of trust and accountability that would encourage persons to seek assistance from the police. Training Police officers in GBV assist in enhancing understanding among Police Officers of the rights of persons, including women, children, migrants, Indigenous peoples, members of the LGBTI communities, persons with disability and other vulnerable groups that are affected by GBV.

During 2022, an additional 1476 Police officers were trained. Efforts are being made to have the entire Police Force benefit from this capacity building, which will eliminate the challenge of not having adequately trained officers in all stations across the country to address GBV cases effectively.

Other partnerships with agencies such as the Judiciary and the local regional authorities were facilitated through varying activities of Pillars 1, 3, 4 and 5. The ownership of these entities were necessary to attain the level of buy-in required to gain their involvement in advancing the efforts to address GBV across all categories of stakeholders.

Civil Society

Since the commencement of the programme in 2020, consistent efforts have been made to ensure the provision of opportunities that aid the establishment of meaningful partnerships with the varying categories of civil society organizations in Guyana. Consequently, 13 Civil Society Organizations (CSOs) at the national and local/grassroots levels successfully became implementing partners or grantees under the programme to undertake varying activities that aid implementation and support the principle of leaving no one behind. Specifically, in 2022, three new partnerships were developed: with HIAS Guyana, Dorcas Mending Hearts Ministry, and the Guyana Council of Organizations for Persons with Disabilities. These new partnerships have broadened the reach of the programme to underserved and vulnerable groups, including persons living with disabilities, refugees and migrants in Guyana, and civil society organisations within the faith-based community. Details on the activities and results of these partnerships to date are stated in the sub-section ‘Capturing Change at Outcome Level’.

Secondary partnerships were fostered through the CSOs that would have established linkages with other CSOs. One notable linkage was developed between Merundoi Inc., and the Caribbean

Voluntary Communities Coalition (CVC) a regional CSO in Jamaica, that would have utilized PSAs developed by Merundoi under the programme for use in Jamaica.

The inability of many CSOs to meet the minimum criteria that would allow them to access funding continues to pose an ongoing challenge with engaging a wide cross-section of CSOs. However, the programme used direct support and a small grant modality with less stringent criteria, that will facilitate alternative opportunities for the CSOs to access funding. The designation of institutional support within each of the awards sought to strengthen the operational capacities of CSOs. It is anticipated that due to these support mechanisms provided, the beneficiary CSOs will be able to access larger funding opportunities to expand their work in the area of GBV.

European Union Delegation

The Programme continued active engagement with the EU Delegation during the year 2022. These engagements included joint participation in varying activities, such as the launching of a GBV course at the University of Guyana (UG), the graduation of the participants of the Trainer of Trainers Foundation Course, as well as the completion of training in the psychosocial approaches to addressing GBV by school welfare officers. The EU was also involved in various meetings, including the National Steering Committee (as a member), a special annual report meeting, frequent bilateral engagements (between the EU focal point and PCU/UN), and active participation in the monitoring visits. Additionally, the Delegation provided valuable technical support through the periodic review of documents over the course of the performance period.

Although there has been a change in the delegation's leadership in Guyana, a smooth transition has aided engagements between the EU Delegation and the PCU/UN in Guyana. The PCU and the UN welcomed the new EU Ambassador who, since his arrival, has been very supportive and involved in the Spotlight Initiative programme.

Other Partners and resource mobilization

In 2022, partnerships that were initiated with the private sector and the University of Guyana were cemented. Concrete deliverables were achieved through the WEPs, and the development of a GBV course with the University of Guyana. These initiatives are detailed further below in the sub-section 'Capturing Change at Outcome Level'.

Capturing Broader Transformations Across Outcomes

The Spotlight Initiative provides a comprehensive approach to ending VAWG. Consequently, as the work plan is implemented, it is expected that the utility of the interlocking nature of the pillars will be realized as the results and the impact of one pillar will support the successful achievement of another pillar. For example, with the increased sensitization and awareness activities especially at the community levels under Pillar 3, it is anticipated that there will be increased reporting of GBV cases. To ensure that Police Officers are better equipped to address these cases when presented, there have been investments in having Police Officers trained in GBV, under Pillar 4 of the Spotlight programme. Correlatively, it is anticipated that there will be an improvement in the level of service provided to GBV survivors by the police as well as increased access to justice for GBV survivors. As persons seek access to justice, it is anticipated that they will also be able to benefit from a strengthened legislative framework that adequately addresses their need for protection through ongoing work being done under Pillar 1.

During 2022, there was an acceleration in the implementation of activities across all pillars, which resulted in the achievement of several deliverables in accordance with the work plan. These achievements are highlighted in the various pillar sections below.

Implementation of Participatory Monitoring, Evaluation and Reporting (PMER)

The use of the participatory monitoring approach continued during 2022, with monitoring teams consisting of representatives from the RUNOs, CSNRG, EU and the Ministry of Human Services and Social Security. The jointly developed questionnaire utilized in 2021 was marginally modified based on lessons learnt during those sessions. The other tools that were adopted for the PMER included the use of secondary and primary data, qualitative and quantitative methods, along with focus group discussions. One positive result in using the PMER is that team members can hear directly from the beneficiaries their stories of how the programme has been impacting their lives and their suggestions for improvement. This was evident as one beneficiary from the indigenous community commented, “I am thankful for the Spotlight Initiative to be in my community. Well, today I would like to share this one thing that I learnt in parenting. I think it’s best for my community as a young parent and as a mother. I’ve learnt that to be a parent, it takes many roles, not only to make your child respect you but also to make your child comfortable to speak to you and I went and educated parents in my village home visit and teach them more about parenting.”

Spotlight Initiative interventions are sensitive to the economic, environmental, and social dynamics within the various target communities. The national, regional, and local bodies involved in the

implementation of the Spotlight Initiative programme have agreed to the planned interventions. In some instances, changes in the national context have seen interventions adapted to the changed context to remain relevant in addressing the priorities and needs of targeted communities.

It is noted that the Spotlight Initiative programme in Guyana has positively impacted the lives of the residents in the targeted communities, realizing its objectives. This was confirmed by the Mid-term Assessment review which was conducted during the 2nd quarter of 2022. Following a broad-based assessment that involved various stakeholders, the overall results revealed that the programme is on track to achieve its objective. Recommendations for improving the programme's impact emanating from the assessment are currently being implemented. These recommendations include but are not limited to finding alternative ways of working with grassroots CSOs to provide access to funding and to strengthen capacity-building efforts, providing technical support to the Government to ensure the sustainability of the programme post-EU funding, and reviewing work plans and targets to facilitate the timely and realistic attainment of goals.



Capturing Change at Outcome Level

Outcome 1:

Legal and Policy Framework

Following the work on the legislative assessment of the existing Domestic Violence Act, and the recommendations for the amendment, Pillar 1, as prioritized by the Ministry of Human Services and Social Security focuses on reforming two major laws – Family Violence and Harassment. By the end of 2022, consultations on the draft Family Violence Bill (which is intended to replace the existing Domestic Violence Act) took place and preliminary work was initiated on proposed new legislation on harassment- work which was completed and has moved on to review. Both pieces of legislation are expected to be submitted to the National Assembly in 2023 and will be instrumental in expanding and building the protective legislative environment on the prevention and response to violence. Additionally, there was agreement for the drafting of an updated policy on Family Violence (based on the change to “Family Violence”) and a policy on harassment.

Outcome 2:

Institutions

The GBV course “Resilience against and Disruption of Gender-Based Violence” led by the University of Guyana, targeted an initial 60+ students (free of cost) and this capacity-building measure is a critical intervention for understanding and addressing the cause of GBV. Additionally, the MoHSSS led in the analytical review of the criteria for the possible expansion of the Social Protection Framework to cater for survivors/victims of violence. This review is instrumental in supporting the possible expansion of the Social Protection Framework for persons at risk and those experiencing violence to be considered for extended support (as an option) through the State’s Social Protection Framework. To strengthen its work on wider planning issues, the Ministry of Human Services and Social Security also initiated work on developing a 10-year Strategic Plan- expected to be completed in 2023.

Outcome 3:

Prevention and Norm Change

Psychosocial support to students

Boosting the gender transformative agenda in education, the programme financed the establishment of 11 safe, confidential, and activity-oriented counselling spaces - one in each education district - to offer gender-responsive psychosocial support to teachers and children. To date, 150 children and 15 teachers across the education districts have received priority counselling for a range of GBV infractions, including incest, trauma, bullying, self-harm and suicidal tendencies, resulting from various forms of grief, challenges of different sexual orientations, and gang violence.

Additionally, three teachers and three adolescents have been referred to the mental health unit of the Georgetown Hospital for advanced treatment. The School Welfare Department reports success in this programme as children and parents honor their six-week counselling sessions and some children show signs of positive behaviour change. The development of impact and human-interest stories are expected to be completed in early 2023. Classroom teachers' capacity building in early detection and first response to vulnerable cases is set for the first quarter of 2023, after which a coordinated approach among teachers and counsellors for holistic response and effective monitoring will be developed and implemented.

Community-based Activities

Community-based activities continued with the strengthening of the Gatekeepers groups that were established in Batavia, Matthews Ridge and Waramadong by Implementing Partners. This has led to the communities taking greater responsibility for the well-being of their members, through outreaches and sensitization sessions, as well as the involvement of the Toshaos, village leaders and Village councils. Boys' and girls' clubs were also formed in these areas to further support efforts geared at ensuring that children are sensitized on GBV-related topics such as self-awareness, bullying, and Sexual and Reproductive Health (SRH). In the Spotlight target community of Baramita, efforts continued to utilize sports and culture as entry points to create awareness in the target community of the various components of GBV, opportunities for the community to empower its residents to take action against incidences of GBV, and sensitizations on seeking access to supportive GBV prevention and response services. The activities at Baramita have since gone beyond what is considered the hub of the community and have since reached the surrounding mining areas.

In Region 4, it became difficult to engage some schools in target areas on GBV due to such schools being regularly affected by several cases of COVID-19. Nonetheless, the implementing partner forged ahead with the engagement of in- and out-of-school students through community groups until COVID-19-related restrictions had subsided. Noteworthy, one of the CSOs was identified by the RUNO as exemplifying effective networking, while making use of scarce human and financial resources, in order to meet the needs of the vulnerable children and women who have survived abuse.

Support to Men and Boys

During the first phase of the Spotlight Initiative, men and boys in Baramita were engaged, addressing alcohol abuse linked to GBV, using principles from the ‘Partnership for Peace’ batterer intervention evidence-based programme. In partnership with Youth Challenge Guyana (YCG), meetings were conducted with the Toshao in Baramita (a remote indigenous village in the hinterland), the Ministry of Human Services and Social Security, Amerindian Peoples Association, Merundoi Inc., and the Gender Studies Unit of the University of Guyana, as part of the processes for the development of a manual on GBV for outreach sessions, and the development and/or strengthening of the GBV policies at the community level. YCG was also able to network and create a forum, which includes the village council, police and teachers, to build capacity and networks for sustainable GBV awareness activities in Baramita. To further the intervention, a sport-based approach was used to effectively reach men and boys. A series of football coaching workshops were conducted using a professional football coach, during which specific sessions were conducted to address male toxic behaviors, substance abuse, and children’s rights. Over 163 men and boys were engaged and sensitized during this project. The project concluded in May 2022, and the final report included recommendations on effective ways to engage men and boys within these at-risk and marginalized communities.

Women Empowerment Principles (WEPs)

Under the Spotlight Initiative (SI) Guyana project (Phase 1), thirteen (13) private sector companies have signed on to the Women’s Empowerment Principles, which are a set of Principles offering guidance to businesses on how to promote gender equality and women’s empowerment in the workplace, marketplace and community. Established by UN Global Compact and UN Women, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and responsibility for, gender equality and women’s empowerment.

WEPs are a primary vehicle for corporate delivery on gender equality dimensions of the 2030 agenda and the United Nations Sustainable Development Goals . By joining the WEPs community, the CEO signals a commitment to this agenda at the highest levels of the company and to work collaboratively in multi-stakeholder networks to foster business practices that empower women. These include equal pay for work of equal value, gender-responsive supply chain practices and zero tolerance against sexual harassment in the workplace.

These 13 companies have successfully completed Gender Gap Analyses and Gender Action Plans underpinned by specific initiatives that support Women’s Empowerment Principles (WEPs) aligned to the overarching goals of the Spotlight Initiative, primarily to reduce the workplace spillover of Family Violence and gender inequality. In May 2022, a Strategy for Implementation of Women’s Empowerment Principles (WEPs) in Guyana was approved by the Gender Technical Working Group, including proposed partnerships to support the sustainability of the activity and communications components. The objectives of the communications elements are to raise awareness and interest in the overall Spotlight Initiative in Guyana project and showcase how it leverages the WEPs – in

the language of the business sector, thereby connecting critical Gender Equality issues to a wider group of private sector entities.

Eight companies among the 13 that have signed on to the WEPs supported the production of videos on topics related to Domestic Violence Policies in the workplace and Paternity Leave. Significant progress has been made in this area as three companies have forged ahead to implement paternity leave policies despite no law or national policy supporting this. Five companies have also included training, mental health and well-being support, and internal support mechanisms in their action plans to address issues related to domestic violence in the workplace. By the end of 2022, three (3) additional organizations had been sensitized on the WEPs and were taking steps to complete Gender Action Plans, and a further eight organizations were sensitized and engaged in the process. This was supported by a mission to Guyana, which took place in November 2022, in which key meetings were also held with the Women and Gender Equality Commission, the Georgetown Chamber of Commerce and Industry, and the Guyana Bank for Trade and Industry (GBTI), one of the largest local banks in Guyana. These meetings established interest in partnerships increased the brand reputation of the WEPs and enabled entry into other segments of the private sector more effectively. One of the high visibility outcomes following the mission was the media launch coordinated by the GBTI to commemorate signing on to the WEPs. The event was attended by the UN Resident Coordinator, the EU Ambassador, representatives of the media, UN and Spotlight representatives, and Ministry of Human Services and Social Security representatives. Further media engagement and visibility highlighting signatory actions using the WEPs is being planned around International Women's Day 2023.

Outcome 4:

Quality Services

Essential Services Package

Following the completion of the readiness assessment in 2021, which identified the gaps in the delivery of GBV essential services during the period under consideration, a theory of change, a local GBV essential services package guidelines, and minimum standards for service providers in responding to survivors of GBV, were developed in line with international standards. The process for the development of these guidelines included garnering inputs through workshops held with actors from all the essential services sectors (justice/policing, legal, social, health, and governance) across the Spotlight target regions. In addition, an accompanying costed implementation plan for each sector was also developed. The use of these tools will facilitate a more coordinated and synergistic approach to handling GBV cases across the essential services sectors and consequently improve the quality of GBV-related services available to survivors of GBV.

Models of GBV Services Delivery

In close collaboration with the Ministry of Human Services and Social Security, CSOs and other stakeholders, two new service delivery models – adapted to the Guyana context – were developed. In Administrative Regions 1 and 7, Spotlight target regions located in Guyana’s rural and hinterland areas, GBV service delivery models for Mobile Services and Remote Services have been redeveloped. While in Administrative Regions 4 and 6, Spotlight target regions that are located in the urban and coastal areas, a GBV One-Stop Center services delivery model has been developed. These GBV Remote and Mobile services delivery models will allow for GBV-related services to be more accessible in the targeted hinterland areas where access to adequate GBV-related services is severely limited. Similarly, recognizing that in the targeted coastal area, persons currently accessing GBV-related services are required to visit several different locations/ facilities to access required services, sometimes posing a challenge to an individual. The GBV One Stop Center services delivery model will seek to deliver services from a single location that integrates GBV-related services with other services in a non-stigmatizing way.

These models provide an opportunity for GBV-related services delivery to be significantly strengthened. The models have been fully adopted by the Ministry of Human Services and Social Security.

COPSQUAD 2000 Initiative

Another major outcome of work done by MHSSS under Pillar Four of Spotlight in 2022 was the continued training of 1,087 Police officers in GBV, bringing the total number of officers trained to 1476. By the end of the Spotlight Initiative programme in Guyana, it is anticipated that the entire police force will be trained in GBV. The training of Police Officers in GBV is seen as a vital component in efforts to strengthen the delivery of quality essential GBV response services. Data from the 2019 Guyana Women’s Health and Life Experiences Survey revealed that most GBV survivors do not seek help from the police. Hence, this capacity building of police officers is therefore pertinent in aiding efforts to create an environment of trust and accountability that encourages survivors of GBV to seek assistance from the police. Training of Police officers in GBV assists in enhancing understanding among Police officers of the rights of persons, including women, children, migrants, indigenous peoples, members of the LGBTI communities, persons with disability and other vulnerable groups that are affected by GBV. Monitoring of the police stations and police officers who have completed the GBV training is being done on an ongoing basis to assess the effectiveness of the training programme and to identify areas requiring strengthening. Strengthening of accountability systems within the Police Force, to hold GBV trained officers accountable to delivering a higher level of service to the citizenry is also being addressed. The GBV training of Police officers is being implemented through a unique collaboration involving the Ministry of Human Services and Social Security, the Ministry of Home Affairs, the Guyana Police Force, the RUNO, and the Spotlight Initiative programme. It demonstrates the strong partnership mechanisms that the programme embraces for its success.

Legal Pro Bono 500 Initiative

After the official launching of the Legal Pro Bono 500 Initiative in 2021 by the Ministry of Human Services and Social Security, the Spotlight Initiative programme continued its support with technical assistance for the operationalization of the initiative in 2022. Over the period under review, emphasis has been placed on the execution of public outreaches and sensitizations to aid public awareness of the existence of the initiative and how to assess the services available under the initiative. Under the Legal Pro Bono Initiative, in excess of 2000 persons benefitted from pro bono legal support and legal counselling services, including court support. This initiative is critical as it makes access to justice more readily available for GBV survivors who may be financially or otherwise challenged to seek legal assistance. To date, 17 Attorneys/ law firms have committed; joined the roster of Attorneys/ law firms providing legal pro bono services as part of this initiative; to aid efforts to puncture the vicious cycle of GBV in Guyana. The support of these Attorneys/ Law Firms is also a testament to their corporate social responsibility to work collaboratively with partners in combatting social issues in society.

GBV Case Management and Information Management System

In 2022, steps to strengthen the GBV Case Management system and the GBV Information Management system were initiated following engagement with relevant government and civil society stakeholders to determine the gaps to be addressed. A Roadmap, costed implementation plan, training plan, training tools, information management analysis and risk assessment, tools/ approaches for harmonizing GBV data collection that would guide the strengthening of GBV case management and GBV information management for GBV case management, and recommendations, were developed following consultations in support of the Ministry of Human Services and Social Security. Further, training in GBV case management was provided to 26 officers and an additional 41 officers received capacity building in GBV information management for GBV case management. These officers for both training sessions were drawn from the government and the civil society sectors. Specialized support was also given to the Ministry of Human Services and Social Security and three local CSOs in strengthening their respective GBV Case Management and GBV Information Management for GBV case management capacities. Additionally, a Standing Operating Procedure (SOP) for GBV Case Management was also developed in support of the Ministry of Human Services and Social Security, and a validation Workshop with representatives from across the various sectors of GBV service provision (in both the government sector and the civil society sector) was held. The Ministry of Human Services and Social Security also benefited from the development of an automated GBV client intake form linked to an online platform for GBV information management as well as the standardization of forms used in GBV data collection. The strengthening of GBV case management and information management systems is expected to enhance the delivery of these through the standardization of processes across service providers and allow for more readily available and accurate data to be collected that would inform policies to guide the holistic GBV prevention and response efforts.

Outcome 5:

Data

During 2022, the deeper qualitative analysis on the 2019 Guyana Women’s Health and Life Experiences Survey with a focus on the Indigenous communities was completed. The results which were presented in May 2022, revealed that survivors experience physical, psychological, sexual and economic violence from their partners, often triggered by substance use, various frustrations, and unpredictability in behaviour. Conservative and traditional beliefs and expectations about women’s roles in intimate partnerships and diminished regard for women’s human rights underlie justifications for abusive behaviour by perpetrators. These findings are similar to those highlighted in the 2019 Guyana Women’s Health and Life Experiences Survey. However, Indigenous women and girls face compounding levels of exposure to abuse and discrimination, especially in the hinterland regions where language barriers, access to services due to the geographical terrain, lack of digital connectivity and limited financial resources were identified as some of the factors that play a major role in the disparity experienced in those communities.

Based on this in-depth analysis, the Spotlight Initiative programme recommended that the public and private sectors, civil society and the academic community work together towards the enforcement of national laws and implementation of national action plans to end the “culture of impunity” which enables violence against women and girls, the provision of training and support for all formal VAWG support services, the creation of initiatives for expanding the economic opportunities available to women and girls, the creation and strengthening of institutions, programmes and traditions which build strong families, the creation of awareness campaigns to address various issues surrounding VAWG, the systematic deconstruction of attitudes which regard VAWG as an acceptable norm in the playing out of gender roles, and the respectful and careful treatment of Indigenous communities with concurrent guidance in the direction of practices which incorporate universal human rights.

Pillar 5 also aimed to develop a national database for the collection, storage, and accessibility of GBV data to inform responsive programs and policies and, subsequently, to conduct a multi-stakeholder forum on data sharing towards the finalization of protocols for access to, and use of, the database. The commencement of the Consultancy for the development of the database has been delayed. However, this work is anticipated to begin within the first quarter of 2023.

Outcome 6:

Women's Movement

As part of the intentional drive to support movement building and capacity development, the lead agency for Pillar 6 embarked on a comprehensive capacity-building programme for CSOs. In addition to a more accessible and inclusive small grant programme, field visits and virtual and in-person learning cafés were held with CSOs in Guyana in Quarters 2, 3 and 4 of 2022. The success of these initiatives was reflected in onboarding three new CSOs to the small grants programme: The Guyana Council of Organisations for Persons with Disabilities, HIAS Guyana, and Dorcas Mending Hearts Ministry. Beneficiaries represented by these organisations were previously underrepresented in the programme, including persons living with disabilities, refugees and migrants, and civil society organisations within the faith-based community. These organisations will be supported to scale up their response to Family Violence and to increase awareness and sensitisation on the impact of Family Violence within their target beneficiary groups. A core part of the grant is also aimed at strengthening the internal capacity of the CSO to support sustainable and meaningful growth beyond the life of the programme.

CSO engagement and involvement continued to increase steadily, as additional requests for partnership and funding were received following the learning cafes and a regional Spotlight CSO Retreat held in Jamaica in August 2022, in which four representatives from civil society organisations in Guyana participated. One of the outcomes of the Retreat included the convening of a regional network of CSOs, the 'Caribbean Gender Alliance' comprised of more than eighty (80) civil society members across the region including Guyana, who jointly produced advocacy statements during the 16 Days of Activism Against GBV 2022.

In addition, to further support sustainability and movement building, a CSO capacity building expert was onboarded who had previously piloted a successful support programme in other Spotlight territories. The programme was adapted and scaled up based on CSO assessments, validation sessions, and lessons learned to now include CSOs in Guyana. A database of CSOs was created, and a desk review of relevant materials was undertaken. The programme will expect to provide business coaching, mentoring, training and strategic and operational support to at least 10 CSOs in Phase II.

Under Pillar 6, in partnership with Merundoi Inc. A toolkit on legal literacy and access to justice was developed to support CSO-led advocacy and support to beneficiaries. Invitations to participate in the Legal Literacy and Access to Justice workshops were extended to the following Civil Society Organizations: The NGO National Coordinating Coalition, FACT, United Bricklayers, Interreligious Organizations of Guyana, the Guyana Press Association, Comforting Hearts, Proud to Be Trans, Amerindian Peoples Association, National Toshias Council and the Guyana Council Organizations for Persons with Disabilities. In total, twenty-two (22) participants from the targeted civil society organizations were trained on legal literacy, access to justice and the use of social media for advocacy.

Rights Holders (Spotlight programme “Beneficiaries”)

Indicative numbers	Direct for 2022	Indirect for 2022	Comments / Explanations
Women (18 yrs. And above)	2175	170,417	An estimation of one-third of the total population for the target Regions was used to determine the total number of girls as indirect beneficiaries whilst two-thirds was used to determine the women.
Girls (5-17)	985	85,208	
Men (18 yrs. And above)	1342	164,286	An estimation of one-third of the total population for the target Regions was used to determine the total number of boys as indirect beneficiaries whilst two thirds was used to determine the men.
Boys (5-17 yrs.)	603	82,143	
Total	5105	502,054	



Challenges and Mitigating Measures

Challenges faced in partnering with civil society are not unique to Guyana and have been noted by other Spotlight Initiative programmes globally and within the region. These include contextual differences in how the development community/donors can partner with organisations, and the level of bureaucracy and accountability mechanisms required. In most cases, organisations must be registered for a minimum of three years to access smaller grants, and should have defined organisational and operational policies and procedures in place for larger grants. In communities where support is largely provided through grassroots and community-based organisations, many of them remain undocumented and operate outside of a formal system, but they have the reach and the presence on the ground that is critical to making a difference in the lives of beneficiaries. Efforts have been made to increase awareness of the small grants programme specifically due to the minimum set of requirements attached to this funding option. Additionally, support has been provided through larger organisations such as Blossom Inc. to encourage the growth and capacity development of women's groups and youth groups within indigenous communities and to focus on self-organising so that they will be in a position to consider formal registration. CSO coalitions and consortiums, as well as mentoring and joint submissions to Call for Proposals have been highly encouraged as another mechanism to address the disparity of groups accessing funding and support within the programme. It is noted that developing a sector to see tangible results at the outcome level requires time and investment, and the programme has continued to work closely with civil society to build capacity, increase awareness, and support movement building.



Lessons Learned and New Opportunities

Lessons Learned

The programme continued to learn valuable lessons during implementation. For 2022 in addition to what has been highlighted in previous reports, the following lessons were learned:

1. There need to be new ways to gain men's interest within the communities. Several men see the programmatic interventions around GBV as focusing almost entirely on women and not seeking to engage men meaningfully. The programme will seek to utilize alternative ways of packaging some interventions to secure the engagement of men and boys as partners in the fight against VAWG. In 2022, this process commenced with investments in the use of sports as one method of disseminating the information.
2. A major lesson is that for successful implementation and sustainability of the sensitization and awareness activities the community leaders must be engaged and fully endorse the programmes. If the leaders are involved in the training, it greatly influences the mobilization of the entire community.
3. An Indigenous translator is required when conducting workshops in some indigenous communities.

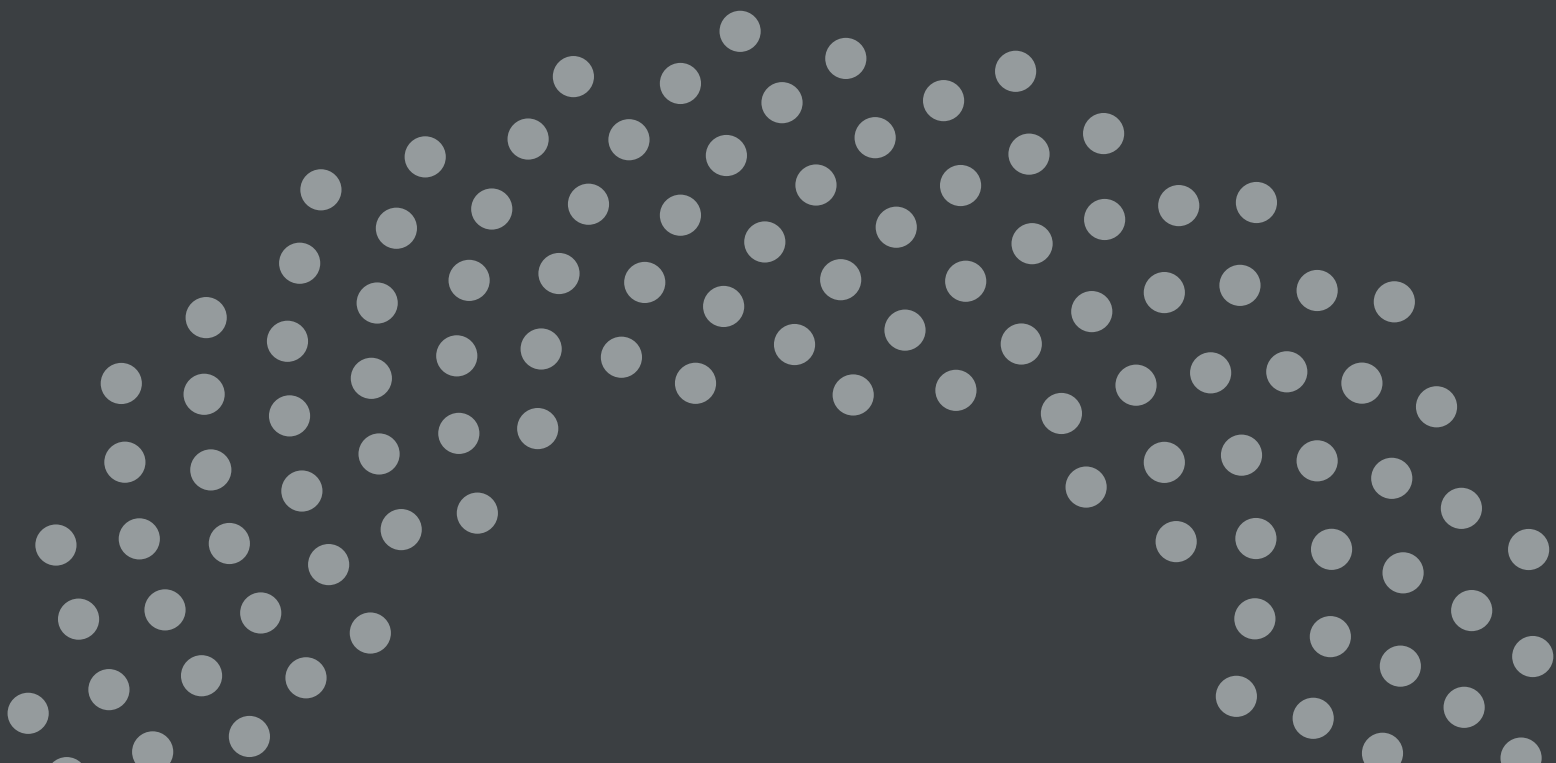
New Opportunities

1. There was an opportunity to strengthen the policies on Family Violence and Harassment based on the momentum created by the legal reform.
2. His Excellency Dr. Irfaan Ali, President of the Cooperative Republic of Guyana, has launched a national initiative called Men on Mission to foster positive masculinities and engage men in nation building. The Spotlight Initiative programme in Guyana will explore partnering with this group to scale up the involvement of men within the targeted communities.
3. The President's Youth Advisory Council is another body deemed to be an excellent partner for supporting the work of ending violence against women and girls, given its national reach across communities.

• Innovative, Promising or Good Practices

The following promising and good practices were employed in 2022:

1. Use of Small Grants Modality
2. Development of an elective GBV course for delivery through the University of Guyana
3. Data collection tools are standardised in GBV information management systems for GBV case management. This is in addition to the development of an automated GBV client intake form linked to a GBV information management system database.
4. Development of Case Management Standard Operating Procedures (SOPs) that aim to standardize the way case management is conducted in Guyana to ensure quality of service. Another promising practice could be having guidelines for all relevant GBV service sectors (health, social, justice, legal) to ensure the quality of service provision follows international guidelines.





Communications and Visibility

Overview

The Spotlight Initiative in Guyana continued the implementation of its communications and visibility action plan with an aim to bring visibility of the program and its partners. For the reporting period, in collaboration with the European Union and the national partner – Ministry of Human Services and Social Security, communications activities centered on creating greater engagement and education about the work of the Spotlight Initiative in Guyana. A central way of achieving this was by investing in influencer marketing, where three individuals (a media personality, a singer, and a makeup artist) from different sectors used their large platforms to increase visibility organically. Over a six-month engagement, content shared by the influencers reached close to 100,000 people through social media and video campaigns challenging harmful social norms and gender stereotyping. (*Output Indicator 3.2.2*).

2022 communications activities garnered increased attention from the international community. Two campaigns were implemented during International Women’s Day and 16 Days of Activism against Gender-Based Violence observances, which featured the use of video content to inform the public about GBV and related issues. These included a special production titled ‘Conversations With Her’ as an introduction to national WithHer Talks. Video content had an organic reach of over 1800 persons on Facebook and Instagram.

The Spotlight Initiative programme in Guyana continued highlighting the program’s results through written content. This included amping up the content on the Spotlight Initiative website with 18 new media stories. One joint statement with the EU was published in the four major newspaper outlets for the 16 Days of Activism against Gender-Based Violence observance, two human interest stories published were also re-published on global UN websites and social media pages (UN Volunteers Twitter page and UNSDG); and two press releases were disseminated and carried in the local news outlets and websites.

Messages

The following messages were aired/broadcast/announced during the launch as part of communications activities:

1. One in every two women in Guyana has or will experience Intimate Partner Violence in their lifetime.
2. One in five (or 20 percent of) women in Guyana have experienced non-partner sexual abuse in their lifetime.
3. Family violence can be physical, social, sexual, economic, and emotional abuse and acts of aggression within relationships that are considered as family connections.

Media and visibility events

- Implemented a six-month Influencer Engagement with three well-known Guyanese – a singer, a media personality, and a makeup artist - from June to December 2022. 97,547 persons reached (number of individual users/devices) and 129,336 instances of engagement (Video Views/plays, comments, shares, likes) achieved. This activity was thought to be a beneficial way of increasing the visibility of the Spotlight Initiative organically by capitalizing on the large platforms of the influencers.
- Produced six videos as part of the WithHer Talks Campaigns in collaboration with the influencers. Two of these videos were posted on the International Spotlight Initiative [YouTube](#) and [Instagram](#) pages as part of the global campaign. The two videos, published in three parts, received **24,973** views on YouTube and Instagram.
- ‘Conversations With Her’ one-hour production featuring the three Influencers for International Women’s Day aired on [NCN Guyana’s Facebook Live](#) and later published on [UN Guyana’s YouTube page](#). The production collectively garnered **1,800** views and focused on GBV, how it affects young people and how the internet can contribute to bullying.
- Disseminated one joint statement with the European Union that was published in the four major newspaper outlets for the 16 Days of Activism against Gender-Based Violence observance. The publications were in [Stabroek News](#), [Guyana Times](#), [Guyana Chronicle](#) and [Kaieteur News](#).
- Published 2 Human Interest Stories, featuring [UNV](#) and the [GBV Coordinator](#) with the UNFPA. Both stories received attention from UN at International Level. The latter story was published in the [UNSDG global site](#), the [Guyana UN site](#) and [local news](#). was this shared with the EUD?
- Disseminated 2 Press Releases that were published in the local news. The press releases focused on the [GBV Course](#) with UG and Spotlight Results ([Stabroek News](#), [Village Voice News](#) and [Guyana Chronicle](#)).

- Hosted sensitisation session with LGBTIQ+ Community. The session was attended by 12 representatives from four major local LGBTIQ+ groups: Proud to be Trans, SASOD Guyana, Tamùkke Feminists and Guyana Rainbow Foundation (GUYBOW).

Campaigns

The Spotlight Initiative launched two campaigns during the period in review.

In March, a Campaign for International Women’s Day was launched with the hosting of a one-hour live recording “*Conversations with Her*”. This was the first engagement using influencers who were well-known in the local setting and whose platforms collectively were followed by over 127,000 people. Because of their portfolios and their reach, these influencers were taught to be a useful channel through which Spotlight messaging could reach a wider audience to sensitize persons about VAWG and GBV. The Live production was aired on NCN and shared on the Influencers’ pages. Discussions centered on GBV, cyber-bullying and how the influencers felt they could help persons seeking more information about GBV. This initiative served as a stepping stone for a six-month engagement with the influencers who helped to raise visibility of the SI by reaching close to 100,000 persons during that time.

In November, the Spotlight Initiative once again participated in its annual campaign to observe the 16 Days of Activism against Gender-Based Violence through a mix of activities in collaboration with the Regional Spotlight Programme and the Ministry of Human Services and Social Security (MOHSSS). The Spotlight Initiative in Guyana participated in a launch event in partnership with the MOHSSS; a Regional Spotlight Light-Up ceremony at the CARICOM Secretariat; a Self Defense Session with the MOHSSS; engagements with Women Empowerment Principle signatories; a thematic dialogue with the Regional Spotlight Initiative, CARICOM and RUNOs; regional engagements; a public consultation of the Family Violence Bill; a Human Rights Day exhibition and a Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) Conference hosted by the Women and Gender Equality Commission.

Human interest stories

During the reporting period, two human interest stories were published on the Spotlight Initiative Website. These stories received attention from the UN at International Level and were also published in the local news.



Story title: A voice in her community: In Guyana, a volunteer helps survivors of violence get help

Lede: “ Heather* grew up in a small community in the Cuyuni-Mazaruni Region of Guyana (Region Seven). She and her siblings enjoyed a mostly happy childhood, but she also remembers seeing her mother abused by her father. “Sometimes, I would get away from home after seeing this because I was so traumatized,” Heather says.”

[Link to story here](#)



Story Title: “We need to talk to survivors” - In Guyana, a GBV survivor finds purpose helping others

Lede: From the outside, the de Florimontes looked like an average, well-to-do family. Mr. de Florimonte was a well-respected senior journalist, his wife was a nurse, and they had nine children together. But Mr. de Florimonte had a habit of consuming alcohol. When he imbibed, it had an immediate effect on their Subryanville, Georgetown home. This would lead to conflict in the home.

[Link to story here](#)

Extended version also published in [Guyana Chronicle](#) with title: *‘I’m a fighter, always’ – escaping abuse and finding purpose through social work and the Spotlight Initiative*

Testimonials

“ While working with the Spotlight Initiative, I have really learned a lot and gained knowledge that was otherwise not possible. I will continue to use my platform to spread awareness to GBV for I’m proud of the knowledge and help I’ve rendered to the beautiful souls that followed and engaged with me during this period of time. ”

– Poonam Singh, *Entertainer/Influencer*

“ I’d like to express my gratitude for this life-changing opportunity made possible for me. It’s my every intention to continue the work I’ve started and become so passionate about and I’d seize any future opportunities to assist, participate or collaborate with the Spotlight Initiative on the Awareness of GBV. ”

- Renee Chester, *Makeup Artist/Influencer*

“ During my time with Spotlight Initiative, I worked to provide a wide array of information utilising various statistics and facts about GBV in Guyana. I believe this reporting period was an effective one due to the amount of information I was able to relay to the public. ”

– Macaela Cameron, *Media Personality/Influencer*

“ I want to say thank you to Spotlight for coming to our village, you know you choose the right time to come to our village. Before all of this I was a person like whenever domestic violence and so would have taken place in my community, I would usually be the one to say, ‘No, that’s not my business’ but now, since they have had these workshops and so, I’m not that type anymore and I’m the one to be... I’m the one that usually speaks out now. I want to be the shoulder to someone to lean on and likewise, I need people there who can support me and I thank you very much that Spotlight was able to change the path of many of our young people. Rather than being abused, you know you speak out. ”

- Crystal Williams, *Batavia Mountain Movers Youth Group*

“ I am so happy that the Spotlight Initiative has zoomed in closely with my community. It is very important for us to know what is going on. LGBTIQ rights are human rights. Empowering LGBTIQ persons will help to advance Guyana’s achievement of the Sustainable Development Goal to Reduce Inequalities by 2030. ”

- Millie Milton, *Proud to be Trans*

Photos



● Sensitisation Session with WEPs Signatory, REGUS as part of 16 Days of Activism Campaign

Photo: Spotlight Initiative



● Former Gender-Based Violence (GBV) Coordinator working with the United Nations Populations Fund (UNFPA) and GBV Survivor, Wemyss de Florimonte, giving a presentation to participants of a workshop for women living with disabilities

Photo: Spotlight Initiative/Jasmayne Payne



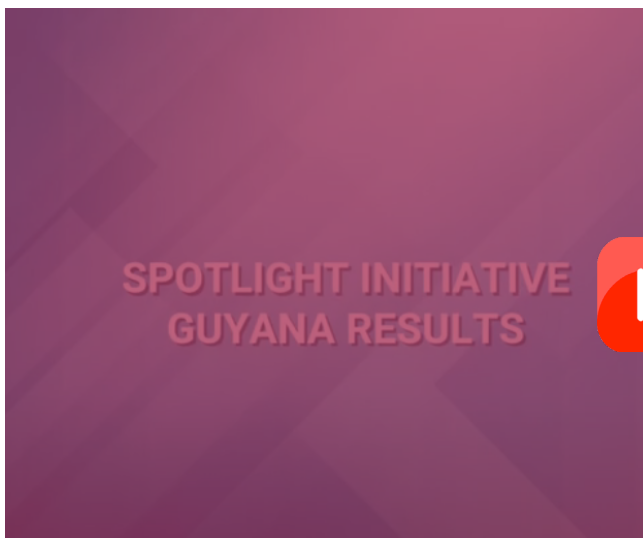
- Behind the scenes of the WithHer Talks production with Influencer Macaela Cameron and GBV survivor, Feliz Robertson. The production was published on the global Spotlight Initiative Instagram and YouTube pages and received over 20,000 views.

Photo: Spotlight Initiative/Jasmayne Payne

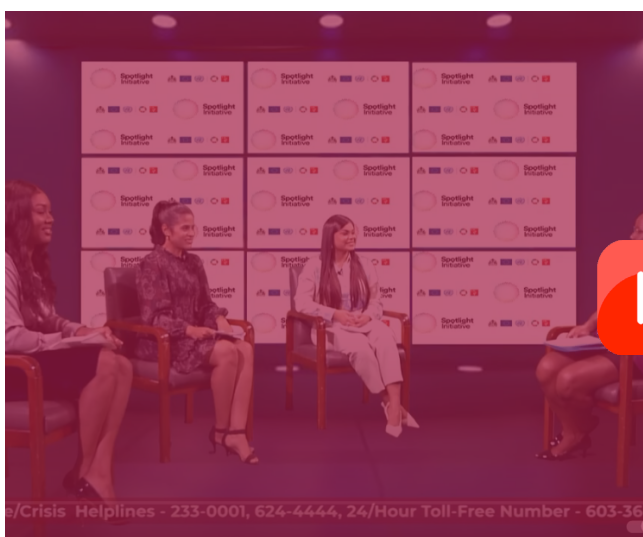
Videos



Spotlight Initiative in Guyana
16 Days of Activism activitie
<http://bit.ly/3Y0g7iO>



Spotlight Initiative in Guyana
Results video
<http://bit.ly/3DAvLcO>



Conversations with Her
<https://www.youtube.com/watch?v=ZDZnVcczoW4>



Sustainability

The Spotlight Initiative is currently in the process of developing the sustainability plan that will be driven by the following areas of emphasis:

Leveraging Government Ownership

Anchoring key Spotlight interventions in the services delivered by MOHSSS through its budget resources. This will be achieved by a joint identification of Spotlight deliverables that will be taken on by national government resources (including resources made available to the national budgets from its IFI partners, e.g., IDB) by end of 2023. This will be further achieved, among others, through dedicated workshops/meetings convening the MoHSSS, IDB, World Bank, the UN, and EU and followed by relevant Cabinet decisions and national budgetary allocations for Budget 2024. [The Technical Assistance Coordinator (UNFPA) and the National Integration Assistant (PMC/UNFPA) will be tasked by the Minister directly for integrating Spotlight services that will be taken on by Government into national budgets]

Legal Framework that will support EVAW beyond the Spotlight Programme

Under Spotlight, the implementation of the two new legal frameworks (Family Violence and Harassment) will be funded from national resources. While the UN did not engage in costing these two new laws, it is understood that the passage of the laws will have budgetary implications, which national budgetary resources will absorb. The initial investment from Spotlight will help to ensure a protective legal framework (at least for the next two decades- until further reforms) and activate further reforms in implementation through complementary investments in Social Workforce reform (e.g. Social Workers Licensing Bill, 2022 and the development of a multi-year plan of action on Social Work) and other services (e.g. Domestic Violence Hearing rooms and Sexual Offences Courts) which will also positively affect the implementation of the legislation. Finally, the legislative investments have been complemented by investments in the sector planning and other work on human rights reform (e.g. CEDAW, CRC, and UPR Treaty Body Reporting) which will assist in ensuring that the work on legislative reform remains vibrant and lasting

Enhancing civil society capacities for GBV service provision and monitoring/feedback functions

Foundations have been laid for the strengthening of the civil society sector through virtual townhalls on resource mobilization, one on one engagement, field visits, and the design and planning of a CSO capacity-building programme, inclusive of business coaches and an in-person CSO Retreat to facilitate regional and national movement building, networking, capacity development, and regional dialogues. The strategy to sustain this movement beyond Spotlight includes deep dive assessments of additional CSOs not previously engaged on Spotlight, tailored capacity-building plans, pairing with business coaches and support, and sessions and training to develop key skills. Building the network of CSO coalitions and networks will also support joint applications and knowledge sharing.

Mobilization of the Private Sector

A strategy has been developed to implement the WEPs, considering the sustainable engagement of the private sector in addressing family violence and creating safe spaces in the workplace. This strategy seeks to engage the Guyana Women & Gender Equality Commission, Guyana Women's Leadership Institute (GWLI), the Chambers of Commerce, and key Ministries in partnership to advance standards and policies around gender equality and women's empowerment. In terms of the informal private sector, engagement with the Toshaos will be advanced. A situational analysis will be conducted within target communities to support empowerment activities geared towards incremental changes to address women's and girls' live reality and support access to income and security.



Next Steps

The work plan for this next phase focuses on consolidating the roll-over interventions from Phase I. This would include where necessary modifying approaches for greater impact based on the lessons learned and opportunities for strengthening partnerships. The following activities will be undertaken:

Pillar 1

- Continue with activities of consultations on the Family Violence Law and the Harassment Law and submit the final products of legislation for approval to Cabinet and subsequent enactment in Parliament.
- Provide training/capacity building and awareness for the draft legislation for Harassment and Family Violence and support an implementation plan for the roll-out of the new legislation.
- Development of a Prevention of Sexual Exploitation and Abuse course (or the like) for all public servants.
- Institutional strengthening of the Gender Unit at the Ministry of Human Services through the enhancement of the service delivery component under Outcome 4 (below).
- Institutional strengthening of the Gender Unit at UG for the roll-out of the FV course.

Pillar 2

- The strengthening of the social protection framework that addresses economic, social, and other vulnerabilities, including GBV. This emphasis will be complemented by another initiative (outside of Spotlight) for the development of a multi-year plan for social workforce development (inclusive of licensing and registering of social workers). Through this and other interventions, it is recognized that there is a high need to re-engineer the social protection framework (including reforms around the current Poor Relief laws) to decrease levels of economic, social, and other vulnerabilities.

Pillar 3

- Trainer of Trainers for lecturers at the Teachers Training College to continue to build the capacity of all teachers (pre-service and in-service) and develop social behavior change materials for use in school in CSE and to train teachers in its use.
- Strengthen and expand Girls' and Boy's Clubs.
- Scale up and expand the Foundations Programme integrating violence prevention messaging that targets teens, mothers, and fathers in addition to endowing children and young people with knowledge, skills, attitudes, and strategies for addressing conflict (resolution/mediation) techniques) and responding to stress and stressors that arise in relationships and establishing and modelling an atmosphere of respect within group relations among and between young people. Community advocacy platforms are strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes, and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and promoting positive masculinities.
- Support gender transformative programmes targeting men and boys on violent masculinities and men's violence linked to alcohol abuse including through Batterer Prevention programs such as the Partnership for Peace.
- Provide support for vulnerable women owners of Small to Medium enterprises in collaboration with the MoHSSS.
- Institutionalize tools and policies targeting media, sports, and other sectors in particular faith-based leaders, on harmful social norms, gender stereotyping, violent masculinities, and men's violence towards women and girls involving survivors as champions and reformed perpetrators
- Enlist additional private sector companies to promote initiatives that prevent work-related spillovers of family violence and create safe spaces at work using the Women's Empowerment Principles

Pillar 4

- Piloting of models of GBV Services - This will include the GBV Essential Services Package, the GBV Mobile & Remote Services Delivery model, the GBV One Stop Centre model, and strengthening of interventions to address women's economic empowerment.
- Strengthening of GBV Case Management services, and GBV Information Management Systems, including capacity building for Survivor's Advocates and Probation Officers, capacity building support for a network of women and girls, and GBV programming and linkage to GBV-related services in skills training initiatives.
- Support to Legal Pro Bono Initiative to strengthen the provision of the services.
- Procurement of material, furniture & equipment for GBV shelters/ safe spaces

Pillar 5

- The development of a national database for the collection, storage, and accessibility of gender-based violence data to inform responsive programmes and policies inclusive of capacity building in the management and use of the database.
- Convening a multi-stakeholder forum on data sharing protocols for access to and use the database.

Pillar 6

- Strengthen the business capacity (including project cycle management skills, M&E skills, and tools) of grassroots and women's organizations, LGBTQI and SRHR organizations, men's organizations, faith-based organizations, other service providers, and advocacy groups.
- Strengthen technical and operational capacities of CSOs through collaborative mechanisms and partnerships to roll out public accountability frameworks, including accountability scorecards for EVAWG legislation, policies, and related services
- Support the Civil Society National Reference Group
- Roll out the small grant funding modality to support the expansion of the technical substantive capacity of CSOs, WROs, CBOs, Youth Organizations, LGBTQI+, FBOs, and other organizations representing vulnerable/marginalized groups working on FV and VAWG.

Annex A

Results Framework

Outcome 1 Summary table						
Outcome Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Indicator 1.1 Laws and policies on VAWG/HP in place that adequately respond to the rights of all women and girls, including exercise/access to SRHR, and are in line with international HR standards and treaty bodies' recommendations.	Legal age of marriage					The Government of Guyana (Ministry of Human Services and Social Security) has led in the development of proposed legislation on domestic violence, through a draft Family Violence Bill, 2022 which is expected to be tabled in Parliament in 2022. Plans has also begun to propose new legislation on harassment (with specific reference to sexual harassment). Both pieces are supported through the EU-UN SI program. There are no current efforts to review or advocate for changes in legislation on the age of marriage, parental authority in marriage, divorce and inheritance rights. Further, based on feedback from partner, the Government will review the law on Sexual Offences.
	0.25	0	0.5	0.5	1	
	Parental Authority in Marriage					
	0	0	0	0	1	
	Parental Authority in Divorce					
	0	0	0	0	1	
	Inheritance rights of Widows					
	0	0	0	0	1	
	Inheritance rights of Daughters					
	0	0	0	0	1	
	Laws on Domestic Violence					
	0	0	0	0	1	
Laws on Rape						
0.25	0.25	0.25	0.25	1		
Laws on Sexual Harassment						
0	0	0	0	1		
National level						
Indicator 1.2 National/and/or sub-national evidence-based, costed and funded action plans and M&E frameworks on VAWG/HP are in place that respond to the rights of all women and girls and are developed in a participatory manner.	M&E framework	M&E framework	Does not apply/ there is no plan	Does not apply/ there is no plan	M&E framework	Although there is no agreed plan of action in place, action was taken to draft plans of action on violence, centered on the Ministries of Human Services and Social Security, Health and Home Affairs. The Ministry of Human Services is currently working on the development of a draft Strategic Plan which will include, related elements needed to work on VAWG
	Sub-National Level					
Does not apply/ there is no plan	Does not apply/ there is no plan	0	0	Does not apply/ there is no plan	Does not apply/ there is no plan	Although there is no agreed plan of action in place, action was taken to draft plans of action on violence, centered on the Ministries of Human Services and Social Security, Health and Home Affairs. The Ministry of Human Services is currently working on the development of a draft Strategic Plan which will include, related elements needed to work on VAWG

Output Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Developed or Strengthened						
Indicator 1.1.1 Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR standards, within the last year.	0	2	0	0	1	The Government of Guyana (Ministry of Human Services and Social Security) has led in the development of proposed legislation on domestic violence, through a draft Family Violence Bill, 2022 which is expected to be tabled in Parliament in 2022. Plans has also begun to propose new legislation on harassment (with specific reference to sexual harassment). Both pieces are supported through the EU-UN SI program. There are no current efforts to review or advocate for changes in legislation on the age of marriage, parental authority in marriage, divorce and inheritance rights. Further, based on feedback from partner, the Government will review the law on Sexual Offences. Although there is no agreed plan of action in place, action was taken to draft plans of action on violence, centred on the Ministries of Human Services and Social Security; Health and Home Affairs. The Ministry of Human Services is currently working on the development of a draft Strategic Plan which will include, related elements needed to work on VAWG.
National						
Indicator 1.2.1 Number of evidence-based national and/or sub-national action plans on ending VAWG developed that respond to the rights of all women and girls, have M&E frameworks and proposed budgets within the last year.	Does not apply/ there is no plan	M&E Plan	0	1	Evidence-based, Programs & activities costed, M&E Plan	Action Plan: MoHSS yearly plan which includes gender specific actions, Sector: Over reporting period: M&E Plan
Sub-National						
	0	0	0	0	0	Action Plan: MoHSS yearly plan which includes gender specific actions, Sector: , Over reporting period: M&E Plan
Government Officials						
Indicator 1.2.2 Number of key government officials with strengthened capacities to draft and costed action plans on ending VAWG and accompanying M&E frameworks, within the last year.	0	0	0	0	0	
Women Government Officials						
	0	0	0	0	0	
Indicator 1.2.3 Number of women's rights advocates with strengthened capacities to draft and cost action plans on ending VAWG and accompanying M&E frameworks.	0	0	0	0	0	
Government Officials demonstrate awareness						
Indicator 1.3.3 Number of key government officials with increased awareness of human rights standards and obligations and strengthened	0	0	0	0	0	0
	those Officials who participate in					
	0	0	0	0	0	

Women Human Rights Defenders demonstrate awareness					
Indicator 1.3.4 Number of women human rights defenders with strengthened capacities to contribute to the development of laws and policies that guarantee the ability of women's rights groups, CSOs and women human rights defenders to advance the human rights agenda.	0	0	0	0	0

Outcome 2 Summary table

Outcome Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes	
Coordination Mechanism?							
Indicator 2.1 Existence of a functioning regional, national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG/HP that include representation from marginalized groups.	0	Yes	No	No	0	The Government has a National Task Force on Sexual Offences and Domestic Violence.	
Is there a national budget allocation?							
No Yes Yes Yes No							
What is the percentage of national budgets being allocated?							
Indicator 2.2 Percentage of national budget being allocated to the prevention and elimination of all forms of VAWG/HP.	0	0	0%	0.01	0	This is part of the national budget across sectors but has not been quantified	
Health							
Low Medium Low Low Medium							
Education							
Indicator 2.3 Extent to which VAWG/HP is integrated in 5 other sectors (health, social services, education, justice, security, culture) development plans that are evidence-based and in line with globally agreed standards.	Low	Medium	Low	Low	Medium	<p>The Ministry of Human Services and Social Security – This Ministry is the principal government partner for Spotlight in Guyana since its mandate includes providing prevention and response mechanisms for those affected by family violence.</p> <p>Ministry of Home Affairs and the Guyana Police Force - Recognizing the significant role that the Guyana Police Force plays in responding to Gender Based Violence, in ensuring that perpetrators are brought to justice and in safeguarding and protecting survivors and in ensuring that survivors can access all other essential services such as medical care and safe accommodation.</p> <p>Ministry of Health - Given that Health Care Workers are one of the main first responder group in VAWG and a provider of essential services, the program is designed to engage the Minister of Health across pillars.</p> <p>The Judiciary – As one of the key stakeholders, especially for Pillars 1 and 4, there were several engagements with the Chief Justice and other officers of the Judiciary to discuss activities that have legal implications.</p> <p>The Judiciary is also represented on the NSC and GTWG. Local Authorities –Key partnerships were established among Regional Democratic Councils, Neighborhood Democratic Councils, Amerindian Village Councils and Ministry of Education – Collaboration with the Ministry of Education was necessary to facilitate Pillar 3 activities geared at promoting prevention which targeted school-aged students. These activities included the commencement of efforts to strengthen the integration of Comprehensive Sexuality Education within the Health and Family Life curriculum, the establishment of the boys' and girls' clubs within selected secondary schools and the provision of a professional development course to enhance the capacities of school welfare officers in addressing the psycho-social needs of students.</p>	
Justice							
Low	Medium	Low	Low	High			

Security						<p>Ministry of Home Affairs and the Guyana Police Force - Recognizing the significant role that the Guyana Police Force plays in responding to Gender Based Violence, in ensuring that perpetrators are brought to justice and in safeguarding and protecting survivors and in ensuring that survivors can access all other essential services such as medical care and safe accommodation. Ministry of Health - Given that Health Care Workers are one of the main first responder group in VAWG and a provider of essential services, the program is designed to engage the Minister of Health across pillars.</p> <p>The Judiciary – As one of the key stakeholders, especially for Pillars 1 and 4, there were several engagements with the Chief Justice and other officers of the Judiciary to discuss activities that have legal implications. The Judiciary is also represented on the NSC and GTWG. Local Authorities –Key partnerships were established among Regional Democratic Councils, Neighborhood Democratic Councils, Amerindian Village Councils and Community Development Councils to prevent and respond to VAWG in all target Regions. ""</p>
No Integration	Medium	Medium	Medium	Medium		
Social Services						
Medium	Medium	Low	Low	High		
Culture						
No Integration	Low	No integration	No integration	Low		
Output Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Indicator 2.1.1 Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG, including for those groups of women and girls facing intersecting and multiple forms of discrimination.	0	0	0	5	0	MoHSS yearly plan which includes gender specific actions. Action Plan: MoHSS yearly plan which includes gender specific actions, Sector: , Over reporting period: M&E Plan
Indicator 2.1.2 Internal and external accountability mechanisms within relevant government institutions in place to monitor GEWE and VAW/HP.	No	No	No	No	No	MoHSS sector plan
Indicator 2.1.5 Number of targeted national and sub-national training institutions for public servants that have integrated gender equality and VAWG in their curriculum, as per international standards.	0	1	0	2	1	Training for UG milestone changed to 2
Indicator 2.2.1 Multi-stakeholder VAWG coordination mechanisms are established at the highest level and/or strengthened, and are composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans, within the last year.	Established at the highest level	Established at the highest level	Established at the highest level, Composed of relevant stakeholders, With a clear mandate and governance structure	Established at the highest level, Composed of relevant stakeholders, With a clear mandate and governance structure	Established at the highest level	0
Indicator 2.3.1 Proportion of dedicated and multi-sectoral programmes developed that include proposed allocations of funds to end VAWG, within the last year.	3	1	0	3	1	0

Indicator 2.3.3 Number of key government officials with greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, within the last year.	Government Officials					Institute of Gender Studies, University of Guyana will train 34 school welfare in a six-week intensive Professional Development course on gender responsive approaches in addressing the psychosocial needs of children. It is expected that in 2022 the new strategies learned will be piloted in enhanced counselling environments with the aim of reducing GBV in schools and by extension the wider community.
	0	0	35	35	0	
	Women Government Officials					
	0	0	35	35	0	

Outcome 3 Summary table

Outcome Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Indicator 3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner.	0	0	0.00	0.00	0	
Female Genital Mutilation						
Indicator 3.2 a) Percentage of people who think it is justifiable to subject a woman or girl to FGM (in areas where FGM takes place)	0	0	0.00	0.00	0	we are not reporting on this indicator since it is not applicable to Guyana
Child Marriage						
b) Percentage of people who think it is justifiable to subject a woman or girl child marriage.	0	0	0.00	0.00	0	
Indicator 3.3 Existence of with at least 3 evidence-based, transformative/comprehensive prevention strategies/programmes that address the rights of those marginalized and are developed in a participatory manner.	0	0	0	1	0	
Output Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Indicator 3.1.1 Existence of a draft new and/or strengthened Comprehensive Sexuality Education in line with international standards	NoNo	No	Yes	Yes	No	Strengthen school teaching curricula linked to Health and Family Life Education and Comprehensive Sexuality Education. (Implementation partner - MoE)

	In-School Programmes						
	0	60	650	650	130		
	In-School Programmes Girls						
	0	30	420	420	65		
	In-School Programmes Boys						
	0	30	230	230	65		
	Out-of-School Programmes						
	0	20	450	450	30		
	Out-of-School Programmes Girls						
	0	0	250	250	30		
	Out-of-School Programmes Boys						
	0	20	200	200	0		
	National or Sub-National						
Indicator 3.1.3 Number of national and/or sub-national programmes developed for inclusion in educational curricula to promote gender-equitable norms, attitudes and behaviours, including targeting young women and girls, young men and boys facing multiple and intersecting forms of discrimination, within the last year.	NoNo	No	0	1	0		Foundations programme in collaboration with the Gender Affairs Bureau/ MoHSSS and with the MoE and the MoCYS (to be rolled out in Region 1 and 6 in April 2023, and then regions 4 and 7 in Q2. (Implementation partners, MoHSS, MoE, MoCYS) . Given that schools were out due to covid MOHSSS having been working with youths from in the community instead of the schools system.
Indicator 3.2.1 Number of women, men, girls and boys who regularly attend community programmes to promote gender-equitable norms, attitudes and behaviours, including in relation to women's and girls' sexuality and reproduction, within the last year.	0	0	2,500	2520	0		Do note that persons were reached with information via radio, TV and face-to-face
Indicator 3.2.2 Number of people reached by campaigns challenging harmful social norms and gender stereotyping, within the last year.	0	20	60	78	60		"5 English PSAs were produced and aired on NCN (102.5fm, 98.1fm, 100.1fm , 560am) & Community Stations Radio Mahdia, Radio Essequibo, Radio Lethem, Radio Mabaruma Radio Orealla, Radio Aishalton, Radio Bartica Radio Paiwomak (Annai), 104.1 Lite Fm and "Merundo" Radio Drama. 2 PSAs were produced in 8 Indigenous Languages and aired as follows:- Wai wai..& Wapichan – Radio Aishalton, Makushi - Radio Lethem & Radio Paiwomak Patamuna.- Radio Mahdia. Akawaio and Arekuna - Radio Bartica. Arawak Radio Essequibo & Radio Orealla. Warrau - Radio Mabaruma.& Radio Orealla.."
	Total						
Indicator 3.2.3 Number of men and boys who regularly attend gender transformative programmes addressing violent masculinities and men's violence towards women and girls in community centres, schools and other relevant spaces, within the last year.	0	0	163	213	50		
	Men						
	0	0	163	163	50		
	Boys						
	0	0	0	0	0		

Indicator 3.2.4 Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction	0	0	8	9	0	Draft community advocacy strategy and tools developed and shared with GTWG for feedback. Stakeholder consultations began in 2022 and will be concluded in Q1 2023. Final strategy to be shared in Q1 2023, and mission to Guyana for launch of strategy to be completed in May 2023.
Indicator 3.2.5 Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated during the past year.	0	0	0	0	0	
Indicator 3.2.6 Number of networks of men and boys developed and/or strengthened to advocate against VAWG and stand for promoting gender equitable values and behaviours during the past year.	0	0	0	0	0	
EVAWG Policies						
Indicator 3.3.2 Number of relevant non-state institutions that have developed and/or strengthened strategies/policies on ending VAWG and promoting gender-equitable norms, attitudes and behaviours and women and girls' rights, including those groups facing multiple and intersecting forms of discrimination, in line with international HR standards, within the last year.	0	0	0	0	0	Under the Spotlight Initiative (SI) Guyana project (Phase 1), thirteen (13) private sector companies have signed on to the Women's Empowerment Principles. These 13 companies successfully completed Gender Gap Analyses and Gender Action Plans underpinned by specific initiatives that support particular Women's Empowerment Principles (WEPs) aligned to the overarching goals of the Spotlight Initiative, primarily to reduce the workplace spillover of Family Violence and gender inequality. 3 companies implemented paternity leave policies with EVAWG considerations.
EVAWG Policies including LNOB	0	0	0	0	0	
Journalists						
Indicator 3.3.4 Number of journalists with strengthened capacity to sensitively report on VAWG and GEWE more broadly.	0	0	0	0	0	
Women Journalists	0	0	0	0	0	

Outcome 4 Summary table

Outcome Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
	Women					
Indicator 4.1 Number of women and girls, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence and seek help, by sector.	0	0	2500	2500	0	
	Girls					
	0	2500	0	0	2500	
Output Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
	Women					
Indicator 4.1.2 Number of women and girls with access to programmes developed to integrate VAWG response into SRH, education and migration services.	0	2500	2500	2500	2500	
	Girls					
	0	0	0	0	0	
	Developed					
Indicator 4.1.3 Existence of national guidelines or protocols that have been developed and/or strengthened in line with the guidance and tools for essential services.	No	No	0	0	No	
	Strengthened					
	No	No	0	0	No	

Indicator 4.1.6 Number of government service providers who have increased knowledge and capacities to better integrate VAWG response into sexual and reproductive health, education and migration services, within the last year.	Government Service Providers					<p>Indicator 4.1.1.1: Number of new and improved GBV related services, adapted to the GBV Essential Services Package, that are in line with international guidelines at national, sub-national and community levels. UNFPA 0 2</p> <p>Indicator 4.1.1.2: Number of personnel per sector with improved capacity to delivery GBV essential services in line with international guidelines UNFPA 0 40</p> <p>Indicator 4.1.1.3: Number of CSOs with improved capacities to deliver GBV safe identification and psychosocial support services UNFPA 0 4</p> <p>Indicator 4.1.1.4: Number of women and girls, particularly adolescent girls and teen mothers, who benefitted from the delivery of psychosocial support services in the COVID 19 context. UNFPA 0 50</p> <p>Indicator 4.1.1.5: Number of community personnel, such as pharmacists and shop owners, trained to support efforts to strengthen the provision of GBV referral information at community levels. UNFPA 0 10</p> <p>Indicator 4.1.1.6: Improved access to at risk youth populations for enhanced prevention/protection from GBV inclusive of strengthened GBV referral services [Baseline: No. Result: Yes]. UNFPA No Yes</p> <p>Indicator 4.1.1.7: Readiness assessment report, including the data analysis and recommendations to address gaps at the central and decentralized level for target regions, is available [Baseline: No. Result: Yes] UNFPA No Yes</p> <p>Indicator 4.1.1.8: Number of trained health care providers who are adequately equipped to support persons experiencing GBV as well as persons at risk of GBV UNFPA 0 40</p> <p>Indicator 4.1.1.9: Strengthened, well-coordinated, and governed package of quality services available across the health, social services, Police, and justice sectors for GBV survivors and persons at risk of GBV [Baseline: No. Result: Yes] UNFPA No Yes</p> <p>Indicator 4.1.1.10: Number of individuals in the Police, Judiciary, Social Services, and Health sectors adequately trained to support the delivery of GBV essential services. UNFPA 0 40</p> <p>Indicator 4.1.1.11: Model for mobile and remote GBV services developed for Guyana [Baseline: No. Result: Yes] UNFPA No Yes</p> <p>Indicator 4.1.1.12: One Stop model for GBV services delivery developed for Guyana [Baseline: No. Result: Yes] UNFPA No Yes</p> <p>Indicator 4.1.1.13: Development of costed implementation plan for the strengthening of GBV case management in Guyana [Baseline: No. Result: Yes] UNFPA No Yes</p> <p>Indicator 4.1.1.14 Number of women and girls with access to programmes developed to integrate VAWG response into SRH, education and migration services UNFPA 1,854 2,500</p> <p>Indicator 4.1.1.15 Proportion of countries that have developed and/or strengthened national guidelines or protocols in line with the guidance and tools for essential services for women and girls subject to violence. UNFPA No Yes</p> <p>Indicator 4.1.1.16 Number of government service providers who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girl survivors of violence, within the last year UNFPA 0 0</p> <p>Indicator 4.1.1.17 Number of women's rights organisations who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girls' survivors of violence, within the last year UNFPA 0 0</p> <p>Indicator 4.1.1.18 Number of government service providers who have increased knowledge and capacities to better integrate VAWG response into sexual and reproductive health, education and migration services, within the last year. UNFPA 44 80</p>
	Women Government Service Providers					
	0	80	80	160	80	
	0	0	0	160	0	

Strategies Designed						Indicator 4.2.1.3 Proportion of administrative regions in Guyana that design strategies for increasing the knowledge of and access to services for women and girls, including groups facing multiple and intersecting forms of discrimination UNFPA 12 14 Indicator 4.2.1.4: Assessment completed to ascertain whether the Ministry of Human Services and Social Security, and others, meet the minimum criteria for a GBVIMS roll-out in Guyana [Baseline: No. Result: Yes] UNFPA No Yes Indicator 4.2.1.5: Steps identified to move Guyana closer to minimum criteria for GBVIMS roll-out in Guyana (if minimum criteria not met) or required next steps to move Guyana closer to full GBVIMS roll-out in Guyana (if minimum criteria is met) [Baseline: No. Result: Yes]. UNFPA No Yes Indicator 4.2.1.6: The proportion of administrative regions in Guyana which have a VAWG dedicated management information system (MIS) at the national level which can measure the number of women/girl victims/survivors of violence that have received quality, essential, multi-sectoral services. UNFPA No Yes Indicator 4.2.1.7: Improvements made to strengthen system to collect, analyse and store physical and digital forensic evidence for prosecution of rape perpetrators [Baseline: No. Target: Yes] UNFPA No Yes Indicator 4.2.1.8: Procurement of furniture and equipment to support operations of GBV shelters/safe spaces [Baseline: No. Result: Yes] UNFPA No Yes
No	No	0	0	No		
Strategies Designed that include LNOB						
Indicator 4.2.3 Existence of strategies for increasing the knowledge and access to services for women and girls, including groups facing multiple and intersecting forms of discrimination.	No	Yes	0	0	Yes	

Outcome 5 Summary table

Outcome Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Prevalence						
Indicator 5.1 Existence of globally comparable data on the prevalence (and incidence, where appropriate) of VAWG/HP, collected over time	No	Yes	Yes	Yes	Yes	Globally comparable data on the prevalence of various types of VAWG (and incidence, where appropriate)
	No	Yes	No	No	Yes	
IPV						
Indicator 5.2 Existence of publicly available data, reported on a regular basis, on various forms of VAWG/HP (at least on intimate partner violence, non-partner sexual violence, family violence, harmful practices when relevant, and trafficking and femicide) at country level	No	Yes	Yes	Yes	Yes	Publicly available data, reported on a regular basis
Output Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Indicator 5.1.1 National Statistical Offices has developed/adapted and contextualized methods and standards at national level to produce prevalence and/or incidence data on VAWG	No	0	No	No	0	

Knowledge products						
Indicator 5.2.1 Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision making, within the past 12 months	0	1	0	1	1	
Indicator 5.2.2 Number of pieces of peer-reviewed qualitative research published pertaining to the response and prevention of VAWG, within the last 12 months	0	2	0	0	2	
Government Personnel						
Indicator 5.2.3 Number of government personnel, including service providers, from different sectors with strengthened capacities on analysis and dissemination of prevalence and/or incidence data on VAWG, within the last year	0	15	122	457	15	
Women Government Personnel						
	0	0	0	0	0	

Outcome 6 Summary table

Outcome Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Indicator 6.1 Number of women's rights organisations, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, increase their coordinated efforts to jointly advocate on ending VAWG	0	20	15	30	20	
Indicator 6.2 Extent to which there is an increased use of social accountability mechanisms by civil society in order to monitor and engage efforts to end VAWG	0	20	0	0	20	Public accountability scorecards were developed in collaboration with Help and Shelter and Red Thread, and were piloted within the police sector. CSOs were trained in the use of public accountability scorecards. This will be rolled out across additional sectors in 2023.
Indicator 6.3 Number of women's rights organisations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, report having greater influence and agency to work on ending VAWG	0	0	15	30	10	3 new civil society organisations were recipients of grant funding to strengthen their capacity to prevent and respond to VAWG in 2022. GCOPD, Dorcas Mending Hearts Ministry and HIAS Guyana.

Output Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Indicator 6.1.1 Number of jointly agreed recommendations on ending VAWG produced as a result of multi-stakeholder dialogues that include representatives of groups facing multiple and intersecting forms of discrimination, within the last year	0	0	1	2	10	
Indicator 6.1.2 Number of official dialogues about ending VAWG with relevant government authorities that include the full participation of women's rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination, within the last year.	0	2	0	22	6	
Total						
Indicator 6.1.3 Number of CSOs representing youth and other groups facing multiple and intersecting forms of discrimination that are integrated with coalitions and networks of women's rights groups and civil society working on ending VAWG, within the last year.	0	2	17	19	2	2 youth and 15 LNOB
LNOB	0	18	18	33	18	
Indicator 6.1.4 Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG at local, national, regional and global levels, within the last year	0	20	5	10	20	CS-NRG outreach or advocacy activities including other civil society organisations.
Indicator 6.2.1 Number of supported women's right groups and relevant CSOs using the appropriate accountability mechanisms for advocacy around ending VAWG, within the last year	0	20	20	30	20	Public accountability scorecards were developed in collaboration with Help and Shelter and Red Thread, and were piloted within the police sector. CSOs were trained in the use of public accountability scorecards. This will be rolled out across additional sectors in 2023.
CSOs with strengthened capacities						
Indicator 6.3.1 Number of women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization that have strengthened capacities and support to design, implement, monitor and evaluate their own programmes on ending VAWG, within the last year.	0	4	2	4	4	3 new civil society organisations were recipients of grant funding to strengthen their capacity to prevent and respond to VAWG in 2022. GCOPD, Dorcas Mending Hearts Ministry and HIAS Guyana.



Annex B

Risk Matrix

Risk Assessment			Risk Monitoring:		Addressing the Risk:	Responsible Person/Unit		
Risk Please include new risks, if any, denoting these with [New Risk]			Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Periodicity	Source for monitoring	How (and how often) did your programme monitor the risk(s) during the reporting period? Please include the mitigating and/or adaption measures taken during the reporting period.	
Contextual risks								
Stable political environment, elevated economic expectations, and all the challenges associated with managing oil revenue	1	3		Meetings with stakeholders	Continue dialogue with multiple stakeholders including women's organizations of all political parties throughout the program to improve their understanding and forge consensus. Ensure safety of program beneficiaries by working closely with civil society to mitigate possible disruption of service provision.	RCO		
Deeply entrenched harmful and inequitable social norms resist change and push back, including after Spotlight finishes, with the risk of inflicting harm on victims and vulnerable persons.	5	5	Monthly	Meetings with stakeholders	Review existing models and implement evidence-based intervention campaigns, strategies and (at the individual, interpersonal, community, societal levels) and factoring short, medium, and long-term results that aim at changing harmful/discriminatory social norms.	RUNOs and CSOs		
Women and girls have limited access to sexual and reproductive health services.	5	4	Monthly	Meetings with stakeholders	Strengthen and/or develop VAWG prevention and care services.	UNICEF and UNFPA		

Spread of COVID-19 may affect implementation of project activities. (NEW RISK)	5	4	Daily	Ministry of Health Data	Development of COVID-19 response plan; Enforcement of PAHO/WHO protocols and provision of PPEs to reduce exposure risk for face-to-face meetings.	RCO RUNOs
Turnover of staff within institutions and service providers.	3	2	Monthly	Meetings with stakeholders	Develop training materials and capacity development initiatives that can be easily applied. Work with relevant actors to assess reasons for high turnover and address challenges.	UNFPA
Programmatic risks						
General lack of access to modern technologies reduce the scope for information sharing, including data availability and use.	4	4	Monthly	Meetings with stakeholders	Explore possible options with government authorities to ensure alternative data collection and dissemination in cases where the capacity and/or technology are not available.	UNDP
National partners have limited capacities to apply knowledge.	3	4	Weekly	Meeting with stakeholders	Develop required capacity development strategies through participation of civil society and all national partners.	UN Women
Services not available after initiatives end due to lack of resources.	4	3	Monthly	Meeting with government and other stakeholders	In collaboration with government, develop a feasible financing strategy to secure financial sustainability, and ensure ownership through civil society engagement.	RCO
Delays in delivery due to high volume of cash transfers to implementing partners and CSOs.	4	4	Weekly	Meeting with stakeholders	Elaborate operational plan and distribute workload and responsibilities across RUNOs to ensure timely input mobilisation and administrative follow-up.	RUNOs
Delays in recruitments and contracting of CSOs, consultants.	4	4	Weekly	Meeting with stakeholders	Initiate recruitment processes before Spotlight launch, create UN consultant roster; Utilisation of non-competitive process to expedite awards to CSOs.	RCO
Introducing new innovations may require time to ground and to institutionalize and sustain beyond Spotlight.	4	4	Monthly	Meeting with all stakeholders	Build on existing good practices and institutions. Carefully design the intervention in consultation with stakeholders and test approaches before roll-out or scale-up.	RUNOs

Coordination among numerous stakeholder institutions may take time and attention away from needed focus on actual and potential victims.	3	4	Monthly	Meeting with stakeholders	Create feedback loop with victim/survivors and advocates to advise and monitor implementation.	RCO
Sexual and other exploitation and abuse of victims by institutions participating in Spotlight Initiative.	3	3	Monthly	Meeting with stakeholders	Enforce UN policies and procedures on Prevention of Sexual Exploitation and Abuse and Grievance Redressal mechanisms. Create protocols on code of conduct and grievance redressal mechanisms with participating institutions.	RUNOs
Casualties of GBV and family violence during Spotlight programme.			Weekly	Meeting with stakeholders	To be discussed with stakeholders.	RUNOs
Low participation of beneficiaries in project measures. (NEW RISK)	3	4	Quarterly	CSOs Progress Reports	Use of local focal point in target communities to distribute information to the intended recipients. Collaborate with partners in target regions to mobilise committed and reliable community leaders to be trained.	UN Women, CSOs
Perceptions that males are marginalized and disadvantaged.	5	5	Monthly	Meetings with stakeholders	Engage in dialogue with organizations, including men's and boys' organizations, having an interest in building self-esteem of males and evidence-based approaches to development.	RUNOs
Institutional risks						
Changes in government/state personnel at central and regional levels particularly after local government elections leading to lack of continuity and commitment in Spotlight implementation.	3	2	Monthly	Meeting all stakeholders	Direct engagement of the new President of the Cooperative Republic of Guyana and the new Government of Guyana supported efforts to have the Country Programme Document signed off and the Spotlight programme in Guyana properly rolled out. Wide consultation and consensus-building with stakeholders at national, regional, local levels in state, government, civil society and communities remains ongoing. Engagement of women's organisations across political parties to obtain cross-party buy-in. Advocacy, communication, training strategy to seek buy-in of new personnel.	RCO and RUNOs

Delays and gaps in decision making and response/ support across line agencies and central and between central and regional levels impeding timely and coordinated interventions in support of victims.	3	3	Monthly	Meeting with stakeholders	Decentralise management, coordination and decision-making to community and regional levels to the extent possible. Identify key persons in stakeholder institutions and agree on communication lines to expedite decisions and actions.	RUNOs, government partners and CSOs
Lack of sustained finance beyond Spotlight particularly for CSOs and RDCs.	3	3	Monthly	Meeting with stakeholders	Ensure national budgetary allocations and establish government-CSO partnership framework and funding window (under Pillar 2). Involve key government stakeholders in Spotlight field visits and communications. Network with international partners, related projects, private sector and other actors that can potentially provide financing.	UNCT and RUNOs
Disengagement with CSOs who do not receive Spotlight Funds	3	3	Monthly	Meeting with stakeholders	Inclusion in knowledge dissemination and stakeholder dialogue activities.	RUNOs and CSOs
Lack of mental health and social welfare professionals in the country.	3	3	Monthly	Meetings with heads of departments and other stakeholders	Collaboration with University of Guyana psychology and social workers programme (students/interns), international programmes (Peace Corps, Cuban assistance), Caribbean regional network (pursue opportunities in Spotlight regional component), train aspiring survivors of violence	UNICEF and UNFPA
Weak institutional and governance structures inhibit data collection on VAWG/HP.	4	4	Monthly	Meeting with all stakeholders	Advocate with government stakeholders for the importance and benefits of having strengthened data on VAWG. Develop capacities on data collection, analysis and use.	UNDP
Lack of resources/ funds allocated to the production of data on VAWG/HP.	4	4	Monthly	Meeting with stakeholders	Collaborate with national partners to leverage additional resources and provide technical assistance and guidance on how national funds can be used to address VAWG data needs.	UNDP and CSOs
Weak support at national statistical office, lack of funding and technical skills resulting from frequent rotation of personnel or insufficient human resources reduce ability to produce and publish VAWG/HP data.	4	4	Monthly	Meeting with stakeholders	Prioritize developing capacities of national statistical offices.	UNDP

Fiduciary risks						
Disbursement of resources to small stakeholders (CSOs) have the potential to provide incentives for diversionary activities.	4	4	Monthly	Meetings with Stakeholders	Institute clear financial accountability procedures and safeguards.	RCO and RUNOs
Timely disbursement of funds at the local level. (NEW RISK)	3	3	Quarterly	CSOs Progress Reports	Preparation of work plan and procurement plans by CSOs and arrangements where necessary to ensure necessary materials are collected/ delivered.	UN Women, CSOs
Assumptions: There is significant national commitment including through dedication of domestic resources to ensure sustainability and long-term impact of the programme and overall efforts.						

Annex C

CSO Engagement Report

Reporting Period: Start of the programme - 31 December 2022

Programme	Guyana
CSRG Budget (2022)	\$525,284

Region	Spotlight Programme	Outcome	Output	Name of Recipient UN Organization (RUNO) funding the CSO	Name of Civil Society Organization (CSO)	Type of CSO	Modality of Engagement	Total award amount (USD)	Out of the total amount awarded, how much has been disbursed to the CSO by 31 December 2022?	Is the award or part of the award being sub-granted/contracted to other CSOs?	If yes, what percentage of this award is planned for sub-granting or sub-contracting?	What is the estimated planned number of sub-granted or sub-contracted CSOs?	What percentage of the Award is going to core institutional support to CSOs?	Is this CSO woman-led and/or a women's rights organization (WRO)/ feminist CSO?	Is the CSO a new or existing partner?	Vulnerable/ Marginalized Populations Supported by Award										
																Adolescent girls	Elderly women	Indigenous women and girls	LGBTQI persons	Sex workers	Migrant women and girls	Women and girls from ethnic minorities and/or religious minorities	Women and girls living with HIV/AIDS	Women and girls with disabilities	Rural women	Other marginalised groups relevant in national context
Caribbean	Guyana	3	Output3.2	UN WOMEN	Youth Challenge Guyana	Local and grassroots organizations	Implementing partner (IP)	\$32,000	\$32,000	No	0%	0	37%	No	Existing	X	X	X	X			X	X	X	X	X
Caribbean	Guyana	3	Output3.2	UN WOMEN	Merundoi Incorporated	Local and grassroots organizations	Implementing partner (IP)	\$24,996	\$24,996	No	0%	0	50%	Yes	New	X	X	X	X	X		X	X	X		X
Caribbean	Guyana	3	Output3.2	UNICEF	Youth Challenge Guyana	Local and grassroots organizations	Implementing partner (IP)	\$102,000	\$102,000	No	0%	0	13%	No	Existing	X	X	X	X			X	X	X	X	X
Caribbean	Guyana	3	Output3.2	UNICEF	Blossom Inc.	National	Implementing partner (IP)	\$101,259	\$101,259	No	0%	0	33%	Yes	Existing	X	X	X	X	X	X	X	X	X	X	X
Caribbean	Guyana	3	Output3.2	UNICEF	St. Francis Community Developers	Local and grassroots organizations	Implementing partner (IP)	\$79,000	\$79,000	No	0%	0	24%	Yes	Existing	X	X	X	X	X	X	X	X	X	X	X
Caribbean	Guyana	3	Output3.2	UNICEF	Help and Shelter	National	Implementing partner (IP)	\$32,213	\$32,213	No	0%	0	16%	Yes	Existing	X	X	X	X	X	X	X	X	X	X	X
Caribbean	Guyana	3	Output3.1	UNICEF	Blossom Inc.	National	Implementing partner (IP)	\$30,000	\$30,000	No	0%	0	0%	Yes	Existing	X	X	X	X	X	X	X	X	X	X	X
Caribbean	Guyana	3	Output3.1	UNICEF	St Francis Community Developers	Local and grassroots organizations	Implementing partner (IP)	\$5,000	\$5,000	No	0%	0	0%	Yes	Existing	X	X	X	X	X	X	X	X	X	X	X

Caribbean	Guyana	4	Output4.1	UNFPA	Help & Shelter	National	Implementing partner (IP)	\$22,721	\$22,721	No	0%	0	71%	Yes	Existing	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
Caribbean	Guyana	4	Output4.1	UNFPA	Guyana Responsible Parenthood Association	National	Grantee	\$33,142	\$20,728	Yes	0%	3	21%	Yes	Existing	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
Caribbean	Guyana	4	Output4.1	UNFPA	Guyana Responsible Parenthood Association	National	Implementing partner (IP)	\$28,782	\$28,782	No	0%	0	88%	Yes	Existing	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Caribbean	Guyana	4	Output4.1	UNFPA	St Francis Community Developers	Local and grassroots organizations	Grantee	\$19,482	\$19,482	Yes	0%	1	50%	Yes	New	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Caribbean	Guyana	4	Output4.1	UNFPA	St Francis Community Developers	Local and grassroots organizations	Implementing partner (IP)	\$9,209	\$9,209	No	0%	0	58%	Yes	New	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Caribbean	Guyana	4	Output4.1	UNFPA	Guyana Women Miners Organization	Local and grassroots organizations	Implementing partner (IP)	\$27,000	\$0	No	0%	0	99%	Yes	Existing	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Caribbean	Guyana	4	Output4.2	UNFPA	ChildLink Inc	National	Implementing partner (IP)	\$24,282	\$24,282	No	0%	0	0%	Yes	New	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Caribbean	Guyana	6	Output6.1	UN WOMEN	Merundoi Incorporated	Local and grassroots organizations	Implementing partner (IP)	\$31,956	\$15,944	No	0%	0	31%	Yes	New	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Caribbean	Guyana	6	Output6.2	UN WOMEN	Red Thread	Local and grassroots organizations	Implementing partner (IP)	\$33,599	\$16,759	No	0%	0	20%	Yes	New	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Caribbean	Guyana	6	Output6.2	UN WOMEN	Help and Shelter	National	Implementing partner (IP)	\$26,308	\$13,122	No	0%	0	35%	Yes	New	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Caribbean	Guyana	6	Output6.3	UN WOMEN	Guyana Council of Organisations for Persons with Disabilities	National	Grantee	\$28,407	\$14,203	No	0%	0	36%	No	Existing	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Caribbean	Guyana	6	Output6.3	UN WOMEN	HIAS Guyana	National	Grantee	\$30,000	\$0	No	0%	0	17%	No	Existing	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Caribbean	Guyana	6	Output6.3	UN WOMEN	Dorcas Mending Hearts Ministry	Local and grassroots organizations	Grantee	\$24,184	\$0	No	0%	0	84%	No	Existing	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Total								\$745,540	\$591,700																																			



Annex D

Innovative, Promising or Good Practices Reporting Template

COUNTRY/REGION: GUYANA

REPORTING PERIOD: JANUARY – DECEMBER 2022

SECTION A: Innovative, Promising or Good Practices

Title of the Good Practice	MODELLING SERVICE PROVISION
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</p>	<p>Pillar 3 - Intervention began in 2020 and will be completed in 2023.</p> <p>St. Francis Community Developers (SFCD), a trusted Partner in Development and a force of responsiveness, is a civil society organization that was established thirty-six (36) years ago to support the educational, moral and economic empowerment of residents as a means to support efforts to reduce poverty, disadvantage or lack of access to responsive service delivery. Through the Spotlight Initiative, emphasis was placed on executing several information and education initiatives to strengthen prevention related interventions. St. Francis Community Developers was able to effectively demonstrate how limited resources can be used strategically, through strong networks at community levels, to achieve tangible results in facilitating the elimination of VAWG and GBV. The initiatives executed by this organization facilitated comprehensive and responsive interventions to beneficiaries, which required several Government Ministries/ Departments/Agencies, as well as Social Service Providers in the Non-Government field, to work together to address different aspects of issues/ challenges affecting individual cases of VAWG and GBV.</p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>Objective of the practice: What were the goals of the activity?</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>The stakeholders were children/adolescents/youth, parents/caregivers, teachers, FBOs, Community Groups, the Media, the Ministries of, Health, Education, Human Services and Social Security, the Guyana Police Force, Private Sector.</p> <p>There is a continuous collaboration between and among SFCD, the Police, the Childcare and Protection Agency, Probation Services, the Sexual Offences and Domestic Violence Policy Unit, and the private sector. Prior to the commencement of the interventions, SFCD held meetings with local partners at the community level and engaged them on the intent of the anticipated strengthened collaborations. The consensus among the stakeholders on the approach, allowed for greater collaboration during the execution of interventions.</p> <p>The interventions led by SFCD utilized localized radio and TV programmes to increase awareness and knowledge of VAWG and GBV, as well as the related supportive services, including social and health services, that are available in Region 6 in Guyana. This approach, coupled with the robust application of a localized referral mechanism, led to an increase in persons coming forward to report incidences of VAWG and GBV. As part of its interventions, St Francis Community Developers facilitated the conduct of capacity-building exercises with students, teachers, parents, FBOs, and Probation Officers, so as to strengthen the capacity of stakeholders to engage in VAWG and GBV prevention and response efforts.</p>

<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform.</p>	<p>The robust execution of prevention interventions by St. Francis Community Developers, utilizing a multi-stakeholder approach, captured the attention of community members and garnered the support of the private sector and other stakeholders who sought to be a part of the process of bringing about change. As a result, members of the private sector were willing to step forward at community levels to provide free goods and services to support the work of entities involved in VAWG and GBV prevention and response efforts. Critically, SFCD has been able to utilize its wide network of stakeholders at community levels to provide housing for underprivileged and abused women and girls, food supplies for families affected by violence, school supplies for children, after-school classes and skills training to enhance economic empowerment opportunities, as well as linkages to entrepreneurial opportunities.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>Some of the challenges include:</p> <ol style="list-style-type: none"> 1. Lack of adequate human resources (trained counsellors, welfare officers, probation officers, social workers) to support ongoing efforts led by St. Francis Community Developers proved to be a major challenge, and the organization was forced to rely on a few volunteers at times to support ongoing efforts. 2. The limited reach of certain key services provided by Government Ministries/Departments/Agencies as well as the limited number of safe spaces for abused children and women in Region 6 proved to be another major challenge. SFCD utilized its wide network and influence as well as its own resources to link abused women and children with other stakeholders such as the Food for the Poor Organization which in turn, built houses for women. The constructed houses were also furnished with basic furnishings. SFCD also secured support from the private sector in helping women secure employment, and in providing women and men with clothing to wear to work.
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>A wide cross-section of stakeholders, particularly the private sector, was mobilized and contributed to the provision of resources to address the needs of beneficiaries as part of efforts to eliminate VAWG and GBV.</p>
<p>Adaptable (Optional) In what ways can this practice be adapted for future use?</p>	
<p>Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?</p>	
<p>Sustainable What is needed to make the practice sustainable?</p>	<p>St. Francis Community Developers was able to demonstrate effectively how a wide network of stakeholders at community levels can be leveraged to support efforts to address the needs of persons directly and indirectly affected by VAWG and GBV. This was achieved by allowing such persons to be linked to supportive prevention and response services across several sectors and allowing for robust responses from stakeholders (inclusive of free goods and services) in support of effective prevention and response to VAWG and GBV. The commitment of SFCD to serving communities in Region 6, with the continued leadership of the multi-stakeholder mechanism and the willingness of Government partners and other stakeholders to support the operations of the multi-stakeholder platform, aids the sustainability of the efforts led by the St. Francis Community Developers. The allocation of required resources (financial and human) is, however, needed to further sustain the interventions.</p>

<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/ users that the practice properly addressed their needs and is there expert validation?</p>	<p>Though there is no expert validation, monitoring visits and meeting with the beneficiaries suggest that the project is a success.</p>
<p>Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.</p>	<p>Jewell Crosse jcrosse@unicef.org</p>

Title of the Promising Practice	SMALL GRANTS MODALITY
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?</p>	<p>In response to the challenge of CSOs' access to funding, the small grants modality was implemented during the last quarter of 2022 under Pillar 6.</p>
<p>The objective of the practice:</p>	<p>The objectives are as follows:</p> <ol style="list-style-type: none"> 1. To make the process of engagement to access funding more simplified and flexible for grassroots and non-traditional CSOs. 2. To provide CSOs with enhanced capabilities of operational and technical support for long-term and sustainable work in GBV.
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>Civil Society Organizations are the beneficiaries. Discussions were held through learning cafes (virtual and in-person) to apprise them of the new modality.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.</p>	<p>The conditions for compliance with recruitment requirements have been simplified to meet the grassroots level CSOs. Within the grant award, provision for institutional strengthening is mandatory, thereby allowing for capacity-building of the CSOs. Additionally, advertisements are open and are no longer time-bound, allowing CSOs the space to prepare better proposals.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>Due to many grassroots CSOs not having the minimum requisite organizational structures in place, they were unable to access funding. With the flexibility that the small grant modality provides, organizations can now benefit from the awards while at the same time putting the required systems and structures in place to access larger grants in the future.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>To date, 3 new CSOs have been awarded grants, and evaluations are on-going for a few others. The others are expected to be finalized early in the new year.</p>

Sustainable What is needed to make the practice sustainable?	Documentation of procedures used and evaluations done to provide an opportunity for enhancement where necessary.
Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?	This practice is relatively new as CSOs were awarded in December 2022. While there is no local validation as yet, the experiences of Trinidad and Tobago in using the small grants has validated the practice as a good one.
Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.	Je'nille Maraj - Planning and Coordination Specialist UN Women MCO - Caribbean jenille.maraj@unwomen.org

Title of the Promising	"RESILIENCE AND DISRUPTION OF GENDER BASED VIOLENCE"- AN ELECTIVE COURSE AT THE UNIVERSITY OF GUYANA
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)	Under Pillar 2 of the Spotlight Programme and building on investments in strengthening capacity building for Practitioners and Policy Makers (by UNICEF), particularly in the field of Social Work, Sexual Offences, and Psychology, in 2020 UNICEF began discussions with the University of Guyana to design and roll out the first elective course on Gender-Based Violence (GBV). This 13-week virtual course (introduced free of cost) intends to build awareness of GBV with a focus on its causes, consequences, and methods of intervention and social change toward human resilience. Additionally, participants will be examining several approaches to confronting GBV, and will also be exposed to global, regional, and national perspectives on the issue. Particular emphasis will be placed on the examination of how gendered power relations, gender roles, and norms are associated with GBV; and the ways socio-economic, cultural, and religious factors impact the causes and consequences of GBV. There has been an interest by the general public to also access the course, however, this is subject to available funding
The objective of the practice: What were the goals of the activity?	To ensure an institutionalized approach to access to learning/knowledge on GBV.
Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.	The beneficiaries include students at the University of Guyana (from age 16+) from a variety of faculties (including Social and Natural Sciences) and the stakeholders, including from the reference group for the EU-UN SI project were included at the design stage.
What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.	This is an institutionalized approach to training specifically for GBV, as it is housed at a local institution and the course can be used as a platform for developing ideas for both prevention and response on GBV and to introduce a vibrant open discussion on aspects of GBV which may be considered taboo.

What challenges were encountered and how were they overcome?	The cost of implementation and rollout as the University has many demands on its capacity
Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?	60+ students have benefited from the first rollout of the course
Adaptable (Optional) In what ways can this practice be adapted for future use?	The course can be adaptable and linked to other trainings offered by the University and other institutions
Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?	The course can be opened to the public, based on cost and adaptable for different ages and professions, who may need a deeper understanding of GBV.
Sustainable What is needed to make the practice sustainable?	An injection of financial resources and strengthening the work of Gender in the University and other institutions, as a whole.
Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?	NA
Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.	Patricia Gittens Child Protection Specialist, UNICEF pgittens@unicef.org

Title of the Promising Practice	DEVELOPMENT OF STANDARDIZED TOOLS FOR CASE MANAGEMENT AND INFORMATION MANAGEMENT SYSTEMS
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?	The strengthening of the Case Management and Information Management systems for GBV through the development of standardized tools, such as a roadmap to guide the enhancement of the systems with complementary training tools, and analysis and risk assessment for information management. These tools would be used by relevant GBV case management officers to support accurate and efficient GBV case management data collection, in line with international best practices, as well as the effective use of GBV information management system tools. This activity seeks to support the attainment of the overall programme objective through the strengthening of services to address GBV related issues under Pillar 4.
The objective of the practice:	To standardize the data collection for GBV Case Management and Information Management Systems, across the services sector, to facilitate better analysis of the data, to recognize trends that will guide policy development to address GBV.

<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>Government officials from the services sector and civil society organizations.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.</p>	<p>This work will become institutional in the government agencies and civil society organizations and hence allow for better-coordinated responses from across the service sectors in a harmonized way.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>The perspectives of GBV case workers employed within Government entities appeared to vary from the perspectives of GBV case workers attached to civil society organizations. The varying perspectives on GBV case management reflected a potential to negatively impact the level of GBV case management services delivery in Guyana. To address this challenge, UNFPA, through the international consultants recruited, jointly worked with identified GBV case workers employed with Government entities as well as the GBV case workers attached to civil society organizations; to enhance understanding of sound and ethical GBV case management as well as to build capacity to support standardized and harmonious GBV case management services delivery across Government entities and civil society actors.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>67 officers were trained in the use of the tools developed.</p>
<p>Sustainable What is needed to make the practice sustainable?</p>	<p>The continued demonstration of ownership and leadership by the Ministry of Human Services and Social Security in leading efforts to support the finalization of an SOP that would support standardized and harmonious GBV case management services delivery across Government entities and civil society actors as well as in applying an accountability mechanism that ensures the full application of GBV case management tools that have been developed</p>
<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	
<p>Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.</p>	<p>Adler Bynoe UNFPA Liaison Officer for Guyana bynoe@unfpa.org</p>

SECTION B: Knowledge Production

Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed/ published or expected to be	Link to Knowledge Product (if available)
Baseline Assessment	Assessments	A qualitative and quantitative assessment to provide baseline information for the agreed indicators in the results framework.	March 2021	
Readiness Assessment	Assessments	The purpose of the Readiness Assessment was to measure the quality and accountability of the essential services offered by the public sector and CSOs, as compared to the standards established in the ESP Guidelines.	April 2021	
Community Dialogue Manual on Gender-Based Violence Stimulating and promoting male engagement as part of a comprehensive GBV response	Manual	This manual was created to promote community advocacy and dialogue about GBV, particularly among males as a way of increasing male involvement as a critical comprehensive GBV response, across communities in Guyana.	February 2021	
Faith Leaders Toolkit for Community Based Prevention and Response to Gender-Based Violence in Guyana	Manual	The aim of developing this manual is to provide faith-based leaders with tools to support their efforts in prevention and response to GBV.	August 2021	
Diversity, Equity, and Inclusion Policy to strengthen the prevention and response mechanisms of GFF and GCB.	Policy	The objective is to ensure that enlisted members of the sporting fraternity have a zero-tolerance for GBV matters.	December 2021	

<ul style="list-style-type: none"> Service Delivery Guidelines for the delivery of strengthened GBV Essential Services Package in Guyana 		Strengthened, well-coordinated, and governed package of quality services available across the health, social services, Police, and justice sectors for GBV survivors and persons at risk of GBV	March, 2022	
<ul style="list-style-type: none"> Report on the suitability of GBV mobile and remote services delivery for Guyana 		Availability of strengthened GBV mobile and remote services delivery in Guyana	December, 2021	
<ul style="list-style-type: none"> Final report on the GBV mobile and remote services delivery model for Guyana 		Availability of strengthened GBV mobile and remote services delivery in Guyana	March, 2022	
<ul style="list-style-type: none"> Implementation plan for operationalizing the agreed upon GBV mobile and remote services delivery model for Guyana 		Availability of strengthened GBV mobile and remote services delivery in Guyana	March, 2022	
<ul style="list-style-type: none"> Final report on the GBV One Stop Center services delivery model for Guyana 		Availability of strengthened GBV services delivery in Guyana, through the operationalization of the GBV One Stop Center services delivery modality	March, 2022	
<ul style="list-style-type: none"> Implementation plan for operationalizing the agreed upon GBV One Stop Center services delivery model for Guyana 		Availability of strengthened GBV services delivery in Guyana, through the operationalization of the GBV One Stop Center services delivery modality	March ,2022	

<ul style="list-style-type: none"> The roadmap for the strengthening of GBV case management and GBV information management systems for GBV case management in Guyana 		<p>Strengthened GBV Case Management and Information Management Systems for GBV case management in Guyana</p>	<p>March, 2022</p>	
<ul style="list-style-type: none"> Standing Operating Procedures for GBV Case Management in Guyana 		<p>Strengthened GBV Case Management systems in Guyana</p>	<p>July, 2022</p>	
<p>Legislative Review – Domestic Violence Act and Sexual Offences Act</p>	<p>Assessment</p>	<p>This is an analytical review of the legislation/ policy (family violence) including both domestic violence and sexual violence (i.e., Domestic Violence Legislation and Policy and Sexual Offences legislation).</p> <p>The review took into consideration the standards as set out in Guyana’s treaty obligations and the success/challenges to implementation in the following sectors: judicial, health, social protection, education, financial and public security to offer comprehensive and specific recommendations for follow-up.</p> <p>Based on the analysis, the consultancy proposed legislation to:</p> <ol style="list-style-type: none"> I) Counter the challenges to implementation and 	<p>March 2022</p>	

		<p>II) Promote successes for the prevention and reduction of domestic and sexual violence in Guyana.</p> <p>Further, the findings and recommendations from this review will allow for specific follow-up and actions of the key recommendations for the sectors</p>		
Review of New and Emerging Forms of Violence	Research	The purpose of this activity was to analyze new and emerging forms of family violence in Guyana. With the findings of the research forming the base for the legislative analysis as there is a need to both expand the concept of family violence and address emerging and new trends (which may not be documented) and may not find their way into the legislative or policy agenda.	March 2022	
Gender-based Violence, Domestic Violence and Child Abuse Booklet	Manual	This booklet provides information on GBV, the Domestic Violence Act and includes guidance on how to manage relationships.		
Training Manual on Gender-Based Violence Building Greater Community Awareness among Vulnerable Communities across Guyana	Manual			

<p>Resilience against and Disruption of Gender Based Violence</p>	<p>Course</p>	<p>This course is an introductory course that raises awareness on Gender-Based Violence (GBV), focusing on its causes and consequences and methods of intervention towards human resiliency and social change. The course content covers global and regional issues related to GBV and offers a unique local overview and intervention mechanisms that centre human resilience as the outcome. UG commenced delivery in September 2022 with an enrolment of 60+ students</p>	<p>April 2022</p>	
<p>A toolkit on legal literacy and access to justice was developed to support CSO-led advocacy and support to beneficiaries</p>		<p>This resource was developed to support CSO-led advocacy and support to beneficiaries</p>	<p>April 2022</p>	
<p>Plan of Action: Creation and Operationalisation of a Cash+ Programme for Gender Based Violence, and extension of partnerships with the Private Sector</p>	<p>Assessment</p>	<p>The Action Plan is drafted for consideration of the Ministry of Human Services and Social Security, for the operationalisation of this Social Safety Net for survivors of Gender-Based Violence and prioritises partnerships with other public agencies, civil society organisations and the private sector in the delivery of the programme. The Plan of Action is designed to specifically target the realities of men and women in situations of violence and give consideration for adequate partnerships to be formed and incorporated through referral systems for optimal GBV impact.</p>	<p>April 2023</p>	



**Spotlight
Initiative**

