



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

SPOTLIGHT COUNTRY PROGRAMME IN GUYANA

Final Narrative Programme Report

January 2020 – December 2023

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 5,892,584

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 .

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.

Indigenous communities of Region 7 – Cuyuni/Mazaruni: Waramadong and Batavia.

Key Partners

UN Agencies: UNDP, UNFPA, UNICEF, UN Women, ILO, IOM, PAHO/WHO, UNAIDS

Government: Office of the President, Ministry of Human Services and Social Security, Ministry of Foreign Affairs and International Cooperation, Ministry of Finance, 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 Amerindian Village Councils..

State Institutions: Judiciary, Parliament, Women and Gender Equality Commission, Rights of the Child Commission, Indigenous People's Commission, Child Care and Protection Agency, University of Guyana.

Other Institutions and Organisations: Private Sector Companies, Non-Governmental Organizations (NGOs), Civil Society Organizations (CSOs), National Tshaos Council, women's arm of political parties

Programme Start and End Dates

Start Date: 01.01.2020 | **End Date:** 31.12.2023

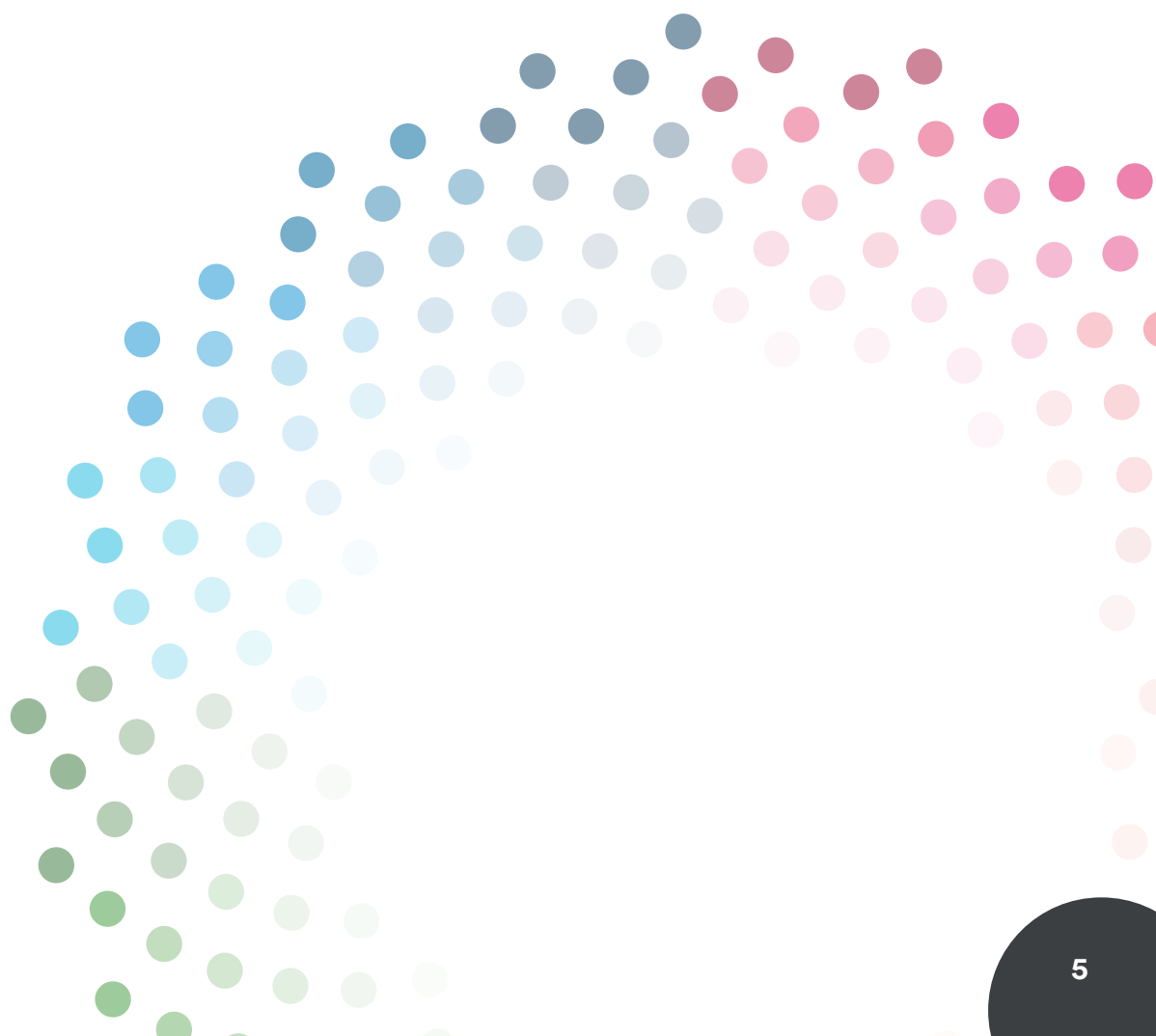
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. Table of Contents

Acronym List	6
Executive Summary	7
Significant Contextual Shifts and Overall Implementation Status	12
Programme Governance and Coordination	14
National Steering Committee	14
Civil Society National Reference Group (CSNRG)	15
Inter-agency coordination, technical committees, and other governance mechanisms	16
Use of UN Reform inter-agency tools	17
Programme Partnerships	18
Government	18
Civil Society	19
European Union Delegation	20
Cooperation with other UN Agencies	21
Other Partners	21
Results	23
Capturing Broader Transformations Across Outcomes	23
Implementation of Participatory Monitoring, Evaluation and Reporting (PMER).	26
Capturing Change at Outcome Level	29
Outcome 1: Legal and Policy Framework	29
Outcome 2: Institutions	20
Outcome 3: Prevention and Norm Change	31
Outcome 4: Quality Services	33
Outcome 5: Data	36
Outcome 6: Women’s Movement	38
Rights Holders (Spotlight programme “beneficiaries”)	40
Challenges and Mitigating Measures	41
Lessons Learned and New Opportunities	43

Innovative, Promising or Good Practices	44
Communications and Visibility	46
Sustainability	57
Annexes	63
Annex A: Results Framework	63
Annex B: Risk Matrix	73
Annex C: CSO Engagement Report	78
Annex D: Innovative, Promising or Good Practices Reporting Template	80
Annex F: List of End-use of Equipment	99



.Acronym List

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
EVAWG	Ending Violence Against Women and Girls
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
LGBTQIA+	Lesbian, Gay, Bisexual, Transsexual, Queer, Intersex, and Asexual+
MOE	Ministry of Education
MOHA	Ministry of Home Affairs
MOHSSS	Ministry of Human Services and Social Security
NSC	National Steering Committee
NTC	National Toshias Council
PAHO	Pan American Health Organization
PCU	Programme Coordination Unit
PMER	Participatory Monitoring, Evaluation and Reporting
PSA	Public Service Announcement
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
UPR	Universal Periodic Review
VAWG	Violence Against Women and Girls

Executive Summary

The curtain opened on Guyana's Spotlight story against a backdrop of political transition, unexpected natural disasters, and the global COVID-19 pandemic, making Spotlight's early years a litmus test for resilience.

The year 2020 was primarily focused on preparatory actions such as the formation of the Civil Society National Reference Group, recruitment of the Spotlight Programme Coordination Team and UN agency officers, and the commencement of the baseline assessment. Upon the swearing-in of the new Government, stakeholder consultations with Government and State institutions resumed, focusing on the Annual Work Plan and the setting up of Spotlight's governance structure through the formation of the National Steering Committee. In the face of these early setbacks, progress was possible due to the Spotlight team working jointly, in the spirit of UN Reform. These early concerted actions expedited processes, compensated for lost time, and reinstated programme implementation on its intended trajectory to the degree possible.

Key milestones during 2020 included the official signing of the Country Programme Document on 23 October 2020 between the Government and the United Nations (UN), and the subsequent virtual launch of the project on 31 October 2020. This launching event saw the participation of many stakeholders, including His Excellency President of Guyana Dr. Mohamed Irfaan Ali, UN Deputy Secretary-General Amina Mohamed, and the EU Deputy Director-General for International Cooperation and Development Marjeta Jager. The Government's participation at the highest level signaled from the start, its commitment to embrace initiatives to end violence against women and girls, and ultimately bridge the gender inequality gap.

Despite the inevitable delays in programming which occurred as a result of the aforementioned factors, the year 2021 marked the first year of actual implementation for the Spotlight Initiative Programme in Guyana, with several outputs being realized across all six (6) Pillars. These included the provision of psychosocial support to over two thousand (2,000) beneficiaries from across the Spotlight target communities, the distribution of several pieces of Information, Education and Communication (IEC) materials, the legislative review of the Domestic Violence Act (DVA) and the Sexual Offences Act (SOA), the development of a GBV Application iMatter.gy, and the organization of capacity-building workshops tailored for healthcare professionals, law enforcement officers, and personnel from the health, social services, and justice sectors, as well as for youth, community and faith-based leaders, parents, and educators. These sessions covered a range of GBV topics pertinent to each target group, including data collection, analysis, and utilization.

Notably, the programme successfully initiated 77% of its planned Phase I activities by the end of the year 2021, achieving a critical milestone of a 70% delivery rate, allowing for the disbursement of the second tranche of funds for Phase I.

Building on these achievements, the year 2022 signified a phase of accelerated implementation as COVID-19 restrictions eased. A positive mid-term assessment affirmed the impactful outcomes of Spotlight's interventions, culminating in the endorsement of the Phase II proposal, and corresponding funding, setting the stage for the ongoing progression of the Spotlight Initiative in Guyana. Guided by the insights garnered from the mid-term assessment, Phase II programming was informed, leading to heightened collaborations with pertinent stakeholders. This facilitated a re-evaluation of output and outcome targets and indicators, enabling more pragmatic goal-setting and a nuanced interpretation of results better suited to the specifics of Guyana's context. Importantly, the Spotlight team also explored alternative implementation modalities that enabled access to Spotlight finances - a move which was particularly impactful for beneficiaries in rural and hinterland areas, and for Indigenous, and sexual minorities, whose capacity restraints previously prohibited them from meeting mandatory minimum requirements.

Work otherwise continued to advance across all six (6) Pillars, covering 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 GBV and GBV related matters in school settings. Additionally, there was the expansion of the network of CSOs engaged using small grants, thereby increasing the reach of the programme to other underrepresented populations such as persons with disabilities and, migrants and refugees.

In its final year of implementation, 2023, Spotlight focused on consolidating and bringing to completion key activities. Explosive implementation over this period saw activities under all six (6) Pillars coming to an end and being integrated into the Government's portfolio. This includes, among others:

Pillar 1 – Legal and Policy Framework

- Completion of a draft Family Violence Bill intended to replace the Domestic Violence Act, and which enhances protection for domestic violence victims through protection orders and law enforcement arrest powers.
- Completion of a Draft Harassment Bill intended to, among other things, provide for the prevention of, and the protection of persons from harassment and other similar conduct, and includes the need to ensure an environment free from sexual harassment, while highlighting the duty of employers and persons in charge of institutions to issue policy statements and clearly lay out procedures for lodging sexual harassment claims.

Both of the aforementioned Bills are expected to be tabled in the National Assembly in 2024.

Pillar 2 – Institutions

- The development of the GBV course “Resilience against and Disruption of Gender-Based Violence” led by and offered through the University of Guyana. This is a capacity-building measure which is a critical intervention for understanding and addressing the root causes, effects and interventions of GBV, and will continue to be offered through the University of Guyana, free of charge to students.
- The drafting of new legislation relating to Social Protection, under legal and policy reform, towards the re-engineering of Guyana’s social protection framework. This is intended to, among other things, repeal the Poor Relief Act of 1931 and provide a stronger basis for social protection measures to decrease levels of economic, social, and other vulnerabilities which can contribute to susceptibility to GBV.
- The drafting of the University of Guyana Gender Policy which aims to equip the national University with an additional tool to continue curating a culture of equality and dignity for all, free from the limitations of gender-based discrimination.

Pillar 3 – Prevention and Norm Change

- The establishment of Boys’ and Girls’ clubs, and the strengthening of Gatekeepers groups in the hinterland communities of Baramita, Waramadong and Batavia through the work of Spotlight implementing partners. Outreaches and sensitization sessions, involving community leaders and village councils, enabled community members to be educated on sexual and reproductive health, self-awareness, substance abuse, and toxic masculinities, among other topics related to GBV.
- The endorsement of the Women Empowerment Principles by thirteen (13) private sector organizations. These principles aim at reducing the workplace spill-over of family violence and gender inequality, through the promotion of gender equitable practices in the workplace, marketplace, and community.
- The rollout of the Foundations Programme in Regions 1, 4, 6 and 7. This programme not only equipped facilitators to empower their communities, using the Trainer of Trainers methodology, but through other community-based approaches, this programme integrated violence prevention messaging that targeted teens, mothers, and fathers, endowing persons with strategies for addressing conflict through resolution/mediation techniques, and responding to stress and stressors that arise in relationships.

Pillar 4 – Quality Services

- The design of context-specific service delivery models which cater to the unique needs of rural and hinterland areas, as well as urban and coastal areas. In collaboration with the Ministry of Human Services and Social Security, Civil Society Organizations (CSOs), and other stakeholders, mobile and remote GBV service delivery models which aim to improve access to GBV-related services in areas with limited accessibility, were revamped in Spotlight target Regions 1 and 7. Meanwhile, in Regions 4 and 6, a GBV one-stop centre service delivery model was created which seeks to streamline the delivery of GBV-related services through a single, stigma-free location, making it easier for individuals to access the support they need.
- Through the COPSQUAD 2000 Initiative, the comprehensive training of police officers in GBV was undertaken. This training was towards fostering trust in and accountability of the Guyana Police Force, and to encourage GBV survivors to seek police assistance as it enhanced officers' understanding of the rights of diverse groups affected by GBV. These include women, children, migrants, Indigenous peoples, LGBTQIA+ individuals, persons with disabilities, and other vulnerable populations. By the close of programme, remarkably over 2300 police officers, including senior officers, were trained in GBV through the COPSQUAD Initiative!
- The provision of free legal support, counselling, and court support to over 2,000 individuals, including GBV survivors, as part of the Legal Pro Bono 500 Initiative, which initially aimed to reach 500 persons. Seventeen (17) attorneys and law firms joined this initiative, contributing to breaking the cycle of GBV and demonstrating their corporate social responsibility in addressing societal issues.
- The development of the iMatter GBV App (iMatter.gy), a digital platform which serves as a central online portal for the public, providing information on GBV essential services, laws, policies, resources, and a link to the national 914 GBV Hotline service.

Pillar 5 – Data

- The development of a national database for collecting, storing, and accessing GBV data to inform responsive programmes and policies. This database will be a vital tool for informed decision-making and the advancement of efforts to combat GBV in Guyana. A multi-stakeholder forum on data sharing will occur in early 2024 and will sensitize stakeholders on the use of the tool.
- The provision of equipment to GBV units in police stations across the ten administrative regions in Guyana, and supporting the Ministry of Human Services and Social Security in its work in data collection and storage through the provision of adequate equipment for its Hope and Justice Centres.

Pillar 6 – Women’s Movement & Civil Society Organizations

- The delivery of a comprehensive capacity-building programme for CSOs. This was done through several initiatives which aimed to increase CSO access to funding. To this end, a consultant was engaged to strengthen CSOs’ technical and operational capabilities, and a database of CSOs combating VAWG was created, which helped identify governance, implementation, program administration, and capacity gaps within CSOs. Additionally, a CSO capacity-building expert was engaged to provide support for sustainability and movement building, and offer business guidance, mentoring, training, and strategic and operational support to CSOs ensuring their continued growth and impact.
- The development of a Legal Literacy and Access to Justice Toolkit in collaboration with Merundoi Inc., and subsequent workshops. This toolkit was developed to empower CSOs in advocating for Sexual and Reproductive Health and Rights (SRHR), and trainings equipped participants with legal knowledge, advocacy skills, and social media proficiency, enhancing their ability to promote and protect SRHR in Guyana.

As the curtain closed on Guyana’s Spotlight years on 31 December 2023, the diverse outputs of Spotlight have established a robust framework and fortified support structures around provisions for women and girls in the nationwide battle against violence. All of these gains are attributable to the investment of the European Union, the leadership of the Government of Guyana, and the influence of the National Steering Committee, the input of the Civil Society National Reference Group, the strength of the partnerships formed with Grantees and Implementing partners, and the receptiveness of the communities served. It is also attributable to the continued resourcefulness of the Spotlight Team in navigating roadblocks and executing planned programming while remaining responsive to conditions and needs encountered while in the field.

With most of Spotlight’s interventions now integrated into the infrastructure of the Government of Guyana, a promising foundation has been laid for the long-term sustainability of these initiatives. Spotlight’s story in Guyana is one of collaboration - doing together- across UN agencies, development partners and multiple sectors and communities- what would have been impossible to do alone. The Spotlight Initiative in Guyana has embodied a collective commitment to a safer and more equitable future for all, underscoring the transformative power of collaboration and resilience.

Significant Contextual Shifts and Overall Implementation Status

The onset of the pandemic in 2020, and the subsequent imposition of lockdowns and restrictions, posed logistical challenges in delivering services and engaging with communities. This necessitated the swift employment of adaptive measures to ensure the effectiveness of programme activities and the safety of participants. The programme quickly transitioned to virtual platforms, harnessing technology to conduct awareness campaigns, training sessions, and stakeholder consultations, which had the intended mitigating effect, and also showcased the programme's resilience in adapting to evolving circumstances.

Additionally, severe flooding which affected all ten administrative regions of Guyana compounded the economic and social burdens of a country still reeling from the effects of COVID-19. While implementation delays were inevitable across all activities, the necessary lockdown of schools in Spotlight target communities, and the reassignment of human resources to provide an urgent response to flood-affected areas, resulted in particularly crippling delays in the implementation of community-based and school-focused activities.

These early setbacks, however, ultimately gave way to the engagement and mobilization of Government, Civil Society, and private sector partners. Together with the extremely positive receptivity of target communities, this resulted in accelerated rates of implementation, and enabled the transition through Phase I of the project into, and through, Phase II.

In establishing its priorities, the Government of Guyana during this time defined significant efforts to advance a holistic development agenda aimed at improving the livelihoods of its citizens. This agenda included initiatives such as Men on Mission, the President's Youth Advisory Council, Women's Innovation and Investment Network, and the Survivor's Advocate programme, among many others geared towards empowerment and provision for marginalized groups, including those affected by GBV. Consequently, from its inception, the Spotlight Initiative programme in Guyana enjoyed incredible support from the Government of Guyana whose programmes and initiatives were well aligned with, and complemented and supported by, the objectives of the Spotlight Initiative. This set the stage for full endorsement of the Spotlight programme by the Government of Guyana at the highest levels and laid the foundation for national ownership and the sustainability of the interventions implemented.

In response to sobering statistics concerning violence against women published in 2022, stakeholder consultations were undertaken, which prompted programmatic revisions that aligned more effectively with government priorities. While the initial consideration of restorative justice options for domestic violence was explored, it was subsequently deemed premature and risky within Guyana's context. This led to a shift towards developing a sexual harassment policy framework following consultations with the Government of Guyana (GoG). Adaptations were also necessitated when the GoG initiated efforts to strengthen forensic evidence systems, requiring adjustments to the programme's initial work plan.

With a similar level of sensitivity and responsiveness to real-time developments on the ground, the Spotlight team in Guyana, along with its partners, exhibited continuous dedication between 2021 and 2023, to consistently adapting the programme to suit the evolving realities of the Guyanese context.

Programme Governance and Coordination

The early establishment of a robust governance and coordination framework within the Spotlight Initiative programme in Guyana, was a critical initial step in ensuring the effective implementation of the project. This framework played a pivotal role in enhancing various aspects of the project's success through promoting inclusivity and facilitating strategic partnerships which proved to be critical for the programme's long-term impact and sustainability.

National Steering Committee

The National Steering Committee (NSC) constituted the highest governance structure of Guyana's Spotlight Initiative programme. This committee provided strategic direction and overall oversight of the project by defining the contours of Spotlight's programming through approving annual work plans, and programme and budget revisions, including for the CSNRG, over the years.

Outlining the responsibilities and composition of the NSC was highly consultative with the Government of Guyana meticulously reviewing and advising on its Terms of Reference (TOR). This notably resulted in the inclusion of faith-based organizations, professional associations, minority representative groups, and women's empowerment organizations from diverse participant affiliations, making the NSC one that was more widely representative across the people, agencies and entities that guide the national GBV response.

The value added by the NSC was multifold:

- 1. Enhanced Decision-Making and Accountability:** The committee acted as a platform where stakeholders could collectively deliberate on key issues, enabling transparent decision-making and enhancing accountability for programme outcomes.
- 2. Fostered National Engagement and Ownership:** The broad composition of the NSC, including representatives from government, civil society, faith-based organizations, and minority groups, fostered national engagement and ownership, ensuring that the programme's objectives and activities would resonate with a wide spectrum of Guyanese society, making for more sustainable interventions.
- 3. Demonstrated Inclusivity, Participation and Rights-Based Approach:** By involving faith-based organizations, professional associations, and minority representative groups, the NSC led from the top down, modeling the values the project itself aimed to promote. This

demonstrated commitment to inclusivity was crucial in advancing the principle of “leaving no one behind.”

4. **Facilitated Strategic Partnerships:** The NSC acted as a nexus for forging strategic partnerships. It brought together key government agencies, civil society organizations, and other partners, including the European Union and non-RUNO UN Agencies. This collaborative approach was instrumental in reinforcing the strong partnerships that facilitated achieving Spotlight’s goals in Guyana.

Civil Society National Reference Group (CSNRG)

The Civil Society National Reference Group (CSNRG) significantly influenced the Guyana Spotlight Initiative programme by providing guidance and collaborating to achieve its goals. In addition to lending their substantial knowledge, the CSNRG was intimately involved in all facets of the project, and significantly contributed to the Spotlight team by:

- offering critical oversight and collaborating in the field with the programme team and partners on monitoring and evaluation missions
- attending and contributing to NSC meetings
- consulting with different groups individually, and working together with the Spotlight team and partners on assessing community programmes to align with community needs
- engaging in activities such as public service announcements, panel discussions, and sensitization sessions during events like the 16 Days of Activism, thereby actively contributing to advocacy efforts
- fostering collaborations in their designated regions to broaden the reach of Spotlight’s interventions
- advocating for marginalized groups and connecting the interests of communities, civil society, government, and donors
- participating in the development of a Shadow Report that analyzed civil society participation in the Spotlight Initiative Guyana programme, the results of which offer insights and strategies to improve civil society involvement

Over the Spotlight years, CSNRG membership was reduced from eighteen (18) to thirteen (13) individuals, forming a more focused group representing diverse CSOs and community groups addressing family violence on a national level. Within this collective, a core group emerged that stood out for their unwavering dedication to the project, ingenuity, and resourcefulness; its contributions were impeccable and served as a model for subsequent commitments.

Other notable developments to the configuration of the CSNRG include the establishment and modification of a remuneration system to acknowledge the contributions of active CSNRG members to the group’s overall performance. Additionally, a Sustainability Plan to ensure

ongoing engagement with CSOs via a mechanism akin to the CSNRG, was formulated. This was accomplished through a working retreat concluding the programme, which fostered discourse, connections, and strategizing, guaranteeing the lasting influence of the collective.

Inter-agency coordination, technical committees and other governance mechanisms

Inter-agency coordination played a pivotal role in executing Spotlight's activities, as it allowed for the efficient and maximum leveraging of expertise across multiple stakeholders. Notable opportunities for such collaboration included:

- Naming of a representative on behalf of the Spotlight Team to the multi-stakeholder National Task Force for the Prevention of Sexual Violence to inform matters relating to the Sexual Offences Act and the Domestic Violence Act, a pre-existing government-led mechanism. Despite the clear benefits that could have been derived from active participation in this mechanism, the opportunity fell short of expectations due initially to the realities of the political context in 2020, with later resuscitation efforts proving unfruitful.
- The development of a joint work plan for COVID-19 Response by the UN Agencies, specifically under Pillars 3, 4, and 6; the issuance of a joint call for proposals, joint reviews by RUNOs of submissions received, and joint RUNO led discussions with CSOs to provide feedback on how their proposals could be improved.
- The Spotlight Team's engagement of the EU Delegation as "one UN", at both strategic and technical levels.
- The establishment of an inter-agency communications committee to address matters of communications and visibility. This committee was actively involved in the planning for Spotlight Guyana's official launch, and the first 16 Days of Activism events.
- The formulation of the Gender Technical Working Group which had wide, multi-sectoral representation. This committee was instituted to ensure technical coherence across pillars in keeping with GBV standards and the project's objectives. However, despite initial enthusiasm and shared goals, the mechanics of this collaboration proved too onerous to sustain and its full potential ultimately went unrealized, with the group ceasing to function by 2022.
- Monthly, and then weekly RUNO focal point meetings, Heads of Agency meetings, and bilateral meetings with the Ministry of Human Services and Social Security, to facilitate coordination, joint planning, troubleshooting issues and discussing mitigation measures to address risks and challenges, and generally to capitalize on the experience and expertise of key stakeholders.

Use of UN Reform inter-agency tools

The Spotlight Initiative Programme Coordination Unit, utilized common services cost-sharing modalities through its relationship with the United Nations Development Programme (UNDP), resulting in reduced operational costs for the project while being housed on UN House premises. The PCU supported all RUNOs with coordination and reporting functions, particularly those required for the Spotlight Secretariat.

Programme Partnerships

As previously mentioned, the defining characteristic of Guyana's Spotlight Initiative programme was collaboration; national ownership is an indivisible aspect of that collaboration. Without an intentionally collaborative approach and the support of the Government of Guyana, achieving Spotlight's aims in Guyana would not have been possible as capacity gaps, low buy-in, and competition over resources/duplication of efforts in this context often result in under-representation, under-resourcing, weak ownership, and limited access to opportunities. Nurturing strategic partnerships across government ministries, civil society, other UN agencies, the private sector and other stakeholders, has played a pivotal role in advancing Spotlight's core objectives, ensuring sustainability, and widening reach so as to leave no one behind.

Government

The Ministry of Human Services and Social Security – As the lead government partner for the programme, several initiatives were undertaken with this Ministry, with its Minister, the Honourable Dr. Vindhya Persaud, leading from the front, providing consistent and informed strategic and technical guidance. From serving as Co-Chair of the NSC, to working behind the scenes ensuring that the initiatives across each of Spotlight's six pillars were in alignment with the government's policies to end GBV, and well harmonized with existing government programming, the Minister's level of engagement gave Spotlight high-level visibility nationally, demonstrated the Government's endorsement of the Spotlight Initiative, and ensured that Spotlight's activities would find a home within the Ministry of Human Services and Social Security beyond the Spotlight years, ensuring sustainability of efforts.

The Ministry of Education – Partnerships with the Ministry of Education across Pillars 2 and 3 facilitated 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 advanced 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 – Much political capital was put behind the conceptualization and rollout of the COPSQUAD Initiative- the comprehensive GBV training of police officers undertaken under Pillar 4. This training developed in response to existing capacity gaps in the number of officers adequately sensitized to address GBV matters effectively, in police stations across the country.

COPSQUAD aimed to foster trust in, and accountability of, the Guyana Police Force, through increasing law enforcement's understanding of the rights and needs of diverse groups affected by GBV, inclusive of women, children, migrants, indigenous peoples, LGBTQIA+ individuals, persons with disabilities, and other vulnerable populations. Through Spotlight resources, complemented by the Government's own budgetary and human resources, the initiative also sought to strengthen monitoring and accountability mechanisms to help increase effectiveness of the police response to reports of GBV.

In addition to the few notable callouts above, partnerships with the Judiciary and the regional authorities were facilitated through various activities under Pillars 1, 3, 4 and 5, the Government's ownership of which was necessary to attain the level of buy-in required to secure their involvement and address GBV across all categories of stakeholders on a national level.

Civil Society

From Spotlight's inception, consistent efforts to establish and sustain meaningful partnerships with a diverse range of civil society organisations in Guyana, including both large and small entities, were made. In 2020, strategic partnerships were formed between experienced CSOs and small and emerging CSOs to execute Spotlight's COVID-19 response. An example of such a collaboration was between the Guyana Responsible Parenthood Association (GRPA) and Women Across Differences, supported by the Adolescent Health Unit of the Ministry of Health, to improve the operations of a Safe Space for adolescent girls and teen mothers. GRPA also partnered with Women's Refuge Guyana to provide GBV safe identification and GBV psychosocial support to youths, teen mothers, and women and girls in Region 4. A similar collaboration between [REDACTED] and the United Bricklayers was created in Region 6.

The primary objective of these partnerships was to empower established CSOs to mentor and enhance the technical capacities of smaller or emerging CSOs, enabling them to broaden their collective outreach and make meaningful contributions across all programme pillars. These early collaborative efforts accelerated the achievement of Spotlight's goals and ensured that those experiencing multiple and intersecting forms of discrimination were supported.

Under Pillar 3, organisations like Blossom Inc., Youth Challenge Guyana, SFCD, Help and Shelter, and Merundoi Inc. conducted awareness sessions to empower youths, community leaders (including those from faith-based organisations), and shop owners to address GBV issues. Under Pillar 4, Help & Shelter, GRPA, SFCD, and [REDACTED] provided psychosocial support to victims and survivors of GBV, and under Pillar 6, a consultant was engaged to build organizational capacity, and CSOs Help and Shelter and Red Thread were engaged to strengthen the technical capacities of CSOs and develop appropriate public accountability frameworks.

Thirteen (13) CSOs at national and grassroots levels became implementing partners or grantees, undertaking activities to support the principle of leaving no one behind. In 2022, three (3) new

partnerships were formed with HIAS Guyana, Dorcas Mending Hearts Ministry, and the Guyana Council of Organisations for Persons with Disabilities. These new partnerships expanded the programme's reach to underserved and vulnerable groups, including individuals living with disabilities, refugees, migrants in Guyana, and civil society organisations within the faith-based community. Secondary partnerships were also fostered through the CSOs themselves establishing linkages with other CSOs. One notable linkage was developed between Merundoi Inc. and the Caribbean Voluntary Communities Coalition (CVCC), a regional CSO out of Jamaica, that utilized PSAs developed by Merundoi under Spotlight for use in Jamaica.

Partnering with CSOs was not without its challenges as the inability of many CSOs to meet the minimum criteria to access funding posed an ongoing challenge. Mitigative measures, such as direct support and a small-grants modality with less stringent criteria, were successfully employed to provide alternative funding opportunities for CSOs. Furthermore, the allocation of institutional support within each award aimed to enhance the operational capabilities of CSOs, address capacity constraints, and strengthen the organisations to better position them for future expansion in addressing GBV.

European Union Delegation

Over the life of the Spotlight Initiative in Guyana, the Delegation of the European Union (EU), has exemplified leadership and solidarity, operating as a partner, and rejecting the more traditional distanced donor role.

Guyana's Spotlight programme was launched during a time of political transition in the country. During this time, the EU was actively involved in consultations with the new Government and other stakeholders to refine Spotlight's Annual Work Plan. EU Deputy Director-General for International Cooperation and Development Marjeta Jager joined HE President Mohamed Irfaan Ali and UN Deputy Secretary-General Amina Mohamed to launch the Spotlight Initiative in Guyana, with then EU Ambassador Fernando Ponz Cantó, contributing messages at the virtual launch.

Representatives of the EU Delegation have participated in official launching events for the programme's significant milestones such as those of the GBV App, the GBV course at the University of Guyana, the two Child Advocacy centres in Region 6, and the University of Guyana gender policy, among many others. The EU has also been represented at the Ministry of Human Services' Ministerial Forum on Empowerment and Gender Equality, joint meetings, Spotlight 16 Days of Activism events, field visits, monitoring and evaluation missions, and various handover events and sensitization and awareness sessions between 2020 and 2023.

In addition to the foregoing, the Delegation received status updates on implementation, was engaged regularly through its Focal Points on matters concerning the programme, and provided valuable technical support through the periodic review of documents over the course of the performance period.

This level of active engagement ensured that Spotlight’s activities remained aligned with the project’s objectives, and enhanced the visibility of the project and associated partnerships.

Cooperation with other UN Agencies

The Pan-American Health Organization (PAHO) served as the leading UN-Associated Agency engaged directly in Spotlight-related activities, particularly in Spotlight’s early days. Already leading the UN’s COVID-19 health emergency assistance response, PAHO implemented Spotlight’s COVID-19 Response Plan, leveraging its expertise in health training in keeping with the work plan under Pillar 4, and providing virtual and in-person trainings for healthcare providers. These trainings emphasized the provision of physical and mental health care for women and girls impacted by violence and sexual abuse, and aimed to enhance the capacity of service providers and increase the availability of high-quality services for women and girls affected by violence.

Other Partners

Guyana’s Spotlight Initiative programme has also benefited from partnerships across the sports community, as well as academia, private sector, and other donor agencies.

During the 16 Days of Activism activities and otherwise, the Spotlight Initiative partnered with the Guyana Cricket Board, the Guyana Football Association, and the Vurlon Mills Football Academy to conduct sensitization and awareness sessions for coaches, players, and sports administrators. The sessions were well received, with the sporting organizations requesting follow-up sessions which were accommodated where possible.

As part of the activities to build institutional capacity under Pillar 2, the University of Guyana was selected as a key partner in developing course content to address family violence and gender-based violence to be delivered by the institution. This resulted in the development of the GBV course “Resilience against and Disruption of Gender-Based Violence”, delivered through the University, free of charge.

To engage the private sector community under Pillar 6, private sector companies were invited to embrace the Women Empowerment Principles, which provide an avenue for companies to promote gender equality and women’s empowerment in the workplace, marketplace, and community.

Furthermore, under a unique collaboration between the Guyana Spotlight Initiative programme, the Inter-American Development Bank (IDB), and the Government of Guyana (through the Ministry of Human Services and Social Security, and the Ministry of Legal Affairs), a GBV One Stop Center services delivery facility styled a, “Hope and Justice Center”, was operationalized. While the facility was constructed with financial support from the IDB under its own project with the Ministry of Legal Affairs, the technical programming support necessary to aid the operationalization of the

facility was provided under Pillar 4 of the Guyana Spotlight Initiative programme. Additionally, under Pillar 5, the facility received IT equipment to support collection and analysis of and report on GBV data. The facility is a first for Guyana as well as for the English-speaking Caribbean, excellently exemplifying the type of partnerships and collaboration which the Spotlight Initiative programme facilitated across multiple stakeholders.

Details on the aforementioned activities and results of these partnerships are stated in the subsection 'Capturing Change at Outcome Level'.

.Results

Capturing Broader Transformations Across Outcomes

The Spotlight Initiative in Guyana has not only yielded results within each outcome area but has also catalyzed transformative change across the six outcome areas. These broader transformations demonstrate particularly well how ‘delivering as One’ and strong national ownership, make for impacts which are more likely than not, to be sustainable and leave no one behind

Raising GBV awareness nationally

The Spotlight Initiative played a critical role in shining a light on the scourge of gender-based violence in Guyana, at a national level. Through strategic advocacy and awareness campaigns, the programme successfully engaged political leaders, policymakers, and the broader political landscape through Government Ministries. This elevated positioning had several key impacts:

- Increased funding and resources allocated to VAWG/GBV prevention and response programmes.
- Strengthened political commitment to legislative reforms aimed at addressing VAWG.
- Greater public discourse and awareness, leading to increased public pressure on authorities to act.
- Improved collaboration between government agencies and civil society organizations in addressing VAWG.

Implementing the principle of “Leaving No One Behind”

The Spotlight Initiative embraced the principle of “Leaving No One Behind” by actively reaching out to marginalized and underserved communities, including remote and Indigenous populations. This approach had several notable outcomes:

- Enhanced community engagement and ownership of VAWG prevention efforts.
- Improved access to VAWG support services for vulnerable populations.
- Empowerment of local community leaders to take a proactive role in combating VAWG.
- Strengthened sustainability as communities took ownership of the initiatives and pledged to continue to address VAWG beyond the programme’s duration.

Contribution to UN Reform Principles

The Spotlight Initiative aligned with UN Reform principles, promoting collaboration and coordination among UN agencies and external stakeholders. Key outcomes included:

- Improved coordination among UN agencies, government departments and agencies, and civil society organizations, leading to more efficient programme implementation and speaking with one voice against VAWG in Guyana.
- Streamlined data collection and reporting mechanisms, reducing duplication of efforts across agencies.
- Enhanced resource mobilization efforts through joint advocacy and partnerships.

Shifting Stakeholders' Attitudes and Beliefs

Guyana's Spotlight programme contributed to the gradual shifting of stakeholders' attitudes and beliefs regarding VAWG and gender equality. This transformation extended beyond specific outcome areas and included:

- Greater recognition of the societal and economic costs of VAWG, leading to increased commitment to prevention.
- Improved gender-sensitive policies and practices within government institutions and the private sector.
- Increased engagement of men and boys as allies in the fight against VAWG.
- Enhanced media coverage and responsible reporting on VAWG issues.

Supporting Feminist and Women's Rights Movements

The Spotlight Initiative actively supported feminist and women's rights movements in Guyana. Beyond Outcome 6, the programme contributed to:

- Strengthening women's organizations through capacity building and funding support.
- Amplifying the voices of women's rights activists in advocating for policy changes.
- Facilitating networking and collaboration among women's groups for collective action.
- Encouraging intersectional feminist approaches that consider the unique challenges faced by diverse groups of women.

Cross-Pillar Synergies

The comprehensive approach of Guyana's programme demonstrated the interconnectedness of Spotlight's six mutually reinforcing pillars. Examples of cross-pillar synergies include:

- **Deeper understanding of VAWG in Guyana increasing access to and quality of services delivered - Pillar 4: Services and Pillar 5: Data.**

Under Pillar 5, an in-depth qualitative analysis exploring the narratives of VAWG survivors in Guyana - with particular focus on girls and women in Indigenous communities - was completed. This study expanded on the work of the 2019 Guyana Women's Health and Life Experiences Survey by looking deeper into women's and girls' experiences of violence, and understanding survivors' access to support services, including access barriers. It highlighted major limitations in these areas, and in law enforcement capacity, such as language barriers, racial discrimination in Hinterland regions, and inadequate ethnic- and gender- diverse police staffing in police outposts.

Under Pillar 4, critical gains in accessibility were made through the introduction of two new service delivery models for use in hinterland and coastal regions across Guyana - a GBV mobile and remote service, and a One-Stop Centre. Additionally, Police Officers were trained in GBV as part of the COPSQUAD2000 Initiative. Further, in collaboration with the Ministry of Human Services and Social Security and the Guyana Bar Association, legal support services were strengthened, and a Legal Pro Bono Initiative was operationalized, with technical assistance being provided for monitoring and evaluation, and administrative support. GBV case and information management services in Guyana were also significantly strengthened under Pillar 4, and capacity development was conducted following the development of a training plan, training tools, and technical guidance for GBV case workers, in which sixty-seven (67) GBV case workers were trained. The GBV Essential Services Package was strengthened through the development of Guidelines and an accompanying implementation plan, and over forty (40) officers from the essential services sectors benefitted from training in use of the guidelines and implementation tools.

- **Development and adoption of laws, policies, and principles to increase prevention and response - Pillar 1: Polices and Legislation and Pillar 3: Prevention.**

Under Pillar 1, the Ministry of Human Services and Social Security prioritized support for legislative reform, resulting in a new Family Violence Bill and Harassment Bill with both pieces of legislation expected to be submitted to the National Assembly in 2024. These Bills once enacted, will expand the protective legislative environment on the prevention of, and response to, violence, at a national level.

Furthermore, the 'Do No Harm' principles manual, and the strategy for family violence for CSOs were completed under Pillar 3. The corporate culture around gender equality was also targeted through corporate adoption of the Women's Empowerment Principles (WEPs). Thirteen (13) private

sector companies signed on to the WEPs, signaling high-level commitment to implementing business practices that empower women through interventions such as equal pay for work of equal value, gender-responsive supply chain practices and zero tolerance against sexual harassment in the workplace. Referral pathways were more sharply defined, and sensitization sessions were held in various communities. The creation and upgrade of safe spaces in the eleven (11) education districts was completed to facilitate gender-responsive counselling for vulnerable children. Sixty-four (64) women benefitted from entrepreneurship training and were supported to start their small business operations through the procurement of needed equipment.

- **Scope of reach increased through engagement of critical stakeholders including through academia and civil society - Pillar 2: Institutions and Pillar 6: Women’s Movement and Civil Society.**

Under Pillar 2, “Resilience against and Disruption of Gender-Based Violence”, a course designed for building capacity for understanding and addressing the causes of GBV, was completed and delivered, free of cost, to over sixty (60) students. The MOHSSS’ review of the Social Protection Framework worked towards providing survivors of violence the option of extended support, while its work in planning was strengthened through the development of a 10-year Strategic Plan.

Meanwhile, under Pillar 6, Spotlight’s scope of reach was extended through partnerships with thirteen (13) CSOs at the national and grassroots levels, and new partnerships with additional CSOs extended this scope to touch persons with disabilities, migrants, and CSOs in faith-based communities, who were previously underrepresented in the programme. Moreover, barriers to CSOs’ capacity to access funding were mitigated for through the adoption of small grants and direct support modalities, and the incorporation of an institutional support component within each award.

Implementation of Participatory Monitoring, Evaluation and Reporting (PMER)

The Spotlight Initiative in Guyana successfully integrated PMER into its operations, resulting in improved community engagement, programme relevance, and evidence-based decision-making. Lessons learned and innovative practices may serve as valuable insights for similar programmes in the future, and the participatory approach has motivated stakeholders to consider similar strategies in their work.

Tools, Methodology, and Strategies used for PMER Integration:

- Monthly and bilateral meetings with RUNOs to discuss activity status, experiences, and obstacles.
- Engagement of the Civil Society National Reference Group (CSNRG) for joint planning and monitoring activities.
- Involvement of various stakeholders in monitoring visits to communities, including government officials, EU representatives, and members of CSNRG.
- The use of diverse data collection methods including structured interviews with pre-determined questions, semi-structured interviews combining open-ended and closed-ended queries for in-depth insights, unstructured interviews fostering conversational flexibility, direct observation for gathering data in a natural setting, participant observation involving active researcher engagement, and moderated group discussions with small groups for qualitative insights.
- Regular reporting involved communicating project progress, challenges, and achievements to stakeholders. Stakeholder engagement was integral, ensuring the active involvement of relevant stakeholders in the monitoring and evaluation process to achieve a comprehensive understanding of the project's impact.

Main Results Achieved through PMER:

- Enhanced community engagement and ownership of the Spotlight Initiative activities.
- Improved programme relevance through adaptive interventions in response to changing community priorities and needs.
- Gathering direct feedback from programme participants about the impact of the programme on their lives and their suggestions for improvement.
- Increased understanding of the economic, environmental, and social dynamics of the target communities.
- Facilitated evidence-based decision-making and programme adjustments.

Lessons Learned in Implementing PMER:

Positive impacts:

- Active engagement of stakeholders, including CSNRG and local community members
- Regular monitoring and adaptation of tools and methodologies based on feedback and changing contexts.
- Involving beneficiaries in the evaluation process increased the relevance and impact of interventions.

Lessons learned:

- Challenges related to COVID-19 protocols required innovative data collection methods.
- Striking a balance between the demand for real-time feedback and the administrative challenges of participatory monitoring required effective communication and creative maneuvering.

Innovative, Promising, or Good Practices Related to PMER:

- Adapting methodologies continuously in response to lessons learned and evolving community needs.
- Involvement of CSNRG and other stakeholders in joint planning and monitoring activities.
- Use of qualitative data and direct beneficiary feedback to inform programme improvements.

Quotes from Engaged Communities and Civil Society Organizations:

- “I am grateful that the Spotlight Initiative is in my community. As a young parent, I believe that this is the greatest option for my community.” - Indigenous community beneficiary.
- “Being a parent involves numerous responsibilities, including earning your child’s respect and making him or her feel comfortable conversing with you. I went on a home visit in the village to educate and teach parents more about parenting.” - Indigenous community beneficiary.
- “Spotlight Initiative’s use of participatory monitoring and evaluation has given us a voice and made us partners in the process. We see the impact of our feedback on programme adjustments, and it motivates us to actively engage in the initiative.” - Member of CSNRG.

Capturing Change at Outcome Level

Outcome 1:

Legal and Policy Framework

This Pillar addresses legislative and policy frameworks in line with international human rights standards on all forms of violence against women and girls. Under Pillar 1, the Guyana Spotlight programme undertook two (2) research projects, drafted two (2) new pieces of legislation, and developed two (2) policies.

Key Results and Achievements:

1. **Extensive Research Projects:** In 2021, two research projects with the Ministry of Human Services and Social Security were completed, as part of providing the initial evidence to drive the local legislative reform agenda. The first piece centered on exploring New and Emerging Forms of Violence, and the second conducted a comprehensive Legislative Analysis of Domestic Violence and Sexual Offences Legislation. These projects formed the basis for the drafting of the Domestic Violence Bill in 2022 and provided a platform for discussions on the work on harassment.
2. **Addressing Sexual Harassment:** In response to the pressing concern of sexual harassment, a Harassment Bill was finalized. This addition to the programme complements the broader legislative reform agenda in Guyana, furthering objectives in GBV prevention and response. The Harassment Bill is intended to provide for the prevention of, and the protection of persons from, harassment and other similar conduct and for connected matters, and includes, among other things, the need to ensure an environment free from sexual harassment, duty of employer/person in charge to issue policy statements, procedure for lodging sexual harassment claims, and a proposed sexual harassment tribunal.
3. **Reforming Legislation on Family Violence and Harassment:** Two Bills expected to be tabled in the National Assembly in 2024, were developed. The first, the Family Violence Bill, intends to replace the Domestic Violence Act, and enhances protection for domestic violence victims through protection orders and law enforcement arrest powers. The second, the Harassment Bill, intends to, among other things, provide for the prevention of, and the protection of persons from, harassment and other similar conduct, and includes the need to ensure an environment free from sexual harassment, while highlighting the duty of employers and persons in charge of institutions to issue policy statements and clearly lay out procedures for lodging sexual harassment claims.
4. **Policy Development:** A revised Family Violence policy, and Harassment policy were developed, corresponding to changes in terminology in the aforementioned Bills. These policies bolster the commitment to addressing family violence and harassment comprehensively.

Nuanced Impact-Sex Workers and LGBTQIA Communities: Guyana’s Spotlight programme acknowledges the vulnerability of sex workers and LGBTQIA communities in Guyana to violence and discrimination, despite progress in visibility and rights. While women and girls generally have experienced positive changes in terms of representation and opportunities and have experienced improved redress and services, others, such as sex workers or those in LGBTQIA+ communities, may still face barriers such as criminalization, harassment, extortion, and discrimination for their chosen work or sexual preferences/orientation. The programme recognizes that sex workers and the LGBTQIA+ community have specific needs and rights that require tailored interventions.

Outcome 2: Institutions

This Pillar focuses on building national and sub-national systems and institutions to plan, fund, and deliver evidence-based programmes that prevent and respond to violence against women and girls. Under Pillar 2, the Guyana Spotlight programme supported the development of Sector plans across three (3) government ministries, developed one (1) GBV related University course and supported the development of a gender policy for the University, mapped social protection programmes in Guyana, drafted new legislation related to social protection and empowered fifty (50) adolescent girls to be change agents.

Key Results and Achievements:

1. **Development of Sector Plans:** Terms of Reference for the Recruitment of a Consultant to Review or Amend the Sector Plans for the Ministry of Human Services and Social Security, the Ministry of Education, and the Ministry of Home Affairs were meticulously developed and shared with relevant stakeholders. This process marked a crucial step towards aligning sector-specific strategies with overarching goals, and these sector plans were critical in providing strategic guidance to line Ministries for the expansion and development of services, and to the National Task Force on Domestic Violence and Sexual Offences in refining its annual planning needs.
2. **Development of a GBV course at the University of Guyana:** In the first quarter of 2021, the programme collaborated with the University of Guyana to design a course addressing family violence and gender-based violence. This course, titled “Resilience against and Disruption of Gender-Based Violence,” was created to build institutional capacity and establish specialized training on addressing family and gender-based violence within educational institutions. The GBV course offered by the University of Guyana initially targeted more than sixty (60) students, providing them with a comprehensive understanding of GBV causes, effects, and intervention strategies.
3. **Development of Gender Policy for the University of Guyana:** Under Pillar 2, substantial support was dedicated to the University of Guyana to fortify gender-related policies. The

University of Guyana Gender Policy equips the national University with an additional tool to continue curating a culture of equality and dignity for all, free from the limitations of gender-based discrimination. Support to the University also paved the way for the establishment of a dedicated Gender Unit. This forward-looking initiative will serve as a home for the aforementioned GBV course, setting the stage for future success and progress in the realm of gender empowerment.

4. **Mapping Social Protection Programmes:** Social Protection Programmes within the context of GBV, were mapped. This effort has the multiplying effect of not just identifying and collating the various programmes in a singular document, but will continue to help streamline resources and support systems for those affected by GBV.
5. **Empowering Adolescent Girls:** In 2022, the MHSSS initiated the Story Board Initiative, specifically targeting fifty (50) adolescent girls in alternative care. This programme imparted creative writing skills and functional literacy, enabling girls to share their stories of overcoming obstacles, and empowering them to become advocates for change and resilience.
6. **Strategic Planning:** The Ministry of Human Services and Social Security began work on a 10-year strategic plan to strengthen its broader planning efforts. This strategic plan, completed in 2023, provides a roadmap for future activities and initiatives through the Ministry.
7. **The drafting of new legislation relating to Social Protection:** Under legal and policy reform, towards the re-engineering of Guyana's social protection framework, new legislation relating to Social Protection was developed. This is intended to, among other things, repeal the Poor Relief Act of 1931 and provide a stronger basis for social protection measures to decrease levels of economic, social, and other vulnerabilities which can contribute to susceptibility to GBV.

Under Pillar 2 of Guyana's Spotlight Initiative programme, substantial progress has been achieved in strengthening the institutional capabilities of selected sectors to strategize, allocate resources, and execute evidence-based programmes dedicated to the prevention of and response to VAWG. The focus of interventions under Pillar 2 throughout this endeavour has been on catalysing transformative change and moving beyond mere enumeration of activities.

Outcome 3:

Prevention and Norm Change

This Pillar is directed at gender inequitable social norms, attitudes, and behaviour change at the community and individual levels. Under Pillar 3, the Guyana Spotlight Programme produced eleven (11) safe spaces facilitating the counselling of one hundred and fifty (150) children and fifteen (15) teachers, established Boys' and Girls' clubs in four (4) schools and Gatekeepers groups in three (3) hinterland regions engaging over two hundred (200) students, targeted one hundred and sixty-

three (163) men and boys through sports based approaches, and onboarded thirteen (13) private sector companies to the Women's Empowerment Principles.

- 1. Psychosocial Support for Students:** The programme invested in creating eleven (11) secure, confidential, and activity-oriented counseling spaces, one in each school district, to provide gender-responsive psychosocial support for both teachers and students. As a result, one hundred and fifty (150) children and fifteen (15) teachers received priority counseling for various Gender-Based Violence (GBV) offenses, including incest, trauma, bullying, self-harm, and suicidal tendencies. The initiative was especially impactful in addressing the diverse challenges faced by students, including those related to sexual orientations and gang violence. Additionally, referrals were made for more intensive treatment when necessary. The School Welfare Department deemed this programme a success, with children and parents committing to their counseling sessions, and some children exhibiting positive behaviour changes.
- 2. Community-Based Activities:** Implementing partners consistently engaged in community-based initiatives, strengthening Gatekeepers organizations in Baramita, Batavia, and Waramadong. These communities have increasingly taken responsibility for the well-being of their members through outreaches and sensitization sessions, involving community leaders and village councils. Boys' and Girls' clubs were established to educate children on GBV-related topics, promoting self-awareness, addressing bullying, and educating on sexual and reproductive health. The Spotlight target community of Baramita saw efforts using sports and culture as vehicles to raise awareness about GBV and empowering residents to act against it. These activities expanded beyond the community centre into neighbouring regions. Recognizing the particularity of several harmful social issues and norms which plague the community of Baramita, Spotlight sought to impart information and skills to adolescents and youth by using sports, art and culture-singing, creative writing, poster designing, songs and plays - to infuse life skills into football coaching techniques and into already existing programmes for in - and out - of school activities. The integration of football coaching and lifeskills education contributed to the overall development of children and youth, and provided them with valuable skills that extend beyond the football field and classroom. By combining creative expressions, sports, and education, the programme not only raised awareness, but also fostered a sense of unity and commitment within the community to prevent and address GBV.

Of particular note, and testament to the commitment and resourcefulness of Spotlight's partners, this type of student engagement persisted through COVID-19 - related challenges in Region 4, until restrictions were lifted. Through Zoom and other online platforms, community members and other stakeholders were reached with information on reporting mechanisms and the referral pathway. Additionally, television programmes were used to reach the communities with information on GBV and the role of the police, health providers, welfare officers and teachers in the prevention of GBV. Furthermore, following a series of GBV training sessions, CSO Blossom Inc. formed Gatekeepers and Youth clubs in three (3) hinterland communities, whose members are empowered to respond to issues related to GBV.

3. **Support for Men and Boys:** In Baramita, during the initial phase of the Spotlight Initiative, men and boys were engaged in addressing alcohol addiction linked to GBV through the ‘Partnership for Peace’ batterer intervention programme. Collaborations with various stakeholders, including the Toshao, Ministry of Human Services and Social Security, Amerindian Peoples Association, Merundoi Inc., and the Gender Studies Unit of the University of Guyana, resulted in the development of a manual on GBV for outreach sessions and the strengthening of GBV policies at the community level. The engagement of men and boys through sport-based approaches, including football coaching workshops, proved highly effective, sensitizing over one hundred and sixty-three (163) individuals.
4. **Women Empowerment Principles (WEPs):** Thirteen (13) private sector organizations endorsed the Women’s Empowerment Principles as part of the Spotlight Guyana programme. These principles guide businesses in advancing gender equality and women’s empowerment in the workplace, marketplace, and community. These organizations completed Gender Gap Analyses and Gender Action Plans aligned with the Spotlight Initiative’s goals, primarily focused on reducing the workplace spill-over of family violence and gender inequality. The Gender Technical Working Group adopted a Strategy for Implementation of WEPs in Guyana in May 2022, which included proposed partnerships for sustainability. Several companies took tangible steps, such as implementing paternity leave policies and incorporating training and support mechanisms into their anti-domestic violence action plans, with more organizations becoming increasingly aware of, and engaged with, the WEPs by Spotlight’s close.
5. **Cottage Industries Programme:** As part of economic empowerment efforts under Pillar 3, sixty-four (64) women who had received entrepreneurship training through the Ministry of Human Services and Social Security’s Women’s Innovation and Investment Network (WIIN) programme, received equipment and machinery, while the capacity of small business owners was expanded through the distribution of twenty-eight (28) six-burner stoves, twenty-one (21) thirty-three-stitch sewing machines, and eight (8) freezers.

Outcome 4:

Quality Services

This Pillar focuses on responsive services for women and girls to use available, accessible, acceptable, and quality essential services, including for long term recovery from violence. Under Pillar 4, the Guyana Spotlight programme achieved several pioneering milestones in GBV service delivery, setting precedents for both Guyana and the wider Caribbean region. This is in addition to training over 2300 police officers in issues related to GBV, and providing legal support to over 2000 persons including GBV survivors, free of charge.

1. **Readiness Assessment:** This extensive research exercise with the Ministry of Human Services and Social Security spanned the critical sectors of health, social services, law enforcement, and the judiciary along with coordinating mechanisms. Completed in 2021,

this Readiness Assessment helped in providing the initial evidence to drive the development of GBV prevention and response services delivery in the Guyana context.

2. **GBV Essential Services Package:** Following the readiness assessment and identification of gaps in GBV essential services, a transformative journey was embarked upon. A theory of change, local GBV essential services package guidelines, and minimum standards for service providers' response to GBV survivors were developed, guided by international guidelines. The development process involved active participation from all essential service sectors, including justice/policing, legal, social services, health, and coordination/governance. These guidelines, coupled with cost-effective implementation plans for each sector, proved instrumental in fostering a coordinated and synergistic approach to GBV case management in Guyana by enhancing the quality of GBV-related services available to GBV survivors across all service sectors. As a result of the interventions under the Spotlight Initiative programme, Guyana emerged as and remains the country most advanced in the implementation of the GBV Essential Services Package, of all the countries and territories in the English-speaking Caribbean.
3. **Models of GBV Services Delivery:** In collaboration with the Ministry of Human Services and Social Security, CSOs and other stakeholders, context-specific service delivery models were designed which cater to the unique needs of Guyana's diverse regions:
 - a. In Spotlight target communities in the rural and hinterland administrative Regions 1 and 7, mobile and remote GBV service delivery models were revamped, improving access to GBV-related services in areas with limited service availability.
 - b. In Spotlight target communities in the urban and coastal administrative Regions 4 and 6, a GBV One-Stop Centre service delivery model was created. This model streamlines the delivery of GBV-related services from a single, stigma-free location, making it easier for individuals to access the support they need under one roof. Through a unique collaboration between the Guyana Spotlight Initiative programme, the Inter-American Development Bank, and the Government of Guyana (through the Ministry of Human Services and Social Security as well as the Ministry of Legal Affairs), a GBV One Stop Centre was operationalized. This Hope and Justice Centre facility was constructed with funds from the Inter-American Development Bank under a project with the Ministry of Legal Affairs, while the technical programming support to aid the operationalization of the facility was provided through the Spotlight Initiative programme. This represents a first for Guyana, as well as for the English-speaking Caribbean.
4. **COPSQUAD 2000 Initiative:** In support of the Ministry of Human Services and Social Security, the Ministry of Home Affairs, and the Guyana Police Force, the comprehensive GBV training of Police Officers from across the country was undertaken. This initiative was pivotal in fostering trust and accountability in the police force, encouraging GBV survivors to seek police assistance, and enhancing officers' understanding of the rights of diverse groups affected by GBV, including women, children, migrants, Indigenous peoples, LGBTQIA individuals, persons with disabilities, and other vulnerable populations. This intervention also allowed for the building of systems to monitor trained officers, to evaluate the programme's

effectiveness and further enhance accountability within the Guyana Police Force. By the end of the performance period of Guyana's Spotlight programme, remarkably over two thousand three hundred (2300) Police Officers were trained in GBV, surpassing the original target of two thousand (2000) Officers.

5. **Legal Pro Bono 500 Initiative:** Since its official launch by the Ministry of Human Services and Social Security in 2021, crucial technical assistance for the implementation of the Legal Pro Bono 500 Initiative was provided under Pillar 4. Public outreach and sensitization efforts increased awareness of this initiative, which offered pro bono legal support, counseling, and court support to over two thousand (2,000) individuals, including GBV survivors. This, once again, exceeded the original target of five hundred (500) individuals for which this initiative was named. In excess of seventeen (17) attorneys and law firms joined this initiative, contributing to breaking the cycle of GBV, and demonstrating their corporate social responsibility in addressing societal issues.
6. **iMatter App:** The iMatter GBV App (iMatter.gy) was developed in collaboration with the Ministry of Human Services and Social Security. This digital platform, first launched in March 2021, serves as a central online portal for the public, providing information on GBV essential services, laws, policies, resources, and a link to the national 914 GBV Hotline service. Since its formal launch, several enhancements have been made to the App, offering simple GBV communication tools, early warning systems, and additional GBV information. The App., available through the [Apple Store](#) and the [Google Play Store](#), continues to operate successfully, ensuring the safety and support of GBV survivors and persons at risk of GBV. Guyana, once more, demonstrates its leadership in GBV service delivery as the GBV App. is not just a first for Guyana, but a first for the English-speaking Caribbean region as well.
7. **GBV 24-Hour 914 Hotline Service:** In December 2020, the Ministry of Human Services and Social Security launched the dedicated 24-hour 914 GBV Hotline service which offers immediate support to GBV survivors and persons at risk of GBV, ensuring access to help whenever needed. Support was provided under Pillar 4 towards the acquisition of telecommunications equipment, technical assistance, and training, to further enhance access to GBV-related services and referrals. This built upon prior UN support provided to the MHSSS to realize the establishment of the hotline service. This dedicated 24-hour, 7 days a week, toll-free, 914 GBV Hotline service is yet another first for Guyana and for the English-speaking Caribbean region.
8. **Procurement of Furniture and Equipment for Shelters and Safe Spaces:** Under Spotlight Pillar 4, furnishings and equipment for GBV shelters and safe spaces operated by the Ministry of Human Services and Social Security and NGOs - including a safe space for the LGBTQIA+ community - were provided. This support enhances the operations of these shelters and safe spaces, providing essential resources for survivors in need.
9. **GBV Case Management and Information Management System:** To address identified gaps, collaborations with government and civil society actors were engaged to strengthen the GBV Case Management System and the GBV Information Management System. This involved developing a roadmap for strengthening the systems in Guyana (which will span

several years beyond the Spotlight Initiative programme), implementation plans, training, and tools for harmonizing survivor-centered quality care as well as GBV data collection. Training was provided to twenty-six (26) officers in GBV case management and to forty-one (41) officers in GBV information management. These efforts standardize processes across service providers, enhance the provision of survivor-centered quality care, improve data collection, and inform policies for comprehensive GBV prevention and response.

Outcome 5:

Data

This Pillar seeks to deliver quality, disaggregated, and globally comparable data on different forms of violence against women and girls in line with international standards, to inform laws, policies, and programmes. Under Pillar 5, a baseline assessment on available data was conducted, qualitative research on survivors' experience was undertaken, capacity building sessions for key partners and stakeholders were facilitated, technological equipment was procured to assist with the data collection and analysis efforts of several government departments and agencies, a database for GBV data collection purposes was commissioned, along with a multi-stakeholder forum on data sharing and use of the database.

1. **Baseline Assessment:** Acknowledging that effective implementation hinges on precise and pertinent data, interventions within Pillar 5 commenced with the inception of a baseline assessment in December 2020. This assessment aimed to collect both quantitative and qualitative data on violence against women and girls, and included domestic, and intimate partner violence. This Baseline Assessment played a critical role in finalizing Spotlight Guyana's Results Framework by providing appropriate baseline values for missing indicators.
2. **Capacity Building for GBV Data Collection and Analysis:** To support evidence-based decision-making, enhancing capacity for GBV data collection and analysis was prioritized. To facilitate this effort, ten (10) virtual and in-person workshops were held between September and December 2021 with a total of one hundred and twenty-two (122) participants from various CSOs, agencies and ministries including the Ministries of Human Services and Social Security, Health, Education, Home Affairs/Guyana Police Force, Legal Affairs, Governance, and Parliamentary Affairs, the Judiciary, Office of the Director of Public Prosecutions, Regional Administrations, and AmeriCorps, actively participating. The workshops' objectives were to:
 - a. educate/engage the participants on all aspects of violence against women and girls,
 - b. facilitate an engagement on data collection, analysis, storage, retrieval, and dissemination practices currently undertaken on VAWG in Guyana, and to introduce the new VAWG data system and acquire feedback based on participants' professional experiences,
 - c. share insights on how to improve the data system through role-play and interactive sessions.

Throughout the workshops, participants were requested to respond to specific questions regarding VAWG in Guyana through several Menti Polls, which triggered discussions on various aspects of VAWG, including the lack of good data, the absence of comparable data tools, and various cultural, technical, and strategic/judicial aspects of VAWG prevalence in Guyana. Additionally, fifty-five (55) tablets were procured for distribution to key stakeholders to strengthen data collection in Health, Social Services, Judiciary and Law Enforcement sectors.

3. Qualitative Analysis of Survivors' Experiences and Stakeholders' Perspectives on VAWG:

In partnership with UN Women, UNDP, USAID, and the IDB, the Guyana Bureau of Statistics conducted the Guyana Women's Health and Life Experiences Survey in 2019. This survey provided essential baseline data on the prevalence of VAWG in Guyana and offered a mixed-methods examination of VAWG for the first time in the country. Under the Spotlight Initiative, a more in-depth qualitative analysis focusing on additional factors that hinder survivors' access to services, was conducted. Utilizing qualitative methodologies, the programme explored emotions, preferences, motivations, and gender dynamics. This in-depth analysis addressed the limitations of the previous survey, especially in indigenous and hinterland areas. The results of the 2022 in-depth analysis revealed that survivors experience various forms of violence, including physical, psychological, sexual, and economic, often fueled by substance abuse, frustrations, and unpredictable behaviour. Perpetrators often justify their abusive actions based on conservative and traditional beliefs about women's roles in intimate partnerships and a lack of respect for women's human rights. However, Indigenous women and girls in hinterland regions face elevated levels of abuse and discrimination due to language barriers, limited access to services, geographical challenges, lack of digital connectivity, and limited financial resources. Based on this analysis, the Spotlight Initiative recommended collaboration among the public and private sectors, civil society, and academia to enforce national laws and implement action plans to end the "culture of impunity" surrounding VAWG. Additionally, training and support for formal VAWG support services and initiatives to expand economic opportunities were proposed.

4. National GBV Database and Stakeholder forum: In 2023, the Ministry of Human Services and Social Security received Spotlight support to convene a multi-stakeholder forum - in some cases referred to as a user needs analysis session - with stakeholders from key government ministries and agencies. The forum aimed to inform the design of a comprehensive GBV database and reporting dashboard to support the Ministry in consolidating information from various GBV reporting platforms, into a singular unified and coordinated system. Beyond Spotlight, Agencies will provide capacity building sessions targeting the database's principal end users, on the use and maintenance of the database.

5. Procurement of Furniture and Electronic Equipment to support data collection efforts: As part of a joint M&E Spotlight Mission to Region 6 in 2023, the mission team visited GBV units within police stations, child advocacy centres and community health centres. Throughout these visits, the need for physical equipment to bolster data collection and storage efforts became apparent, a sentiment echoed by officers from the respective units. In response

to this, interventions under Pillar 5 were expanded to include the provision of equipment to GBV units in police stations across the 10 Administrative Regions to support data collection and storage.

6. **Procurement of Electronic Equipment to support data collection efforts:** Support under Pillar 5 also expanded to include the procurement of laptops, desktop computer systems and other electronic equipment, for the Hope and Justice Centre in Region 4. This was done in fulfillment of a request from the Ministry of Human Services and Social Security to support its work in data collection and storage. Support was also provided by way of the issuance of a Low Value Grant to aid the Ministry in the purchase of servers and other relevant equipment to support the Ministry's internal data collection efforts.

Outcome 6:

Women's Movement - Capacity Building for CSOs and the Women's Movement

This Pillar gives prominence to women's rights groups, autonomous social movements, and CSOs, including those representing youth, and groups facing multiple and intersecting forms of discrimination/marginalization. Under Pillar 6, public accountability scorecards and questionnaires were developed and piloted, consultants were engaged to aid CSOs with strategic planning and capacity building, a legal literacy toolkit was developed, and representatives from ten (10) CSOs benefitted from workshops on legal literacy and advocacy for sexual and reproductive health.

1. **Foundational Tasks (2020):** Beginning in Q4 2020, numerous tasks were initiated to lay a firm foundation for secondary programming initiatives. These tasks included the formulation of a request for proposals to design accountability scorecards, enhancing the technical and operational capacities of CSOs, establishing a CSO network dedicated to GBV/FV, and exploring new avenues for social activism. Collaborative efforts with key stakeholders, including the Government of Guyana and the CSNRG were initiated to outline the scope of work for strengthening CSOs' operational capacity. Two (2) CSOs, Red Thread and Help and Shelter, were engaged in agreements to enhance the technical and operational capabilities of CSOs through the development of public accountability frameworks, a vital step towards the long-term sustainability of the Spotlight Initiative's interventions.
2. **Capacity Building Programme (2022):** Throughout 2022, virtual and in-person learning cafes, alongside a more inclusive small grants programme, were conducted, facilitating increased accessibility and inclusivity for CSOs in Guyana. These efforts were instrumental in enhancing the operational capabilities of CSOs, promoting movement building, and ensuring the long-term effectiveness of interventions.

3. **Public Accountability Mechanisms:** Under Pillar 6, efforts were made to develop social and public accountability mechanisms for public institutions, which are vital for advocacy against and prevention of VAWG. Two (2) local CSOs, Help & Shelter and Red Thread, were tasked with leading this initiative. Public accountability scorecards were designed for piloting in health centres and police stations, recognizing that these are often the first points of contact for women and girls experiencing violence. Questionnaires were developed based on global best practices for instituting social accountability, and piloting commenced.
4. **Consultant Support and CSO Database:** A consultant was engaged to strengthen CSOs' technical and operational capabilities, and a database was created, cataloging registered and unregistered CSOs working to combat violence against women and girls. The database helped identify governance, implementation, programme administration, and capacity gaps within CSOs. Additionally, a training-needs assessment highlighted that many CSOs lacked a current strategic plan, revealing that their interest in GBV training was often driven by potential funding rather than being part of their strategic vision.
5. **CSO Capacity-Building Expert:** A CSO capacity-building expert, with experience piloting successful support programmes in other Spotlight territories, was hired to provide further support for sustainability and movement building. Phase II of the programme offered business guidance, mentoring, training, and strategic and operational support to at least ten (10) CSOs, ensuring their continued growth and impact.
6. **Legal Literacy and Access to Justice Toolkit:** In collaboration with CSO Merundoi Inc., a legal literacy and access to justice toolkit was developed to empower CSOs in advocating for Sexual and Reproductive Health and Rights (SRHR). Multiple CSOs, including the Guyana Press Association, Amerindian Peoples Association, the Guyana Council of Organizations for Persons with Disabilities, and others representing the LGBTQIA+ and faith-based communities, participated in the workshops. The training equipped participants with legal knowledge, advocacy skills, and social media proficiency, enhancing their ability to promote and protect SRHR in Guyana.
7. **Sexual and Reproductive Health and Rights (SRHR) Advancement:** The workshops on legal literacy and access to justice resulted in increased awareness and understanding of legal rights and protections among participants. Furthermore, participants gained practical skills in utilizing social media platforms for SRHR advocacy, allowing them to engage with a broader audience. These workshops significantly contributed to strengthening the capacity of CSOs to promote and protect SRHR in Guyana, reflecting the programme's commitment to fostering a more equitable and rights-based society.

The activities associated with Pillar 6 required face-to-face interactions, which presented challenges during Spotlight's early years due to restrictions and limitations imposed by the COVID-19 pandemic. Further, technological limitations and intermittent access to electricity presented additional hurdles. Despite these challenges, the programme demonstrated resilience and adaptability, devising innovative solutions to overcome these constraints, leading to significant accomplishments.

Rights Holders (Spotlight programme “Beneficiaries”)

Indicative numbers	Direct	Indirect	Comments / Explanations
Women (18 yrs. and above)	2457	192,571	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)	1113	96,285	
Men (18 yrs. and above)	1516	185,643	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.)	681	92,822	
Total	5767	567,321	

Challenges and Mitigating Measures

Political Challenges: The protracted election process, spanning over five months, presented a significant obstruction to the programme's initial implementation. The absence of a functioning government until August 2020 delayed the programme's launch as government approval was a prerequisite for full implementation. Upon the new government's formation, collaborative efforts between the Spotlight team and the government were initiated to align operations effectively. The official inauguration and signing of the CPD took place in October 2020, with a strong commitment from the President of Guyana. The Ministry of Human Services and Social Security, designated as Spotlight's main government partner, actively engaged in programme and pillar-level meetings, paving the way for accelerated implementation, the pace of which remained steady through to Spotlight's end.

Challenges posed by the COVID-19 Pandemic: The COVID-19 pandemic introduced substantial challenges to programme execution, particularly at its start. Restrictions on physical access to communities resulted in slowdowns, especially in areas lacking technological infrastructure for virtual engagement. To mitigate these challenges, the COVID-19 Response Plan was implemented, emphasizing increased advocacy, the provision of information for accessing essential services, and referral pathways for gender-based violence. The pandemic also influenced the baseline assessment, necessitating alternative data collection methods like telephone interviews to comply with social distancing guidelines. The programme leveraged virtual platforms to ensure continued access to essential resources and support during the pandemic.

Challenges in Partnering with Civil Society:

1. **Contextual Disparities:** The programme encountered challenges in aligning funding and development community practices with local organizations, including bureaucracy and accountability requirements. To address this, a small-grants programme was promoted for grassroots and community-based organizations that operate outside of formal systems. Larger, more mature organizations also supported smaller and newer organizations, particularly Indigenous groups, to facilitate their growth and formal registrations.
2. **UN Reform and Coordination Learning Curve:** Recruitment and procurement delays in 2020 hindered initial activities. To address this, RUNOs collaborated on joint requests for proposals and collectively evaluated submissions, aligning with the principles of UN Reform.

This collaborative approach facilitated consistent procedures for CSOs and coordinated grants across pillars and RUNOs, streamlining programme management and fostering the “Deliver as One UN” approach.

- 3. Lack of Resident CSOs in Target Communities:** Hinterland communities lacked resident CSOs, leading to a lack of focal points. To address this, two (2) United Nations Volunteers (UNVs) were engaged over the course of the Spotlight years. Having UNVs on the ground in the hinterland target communities provided significant M&E support through their ability to regularly coordinate with CSOs, regional authorities and services, community leaders and stakeholders in target communities to facilitate and ensure implementation of local programme activities. Additionally, support was provided in terms of data collection, progress reporting and follow-ups so that a finger was kept on the pulse of Spotlight’s activities in more remote locations.
- 4. Capacity Building and Consortiums:** The programme encouraged CSO alliances, consortiums, mentoring, and joint submissions of proposals to bridge financial disparities. Capacity building and movement building efforts increased the participation of CSOs, fostering diverse perspectives and experiences.
- 5. Stakeholder Input Delays:** Stakeholder input delays in key documents caused delivery delays. The PCU organized multiple stakeholder follow-ups to expedite this process.
- 6. Uncertainty over Programme Extension:** Around mid-year 2021, the uncertainty regarding the programme’s extension beyond 31 December 2021, posed planning challenges. Consequently, some CSOs withdrew citing the inability to complete operations within six months. Reducing programme activities before extension acceptance helped to mitigate this challenge.

Lessons Learned and New Opportunities

Lessons Learned

UN Reform and Inter-agency Collaboration:

- Frequent and clear communication among RUNOs proved essential for effectively operationalizing Spotlight under UN Reform principles, particularly transparency, efficient management, and coherence.
- Collaborative activities like the joint call for proposals required a unified approach, considering each RUNO's policies and procedures. This coordination process took longer than expected but was deemed vital for technical cohesion across pillars.
- Regular monthly meetings (or as needed) among RUNOs facilitated knowledge sharing and synergies to ensure programme success.

Adaptation to COVID-19:

- Adapting to the changing COVID-19 situation was crucial for completing the baseline evaluation. Implementing innovative and technology-enabled data collection instead of in-person modes proved to be an effective workaround.

Stakeholder Engagement and Baseline Data:

- Radio and TV proved to be effective tools for increasing reach and raising awareness of programme goals, deliverables, and benefits, particularly during the COVID-19 pandemic.
- Longer monitoring missions (at least three days), particularly to hinterland areas, were found to be essential to accommodate travel logistics, and facilitate more comprehensive assessments of the situation on the ground.

Engaging Males in Communities:

- In spite of efforts to increase participation among men and boys, participation rates remained lower than desired. Sports-based initiatives were consequently employed to involve more men and boys in combating VAWG, but larger scale, longer term investments along these lines need to be explored for initiatives post-Spotlight. For instance, the "Men on Mission" initiative, launched by President Dr. Irfaan Ali in 2022, may present an opportunity to promote positive masculinities and increase the involvement of men on a national and highly visible scale. This initiative aims to highlight the importance of men assuming responsibility and serving as positive role models, while also seeking to change the approach to addressing challenges faced by young boys and men in Guyanese society. It would be beneficial to explore potential opportunities with this group in the future, to increase male participation across the country.

Innovative, Promising or Good Practices

Innovative: iMatter GBV App Development

This App provides valuable resources, including GBV support service locations, essential services and resources, and survivor referral pathways. It is easily accessible on any mobile phone without requiring internet access. This is a first for Guyana, and the English-speaking Caribbean region.

Promising: Establishment of Child Advocacy Centers (CACs)

These centres, facilitated by CSO ChildLink Inc. in collaboration with the Childcare and Protection Agency (CPA), provide essential services to children who disclose sexual assault. They also enhance the capabilities and knowledge of service officers through collaborations with the Police, Judiciary, Ministry of Health, and NGOs. These were the first such centres established in Region 6.

Promising: Gatekeeper Clubs in hinterland communities

Gatekeepers, who can be community leaders such as shopkeepers, teachers, or preachers, play a crucial role in protecting and supporting community members in need, particularly in reporting community abuse and raising awareness of rights and responsibilities.

Promising: Engagement with Non-Traditional Groups

Engaging non-traditional groups, such as the Guyana Cricket Board and Guyana Football Federation, in discussions on GBV addresses the collective responsibility that men and women have when it comes to VAWG, and empowers men and boys in particular to support GBV prevention, aligning with the principle of leaving no one behind.

Promising: Communication through Drama

Leveraging popular local radio programmes and comedy sitcoms to raise awareness of GBV and provide information on support services allows for effectively reaching target populations, disseminating knowledge about GBV, and promoting available resources and helplines.

Promising: Indigenous Language Translations

Translating and broadcasting public service announcements (PSAs) into eight (8) Indigenous languages, removed communication barriers and expanded the reach and accessibility of GBV messages to Indigenous persons in hinterland communities, ensuring broader awareness and reach in communities which are often underserved. By so doing, it aligns with the principle of leaving no one behind.

Good Practice: Partnership with Guyana Bar Association

The partnership with the Guyana Bar Association, Government of Guyana, EU, and UN to provide legal aid to violence survivors through the Legal Pro-bono 500 Initiative helped ensure free legal support for GBV survivors and other vulnerable individuals, addressing a critical need for legal representation among the most vulnerable.

Good Practice: Adaptation of GBV Essential Services Package, in keeping with international standards

The GBV essential services package guidelines, and minimum standards for service providers' response, foster a coordinated and synergistic approach to GBV case management in Guyana, and enhance the quality of GBV-related services available to GBV survivors across all service sectors. Of all the countries and territories in the English-speaking Caribbean, Guyana remains the country most advanced in the implementation of the GBV Essential Services Package.



. Communications and Visibility

Overview

Communication and Visibility: The programme successfully utilized various communication channels, both traditional and digital, to raise GBV awareness. Over the years, it engaged in numerous activities such as the national virtual launch, social media campaigns, and coverage of grant awardee activities in target regions.

Reaching a Wide Audience: The programme reached a significant audience of over 110,000 individuals through multiple communication efforts. This included message placement on a local comedy sitcom, producing programme results videos, hosting virtual public dialogues, and running a social media campaign.

EU Support: The European Union played a critical role in supporting communication and visibility efforts by actively participating in public events and sharing content on their social media platforms. This collaboration enhanced the programme's reach and impact.

Influencer Marketing: A strategic move towards influencer marketing involving media personalities, singers, and makeup artists was highly effective. Over a six-month period, content shared by these influencers reached close to 100,000 people through social media and video campaigns that challenged harmful social norms and gender stereotyping.

International Engagement: In 2022, the programme gained increased international attention with two impactful campaigns during International Women's Day and the 16 Days of Activism against Gender-Based Violence. These campaigns featured video content and reached an organic audience of over 1800 persons on Facebook and Instagram.

Highlighting Programme Results: The programme effectively communicated its results through written content. This included the publication of 24 media stories on the Spotlight Initiative website, a joint statement with the EU in major newspapers, three human interest stories republished on global UN websites and social media pages, and six press releases disseminated in local news outlets and websites.

The successes achieved by the Spotlight Initiative in Guyana are commendable, and they highlight the significant impact of the programme in raising awareness about GBV, challenging social norms, and engaging a broad audience both nationally and internationally. By effectively utilizing a range of communication strategies and engaging key stakeholders, the Initiative has made substantial contributions to the fight against gender-based violence and has laid a solid foundation for continued efforts in this critical area.

Messages

Throughout the Spotlight Initiative Programme, focus was placed on conveying a combination of pivotal messages due to their profound significance. These messages were strategically disseminated among various target audiences to maximize their impact.

- The first message emphasized the overarching objective of the Spotlight Initiative, underscoring its role as a global, multi-year partnership between the European Union and the United Nations dedicated to eradicating all forms of violence against women and girls by 2030. This message served as the programme's beacon, setting the goal.
- The second message highlighted the magnitude of the Initiative, stressing its substantial, coordinated, and comprehensive commitment to ending violence against women and girls. It underscored the transformative potential of the Initiative in the lives of women and girls, contributing to the realization of gender equality.
- The third and fourth messages, specific to Guyana, brought into sharp focus the stark realities faced by women in the regions. By revealing alarming statistics such as, one in every two women experience intimate partner violence (IPV), and one in five endure non-partner sexual abuse in their lifetime, these messages aimed to mobilize action and generate urgency to address the pressing issue of violence against women and girls in Guyana.

Given the size of Guyana's population, each message was targeted to an audience that captured a mix of key groups:

- Women and adolescent girls
- Men and boys
- Civil Society Organisations:
 - Youth groups and networks
 - SRHR activists
 - Indigenous groups
 - LGBTQIA+ community
 - Vulnerable and marginalized groups (women in the sex industry, women living with HIV/AIDS, migrant population)
 - Disabilities rights groups
 - Local/grassroots organizations
 - Labour/trade unions
 - Persons affected by human trafficking.
 - Women's NGOs

- Government Ministers and other policymakers
- Artistes and entertainers
- Academia
- Faith-based organisations/religious leaders
- Development partners
- Media, Journalists and Editors
- Private sector
- Political parties
- General public

In summary, these messages were strategically chosen for their poignancy, collectively driving the Spotlight Initiative towards its vital mission of creating a violence-free world for women and girls.

Media and visibility events

Over the years, the Spotlight Initiative in Guyana has been unwavering in its commitment to combat violence against women and girls through a series of high-visibility initiatives. These initiatives raised awareness, catalyzed collective action, and secured crucial support from various stakeholders.

Below are highlights of activities that garnered significant visibility:

2020

- The national virtual launch of the Spotlight Initiative generated great public attention in the country. The launch reached approximately 4,164 persons on digital platforms. The launch was also covered in the nation's four (4) daily newspapers.
- One of the CSOs engaged in supporting the delivery of services in Region 6 successfully brought together a wide cross-section of stakeholders to officially launch its efforts to strengthen the delivery of GBV services in that region. This event attracted significant media coverage.

2021

- Official launch of the GBV App [iMatter.gy] by the President of the Guyana, which garnered significant coverage and appeared on the front page of at least one of the two major daily newspapers.
- Official launch by the Minister of Human Services and Social Security of the first Child Advocacy Centre in Region 6 in Guyana, devoted to survivors of child sexual assault and their families.

- In a proactive move, the launch of the Legal Probono 500 initiative marked a significant step in raising awareness about legal aid services available to support GBV survivors. This pivotal event, with its far-reaching implications, informed the public about the crucial support mechanisms in place for those affected by GBV.
- The public commencement session as well as the subsequent graduation ceremony for Police Officers who successfully completed training in GBV.
- The commitment to addressing GBV extended into the realm of popular culture as well. A compelling storyline focusing on GBV was meticulously developed and integrated into the local internet and television sitcom, 'Those People'.
- Two virtual dialogues on Facebook involving Spotlight Initiative Implementing Partners discussed programme results, generating 2,600 views, and engaging 6,400 viewers during live broadcasts.
- Educational sessions were conducted in Region 6 through seventeen (17) television programmes on three (3) stations. This was complemented by increased Facebook engagement, resulting in a remarkable 100% increase in service utilization, benefiting CSOs such as [REDACTED] and essential service providers like the Police, Health, and Welfare departments.

2022

- 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. A total of 97,547 persons were reached (number of individual users/devices) with 129,336 instances of engagement (video views/plays, comments, shares, likes). This activity was considered a beneficial means of naturally enhancing the visibility of the Spotlight Initiative by leveraging the substantial audiences of the influencers.
- Produced six (6) videos as part of the 'With Her' 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.

2023

- Formal handover to the Ministry of Human Services and Social Security of equipment and furniture procured by the Spotlight Initiative programme for shelters and safe spaces operated by the Government.
- Graduation ceremony for over one thousand (1000) officers completing the COPSQUAD2000 training.
- Launch of the Women's Empowerment Principles and presentation of thirteen (13) private sector representatives.
- Formal handover to CSO [REDACTED] of items secured through Spotlight funding, for three (3) Secondary Schools and one (1) Health Centre in Region 6.
- The inaugural Ministerial Forum on Gender Equality and Empowerment, through the Ministry of Human Services and Social Security.

Campaigns

- In 2020, the Spotlight Initiative in Guyana conducted a comprehensive campaign during the 16 Days of Activism against Gender-Based Violence. This campaign utilized social media platforms like Twitter, Facebook, and Instagram to disseminate important messages about ending violence against women and girls. Virtual dialogues with the first grant recipients of the Initiative provided an opportunity to highlight the programme's impact. Public service announcements, newspaper messages, and online video messages reached a wide audience. The 'orange spaces' activity, in partnership with the High Commission of Canada, involved illuminating prominent buildings and public spaces with orange lights, symbolizing the fight against gender-based violence. Information stickers at pharmacies and supermarkets further reinforced the message.
- In 2021, Spotlight Guyana continued its efforts through a social media campaign, using various platforms to share videos, statistics, events, and photographic content. The ongoing campaign aimed to educate the public about GBV and related issues, as well as highlighted the programme's results, ensuring that awareness remained high.
- In 2022, Spotlight Guyana launched a campaign for International Women's Day, featuring a live recording titled "Conversations with Her" hosted by local influencers with significant social media followings. This innovative approach leveraged influencers' reach and credibility to sensitize people about VAWG and GBV. This initiative served as a steppingstone for a six-month engagement with the influencers, significantly increasing visibility for the Spotlight Initiative.
- In November 2022, Spotlight Guyana actively participated in the annual campaign to observe the 16 Days of Activism against Gender-Based Violence. Collaborating with the Regional Spotlight Programme and the Ministry of Human Services and Social Security, a series of activities was conducted, including a launch event, a Regional Spotlight Light-Up ceremony, self-defense sessions, engagements with Women Empowerment Principles signatories, thematic dialogues, public consultations, exhibitions, and a conference focused on eliminating discrimination against women. These multifaceted efforts reinforced the Initiative's commitment to addressing GBV comprehensively and engaging various stakeholders in the process.

Human interest stories

Over the Spotlight years, three (3) human interest stories - published both on the global Spotlight Initiative website and in the local media - received significant attention after being published. These stories received attention from the UN at the International Level and were also published in the local news.



Story title: In Guyana, supporting students and teachers to take a proactive approach to ending gender-based violence.

Lede: Lata Devie Jagmohan is passionate about ending gender-based violence (GBV), having seen the impact it has on survivors and communities first-hand.

[Link to story here](#)



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



● National Ministerial Forum on Gender Empowerment and Equality - November 2023

Photo: Spotlight Initiative



● Graduation exercise for senior ranks of the Guyana Police Force who successfully completed GBV training under the Guyana Spotlight Initiative programme

Photo: Spotlight Initiative



- Visit of Helena KÖNIG, Deputy Secretary General of the European External Action Service to Batavia, Region 7- March 2023.

Photo: Spotlight Initiative

Videos

Key videos with links that were published over the years are as follows:



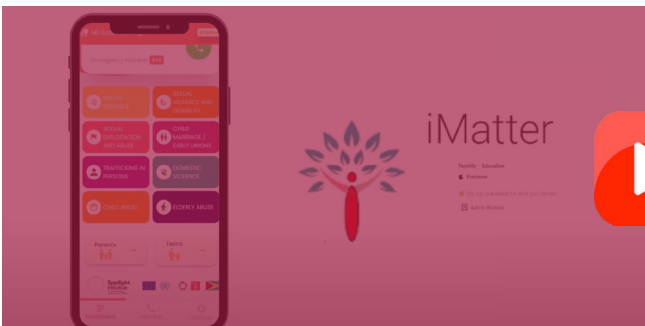
Spotlight Initiative Visit to Batavia, Region 7 (2023)

<https://www.youtube.com/watch?v=wgGqAj0Cl5E>



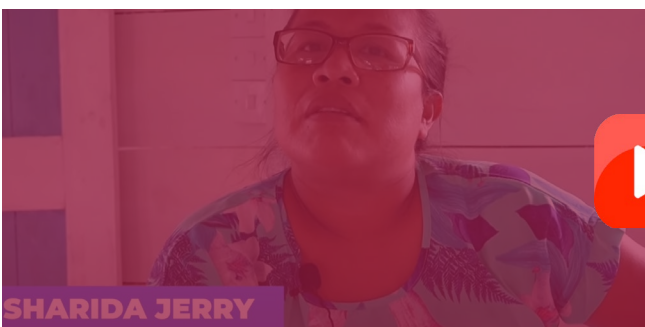
Conversations with Her (2022)

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



iMatter App (2022)

<https://www.youtube.com/watch?v=ay19YhkRIEQ>



Spotlight Beneficiaries in Waramadong (2021)

https://youtu.be/lpce69YNdnA?si=8Zp5_94n7_kMAwCd

.Sustainability

This Sustainability Plan for the Spotlight Initiative in Guyana was prepared through consultations with Spotlight Recipient UN Agencies UNICEF, UNFPA, UN Women and UNDP, as well as with Government, civil society, and development partners in Guyana. The initial contours of this Plan were presented at the February 2023 meeting of the National Steering Committee (NSC) of the Spotlight Initiative by the NSC Co-Chairs - the Minister of Human Services and Social Security, and the United Nation's Resident Coordinator (RC). The Plan was further elaborated by the RC at the UN Women convened Gender-Responsive Budgeting Conference in March 2023. Consequently, building on the Plan components, RUNOs all elaborated on Plan elements for consultations with the UNCT (11 October 2023), MHSSS (13 October 2023), and Development Partners Group (17 October 2023). These engagements notwithstanding, this is an open-ended Plan intended to highlight components which the Government, and Spotlight's civil society, private sector and development partners would pursue in support of the national objectives to eliminate GBV. The Plan is intended to be more prescriptive for UN entities of the UN Development System in Guyana who, under the leadership of the UN RC, deliver joint work plans, including for GBV, under the UN Cooperation Framework.

Leveraging National Ownership is the main strategy for the sustainability of the Spotlight Initiative. As such it prioritizes anchoring key Spotlight interventions in the services delivered by MHSSS and relevant line Ministries through national budget resource allocations.

The Technical Assistance Coordinator (UNFPA) and the National Integration Assistant (PMC/UNFPA) are tasked by the Minister directly to integrate Spotlight services that will be taken on by the Government into national budgets.

The Government, through the Ministry of Human Services and Social Security, convened a Ministerial Forum on Gender Equality that allowed it to highlight the significant work that it had supported under the Spotlight Initiative, some of which were first for the English-speaking Caribbean. The Government used the opportunity to highlight such interventions as models for the English-speaking Caribbean, as well as to reaffirm its commitment to sustaining the interventions beyond the Spotlight Initiative programme end date.

Human Resources

The fundamental sustainability concern for the Spotlight initiative is with respect to human resources to support the delivery of GBV prevention and response services, as well as the basic protection services required.

Increased national budgetary allocations to address staffing of social workers under the Ministry of Human Services and Social Security (whether they are categorized as Survivors' Advocates, Probation Officers, Childcare Officers, or a mix of all three categories) across all the regions of Guyana will be essential. This is also important in the context of strengthening the Social Work profession and the proposed introduction of new legislation on Social Work Registration/Licensure. The UNFPA-led GBV Case Management Strengthening Roadmap for Guyana, and the UNICEF-supported Social Work policy framework provide detail and substantive justification for the pursuit of this topline and critical sustainability action.

Rationale and Advocacy for Human Resources. The current pool of social workers under the Ministry of Human Services and Social Security is too limited to address the current needs that are brought to the attention of the Ministry. Current staff are stretched to capacity. The rollout of additional models of GBV response services such as the GBV One Stop Services delivery model, the GBV mobile services delivery model, the GBV remote services delivery model, and the strengthened GBV Essential Services Package will place additional strain on the current limited pool of social workers under the Ministry. Similarly, and critically, the national policy objectives for child protection all point to an urgent need to speedily recruit, train, and retain qualified social workers across the administrative regions of Guyana.

Starting with the EU Ambassador and the RC, a set of engagements with the development partners (DPC) and national partners, namely the Minister of Human Services and Social Security and the Minister of Finance are taking place to elicit a clear roadmap for securing the required expansion of the pool of qualified social workers under the Ministry of Human Services and Social Security.

Gender-responsive budgeting

Initiatives and programmes launched by national partners for eliminating GBV do not adequately get reflected in national budgets nor in financing strategies. Guyana already has exemplary budgeting practices as highlighted in its 2023 VNR whereby SDGs are progressively integrated into the national budget process through the Budget Call Circular, the annual Estimates of the Public Sector, through to implementation in yearly programme performance reviews. Tools developed under the Spotlight Initiative by UN Women, including the guide for tracking the allocation of resources, provide solid bases for more explicit identification of policy measures supportive to ending GBV, especially those carried out by the MHSSS, and to track their budgetary integration. The GRB follow up will include technical meetings, an enhanced GRB assessment with SDG 5 in focus with inputs from relevant line Ministries, and a substantive Guyana-specific report with recommendations to sustain financing on VAWG.

Pending Government consultations, GRB practices can be piloted within relevant Ministries, with the ultimate goal of a "Gender-Budget" in 2024 and beyond in support of best practices and lessons learned concerning SDG integration in national planning and budgeting practices as described in Guyana's 2023 VNR.

National Legal and Policy Framework that will support EVAW and Human Rights beyond the Spotlight Programme

National legal and policy frameworks supported by Spotlight Initiative provide the basis for further anchoring GBV work in national processes. The Spotlight Initiative in Guyana supported the research on the legislative analysis of the current legal framework, that is, the Domestic Violence Bill and the research on New and Emerging Forms of Violence. Following the recommendations from these reports in 2021, the Family Violence Bill was drafted in 2022 and national consultations were conducted. The funds and leadership of both the MHSSS and the United Nations were instrumental in accelerating the process, which includes the intended submission of two (2) new Bills to the National Assembly in 2024, as well as driving new reforms in other areas, such as harassment.

The implementation of the two new legal frameworks (Family Violence and Harassment) will be met 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.

Through Spotlight, UNICEF supported the MHSSS with a Strategic Plan, and its development will be instrumental in providing direction of the current status quo, assessing needs, and agreeing on the vision of the Ministry. Finally, the legislative investments have been complemented by UN investments in sector planning (e.g., education sector by UNICEF and health sector by UNFPA as follows:

Education. The ecosystem of teachers, teachers' assistants and school administrators are also front line in the detection and response to violence against women and girls. Through the Spotlight Initiative and other streams of work, UNICEF has supported the MOE with the training of welfare officers who will be part of the cadre of qualified welfare officers assigned to schools. UNICEF has also supported the University of Guyana in implementing a programme for social workers. This is already in the MOE's approach and can be expanded with funds provided in the national budget and the relevant sector plans.

Health Sector. Frontline healthcare providers play a vital role in responding to the needs of those who have been exposed to all forms of violence against women and girls. UNFPA has collaborated with PAHO/WHO to convene training workshops as part of the Spotlight Initiative, focused on strengthening the capacity of service providers and improving the availability and accessibility of quality services for women and girls subjected to violence. The Government of Canada through UNFPA has commenced work to build and expand the interventions in a more holistic way to strengthen the health care system. As a result, a specialist Clinical Management of Rape (CMR) training has been provided to health care workers across all ten administrative regions, Trainer

of Trainers have been identified and trained to cascade this specialist training, and a few health care facilities have benefitted from CMR assessments and follow-up capacity building support.

Social Services Sector. The ecosystem of Probation Officers, Child Protection Officers, Survivors' Advocates, and other social workers who together comprise GBV case workers and case managers, are also front line in the detection and response to violence against women and girls. Through the Spotlight Initiative and other streams of work, the MHSSS has been supported by the UNFPA with a Readiness Assessment that provided critical initial evidence to drive the further development of GBV prevention and response service delivery. The resulting GBV essential services package guidelines and corresponding minimum standards for response, the cost-effective implementation plans for each sector, and the Roadmap developed for strengthening GBV case management and information management systems in Guyana, have played a pivotal role in promoting a cohesive and synergistic strategy for managing GBV cases in the country. These initiatives are poised to continue streamlining survivor-focused quality care and the collection of GBV data within the Guyanese context.

At local levels, local and regional government, and village councils of Indigenous villages, could be further supported by the Government and its development partners to establish local coordination mechanisms. These will be responsive to planning, implementing, and monitoring of GBV activities for leveraging the local development plans, especially of the Indigenous communities, some of which already include GBV prevention and services related activities.

Human Rights Policy Framework. Other work on human rights e.g., CEDAW, CRC, and UPR Treaty Body Reporting, establishment of the National Mechanism for Human Rights Reporting (NMHR), and a UN Human Rights Action Plan in support of the National Human Rights Action Plan (including support to National Human Rights Institutions), will assist in ensuring that the work on legislative reform remains vibrant and lasting.

Civil society capacities for GBV service provision and monitoring/feedback functions

Foundations have been laid for the strengthening of the civil society sector through UN Women led capacity development support, 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.

Stemming from the CSNRG Retreat held at Baganara at the end of September 2023, a sustainability plan for ongoing collaboration, movement building, and CSO networking was developed. It calls for clear definition of the organizational structure, identity, and internal capacity management of the collective, a coalescing of the representative CSOs under one voice, and the initial provision

of technical and operational capacity-building and financial support to organize in this manner, with the aim of ultimately becoming fully self-governing and financially self-sustained.

Catalyzed by the conclusion of the Spotlight Initiative programme, the Gender Theme Group within the UN machinery will seek to support these ends through continued capacity building, small grants and technical support. Follow-up actions will involve UN-coordinated strategic dialogues between the Government and civil society to identify areas for advocacy and collaboration. The result of these dialogues is envisioned to include the production of joint work plans and monitoring and evaluation frameworks. These will identify the impact, outcomes, and activities to be undertaken by the Government and Civil Society, with support from the UN, other development partners, and the private sector.

Civil Society Subventions. In many countries, Governments engage services from qualified civil society stakeholders under social contracting modalities to fill gaps for the effective delivery of GBV prevention and response services. In Guyana, the practice of “civil society organisation subventions” approximates this practice.

During the lifetime of Spotlight, there has not been a systematic engagement of the UN or other Development Partners with the Government on the capacity of such subventions to fill gaps in services delivery. Indeed, the broader discussion on the role of civil society in delivery of services in the context of Guyana’s strengthening fiscal space has yet to take place. It is noteworthy that from among Guyana’s Development Partners, the EU has provided leadership on this topic by starting a Civil Society Engagement Road Map for its operations.

The national budgets already include subventions to Civil Society Organizations. Going forward, the UN will engage strategically with the MHSSS to support national leadership in monitoring how these subventions contribute to strengthened Government and Civil Society Organizations partnerships for addressing immediate service delivery gaps while longer term partnership modalities are approached through meaningful consultation and collaboration.

Further, follow up actions can include strategic dialogues coordinated by the UN [with the EUD] between Government and Civil Society, to identify communal areas for advocacy and collaboration. The result of these dialogues will include a joint annual workplan and monitoring and evaluation framework, identifying the impact/outcomes/outputs and activities to be undertaken by the Ministry and Civil Society, with support from the UN, other development partners, and the private sector.

Mobilization of the Private Sector

UN Women has developed a strategy to implement the Women Empowerment Principles, 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. Going further, the UN Country Team in Guyana has commenced a private sector partnership strategy which inter alia supports the integration of Global Compact Principles in Guyana's private sector operations and closer engagement with private sector. Led by the UNRC, the UN will explore in close coordination with the MHSSSS, whether funding opportunities, e.g., a private sector capitalized fund, to support GBV services at local levels provided by the MHSSSS and its civil society partners can be explored.

UNCT Work Plans

The UN Development System in Guyana delivers its cooperation through joint work plans with the Government of Guyana, entitled, Common Implementation Plans (CIPs). The current CIP covers 2022-2023; the new CIP will cover 2024-2025. The UNCT will engage in a consolidated joint violence prevention offer to the Government, led by the MHSSSS, utilizing agreed joint outputs and output indicators, for the next programming cycle of 2024-25. This new programming cycle will also elicit contributions from UN entities that were not part of the Spotlight Initiative but whose workstreams contribute directly to strengthening GBV services, especially those provided by MHSSSS, notably WFP (WIIN), ILO (decent work programme) and others. Funding for the UN's joint workplans is not secured but will initially be capitalized by the regular, and other programme resources already deployed by UN entities (e.g., UNFPA programmes mentioned above) and other joint programme resources available to the UN, including the private sector.

Annex A

Results Framework

Outcome 1 Summary table

Outcome Indicator	Baseline	Results for Reporting Period (2023)	Cumulative	Target	Reporting Notes
	Legal age of Marriage				
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.	1	0	0	0	Family Violence legislation is being examined by Cabinet Legislation on harassment and social protection is being drafted
	Parental Authority in Marriage				
	1	0	0	0	
	Laws on Rape				
	1	0	0	0	
	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, Rights of all women & girls, Participatory Development	M&E framework, Rights of all women & girls, Participatory Development	M&E framework, Rights of all women & girls, Participatory Development	The strategic plan for MoHSSS is to be completed by the end of 2023. A gender Policy is in draft and an Institutional Assessment and learning course will be drafted by Nov 2023. A GBV course has been rolled out with another cohort to complete in 2023. One strategic plan
Output Indicator	Baseline	Results for Reporting Period (2023)	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	2	2	Family Violence legislation is being examined by Cabinet Legislation on harassment and social protection is being drafted Family Violence legislation is being examined by Cabinet. Legislation on harassment and social protection is being drafted.
	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.	0	1	2	2	Revision of the gender policy and institutional assessment for the Gender Unit MoHSSS and support for the Learning Lab for PWD Revision of the gender policy and institutional assessment for the Gender Unit MoHSSS and support for the Learning Lab for PWD
	Sub-National				
	0	0	0	1	

Outcome 2 Summary table							
Outcome Indicator	Baseline	Results for Reporting Period (2023)	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.	No	Yes	Yes	Yes	The Government has a National Task Force on Sexual Offences and Domestic Violence.		
Is there a national budget allocation?							
Indicator 2.2 Percentage of national budget being allocated to the prevention and elimination of all forms of VAWG/HP.	No	Yes	Yes	Yes	This is part of the national budget across sectors but has not been quantified as no data is available from the ministry at this time.		
	What is the percentage of national budgets being allocated?						
	0.0%	1.00%	1.00%	0.00%			
Health							
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	Medium	Medium	<p>"1.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. 2.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> <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>3.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>		
	Education						
	Low	Medium	Medium	Medium			
	Justice						
	Low	High	High	High			
	Security						
	No Integration	Medium	Medium	Medium			
	Social Services						
Medium	High	High	High				
Culture							
No Integration	Medium	Medium	Medium	Low			
Output Indicator	Baseline	Results for Reporting Period (2023)	Cumulative	Target	Reporting Notes		

<p>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.</p>	0	2	7	2	<p>The strategic plan for MoHSSS to be completed by end 2023. Agender Policy is in draft and an Institutional Assessment and learning course to be drafted by Nov 2023. A GBV course has been rolled out with another cohort to complete in 2023. Revision of the gender policy and institutional assessment for the Gender Unit MoHSSS and support for the Learning Lab for PWD</p>
<p>Indicator 2.1.2 Internal and external accountability mechanisms within relevant government institutions in place to monitor GEWE and VAW/HP.</p>	No	Yes	Yes	Yes	<p>The strategic plan for MoHSSS to be completed by end 2023. Agender Policy is in draft and an Institutional Assessment and learning course to be drafted by Nov 2023. A GBV course has been rolled out with another cohort to complete in 2023.</p>
<p>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.</p>	0	2	3	1	<p>A GBV course has been rolled out with another cohort to complete in 2023.</p>
<p>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.</p>	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	<p>"Established at the highest level composed of relevant stakeholders, with a clear mandate and governance structure"</p>
<p>Indicator 2.3.1 Number of dedicated and multi-sectoral programmes developed that include proposed allocations of funds to end VAWG, within the last year.</p>	3	1	4	1	<p>"1.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. 2.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. 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. 3.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>

	Government Officials				
	0	35	70	35	
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.	Women Government Officials				Institute of Gender Studies, University of Guyana will train 35 school welfare in a six-week intensive Professional Development course on gender responsive approaches in addressing the psychosocial needs of children.
	0	0	35	35	

Outcome 3 Summary table

Outcome Indicator	Baseline	Results for Reporting Period (2023)	Cumulative	Target	Reporting Notes
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	1	1	
Output Indicator	Baseline	Results for Reporting Period (2023)	Cumulative	Target	Reporting Notes
Indicator 3.1.1 Existence of a draft new and/or strengthened Comprehensive Sexuality Education in line with international standards	No	Yes	Yes	No	Strengthen school teaching curricula linked to Health and Family Life Education and Comprehensive Sexuality Education. (Implementation partner - MoE)
Indicator 3.1.2 Number of young women and girls, young men and boys who participate in either/both in- and out-of school programmes that promote gender-equitable norms, attitudes and behaviours and exercise of rights, including reproductive rights, within the last year.	In-School Programmes				Figures reflect work done with 4 NGOs, namely, Blossom Inc, Help and Shelter, St Francis and Youth Challenge. Primary and Secondary aged students were reached through the in-school programme and the out of school adolescents and youth were reached through the youth programmes and sports programmes. Please note that classroom sessions were conducted which involved the entire classes and in some instance there was a whole school approach. In addition, the NGOs were not at first counting all the persons who were reached. GuyanaGate Keepers Clubs were established in some hinterland communities under the Spotlight Initiative. A gatekeeper looks out for, and influences those within the community who need access to resources. They can impact the lives of those in their community as they provide a safe space and support those who need help. A gatekeeper can be anyone that is a member of the community, like a shopkeeper or a teacher, or a pastor.
	0	890	1540	130	
	In-School Programmes Girls				
	0	540	960	65	
	In-School Programmes Boys				
	0	350	580	65	
	Out-of-School Programmes				
	0	595	1045	30	
Out-of-School Programmes Girls					
0	345	595	30		
Out-of-School Programmes Boys					
0	250	450	450		

	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.	0	2	3	1	Foundations programme pilot programme in 3 schools with the Gender Affairs Bureau/ MoHSSS in collaboration with the MoE and the MoCYS. (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	2,500	5,020	150	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	9,500	9,578	60	Do note that persons were reached with information via radio, TV and face-to-face
	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	133	346	50	
	Men				
	0	133	346	50	
	Boys				
	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	9	9	
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	1	1	

Outcome 4 Summary table							
Outcome Indicator	Baseline	Results for Reporting Period (2023)	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	12,000	14,500	2,500	consideration is given to reports received through the 914 GBV Hotline service. For 2022, 12000 calls were received by the 914 GBV Hotline service.		
	Girls						
	0	0	0	0			
Reported							
Indicator 4.2 a) number of VAWG cases reported to the police; b) number of cases reported to the police that are brought to court; and c) number of cases reported to the police that resulted in convictions of perpetrators.	0	0	0	0	No figures have been released from the Minister as of now and estimates are not currently possible.		
	Brought to Court						
	0	0	0	0		0	
Convictions							
	0	0	0	0			
Output Indicator	Baseline	Results for Reporting Period (2023)	Cumulative	Target	Reporting Notes		
Women							
Indicator 4.1.1 A centralized risk assessment system and/or early warning systems is in place bringing together information from police, health and justice sectors.	No	Yes	Yes	No	VAWG national-level coordinating mechanism, documentation detailing the risk assessment system/early warning system for VAWG survivors		
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	12000	14500	2500			

	Government Service Providers				
Indicator 4.1.4 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.	0	2,000	2042	2000	
	Women Government Service Providers				
	0	0	42	0	
	Government Service Providers				
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.	0	2,000	2160	80	this exceeds 1500 Police Officers.
	Women Government Service Providers				
	0	0	80	80	
	Women's Rights Organizations				
Indicator 4.1.7 Number of women's rights organisations who have increased knowledge and capacities to better integrate VAWG response into sexual and reproductive health, education and migration services, within the last year.	0	8	8	0	8 NGOs that benefited from specialized GBV case management training.
	LNOB				
	a) Girls with Knowledge of ES				
Indicator 4.2.1 Number of women and girl survivors of violence that have increased KNOWLEDGE of a) to quality essential services, and b) accompaniment/support initiatives, including longer-term recovery within the last 12 months	0	0	0	0	
	a) Women with Knowledge of ES				
	0	12,000	12,000	0	
	b) Girls with Knowledge of longer term services				
	0	0	0	0	
	b) Women with Knowledge of longer term services				
	0	0	0	0	
	Strategies Designed				
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	Yes	Yes	development of the Inter-Agency SOP for the Management of cases of GBV in Guyana.
	Strategies Designed that include LNOB				
	No	Yes	Yes	Yes	

Outcome 5 Summary table

Outcome Indicator	Baseline	Results for Reporting Period (2023)	Cumulative	Target	Reporting Notes	
Prevalence						
<u>Indicator 5.1</u> Existence of globally comparable data on the prevalence (and incidence, where appropriate) of VAWG/HP, collected over time	No	Yes	Yes	Yes		
	Incidence					
	No	Yes	Yes	Yes		
IPV						
<u>Indicator 5.2</u> 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		
	Family Violence					
	No	Yes	Yes	Yes		
	Trafficking					
	No	Yes	Yes	Yes		
Output Indicator	Baseline	Results for Reporting Period (2023)	Cumulative	Target	Reporting Notes	
Knowledge products						
<u>Indicator 5.2.1</u> Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision making, within the past 12 months	0	1	2	1	development of the automated Client Intake Form which feeds into a database of the Ministry of Human Services and Social Security to support GBV case management data reporting and analysis at an aggregate level.	
Government Personnel						
<u>Indicator 5.2.3</u> 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	0	457	15		

Outcome 6 Summary table

Outcome Indicator	Baseline	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
<u>Indicator 6.1</u> 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	10	40	20	
<u>Indicator 6.2</u> 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	0	0	20	
<u>Indicator 6.3</u> 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	18	48	10	
Output Indicator	Baseline	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
<u>Indicator 6.1.1</u> 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	10	12	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	6	6	six dialogues
Youth					
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	5	9	2	
LNOB					
	0	10	40	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	5	15	20	
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	10	40	20	
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	10	14	4	

Annex B

Risk Management Report

Country Programme / Regional Programme:: GUYANA/CARIBBEAN

REPORTING PERIOD: 01 JANUARY 2020 - 31 DECEMBER 2023 (entire programme duration)

Risk Assessment			Risk Monitoring:		Did the risk occur? YES or NO If YES, please include a brief explanation of what happened	Addressing the Risk: Please include the mitigating and/or adaptation measures planned for/taken	Responsible Person/ Unit
Risk Please include all risks planned for (or faced) over your programme's entire duration	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			
Contextual risks							
Reversals in priority initiatives in the face of elections.	2	3	As needed	CPD	No	Elections were held in March, 2020, but not officially declared until August 1, 2022. The delay in the declaration of the results and the swearing in of the new Government resulted in a delay in the Country Programme Document being signed by the new Government [signed in October, 2020] as well as a delay in implementation of the Spotlight Initiative programme activities in Guyana. To mitigate the effects of the delay, the UN team did negotiate with the EU the commencement of a small number of activities, in response to the effects of the COVID-19 pandemic. This allowed for the initial start of the Spotlight Initiative programme in Guyana prior to signing of the Country Programme Document by the Government.	UNFPA
Deeply entrenched harmful and inequitable social norms resistant to change.	3	2	This was monitored during the implementation of key prevention activities.	CSO, UNFPA and Spotlight M&E Officer		As far as possible, any such entrenched harmful and inequitable social norms resistant to change were identified prior to implementing an intervention, to increase the intervention's precision in addressing the social norms.	UNFPA and ILO

Some institutional actors are resistant to change in capability.	3	3	This was monitored during the implementation of key awareness activities.	CSO, UNFPA and Spotlight M&E Officer		Where applicable, institutional support at the highest level was attained before implementation, such as from the Ministry of Education when proposing to assess and update its curricula.	UNFPA
High turnover of trained staff within institutions and service providers.	3	3	Quarterly	UNFPA and Spotlight M&E Officer		This did not occur so no actions were taken.	UNFPA, Spotlight M&E, UNHCR and ILO
Natural disasters, insecurity and hostilities in designated municipalities slow down implementation.	4	4	Monthly since our region is prone to natural disasters	Documented discussions with IP		For the COVID-19 response, UNFPA mapped the GBV-related services and developed a referral pathway for services providers. UNFPA also mobilized resources internally and with partners to facilitate remote service delivery via telemedicine, procured PPE and provided food and hygiene support to those most in need.	UNFPA,
COVID-19 causes a further shut-down of the country limiting activities that can be implemented.	5	4	Weekly	Government Press releases		As much as possible, virtual support was facilitated.	UNFPA, RCO, UNHCR and ILO
Programmatic risks							
Inadequate access to data likely to reduce the impact of interventions on project beneficiaries.	2	3	This risk was not encountered, but was considered against each activity.	Terms of Reference and Project Proposals		For some activities, data was collected by the CSOs involved.	CSO
National stakeholders refuse to utilise services due to fear of stigmatization.	2	3	Monthly	Site visits, reports from partners		National stakeholders would generally inform their constituents about the services so that potential clients became aware of the services being offered, without stigmatization.	CSOs
Services not available after initiatives end due to lack of resources.	3	3	Semi-weekly	Through telephone calls		Attempts were made to support items that are sustainable, such as the provision of phones and other devices to support remote service provision.	UNFPA
Acquired capacity and knowledge not translated into transformative action by civil society.	2	3	One week and two weeks, post training	Agency participants of the training		UNFPA offered technical assistance in a few instances where there were challenges with the implementing skills required.	UNFPA/CSOs
Bureaucratic bottlenecks slow down attainment of project milestones.	2	3	Weekly	Telephone calls and emails		If there were any bottlenecks, UNFPA's senior management team at Sub-Regional Office in Jamaica, and the Spotlight team in country, were contacted, to expedite solutions.	UNFPA management team, LO and Spotlight management team
General lack of access to modern technologies reduce the scope for information sharing, including data availability and use.	4	4	Monthly	Meetings with stakeholders		Possible options with government authorities were explored, to ensure alternative data collection and dissemination in cases where the capacity and/or technology were not available.	UNDP

National partners have limited capacities to apply knowledge.	3	4	Weekly	Meeting with stakeholders		Developed 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, developed 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		Elaborated on operational plan and distributed 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		Initiated recruitment processes before Spotlight launch, created 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		Built on existing good practices and institutions. Carefully designed the intervention in consultation with stakeholders and tested 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		Created feedback loop with victims/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		Enforced UN policies and procedures on Prevention of Sexual Exploitation and Abuse and Grievance Redressal mechanisms. Created 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		If necessary, to be discussed with stakeholders to determine best way forward, on a case by case basis.	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. Collaborated 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		Engaged 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							
Stable political environment, elevated economic expectations, and all the challenges associated with managing oil revenue.	1	3		Meetings with stakeholders		Continued dialogue with multiple stakeholders including women's organizations of all political parties throughout the programme to improve their understanding and forge consensus. Ensured safety of programme 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		Reviewed existing models and implemented evidence-based intervention campaigns, strategies (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		Strengthened and/or developed 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		Developed training materials and capacity development initiatives that could easily be applied. Worked with relevant actors to assess reasons for high turnover and address challenges.	UNFPA
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		Decentralised management, coordination and decision-making to community and regional levels to the extent possible. Identified key persons in stakeholder institutions and agreed 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		Ensured national budgetary allocations and established government-CSO partnership framework and funding window (under Pillar 2). Involved key government stakeholders in Spotlight field visits and communications. Networked with international partners, related projects, private sector and other actors that could 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		Advocated with government stakeholders for the importance and benefits of having strengthened data on VAWG. Developed 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		Collaborated with national partners to leverage additional resources and provide technical assistance and guidance on how national funds could 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		Prioritized 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		Instituted 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 were 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: FULL PROGRAMME DURATION

Programme	Guyana
CSRG Budget	\$690,673

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)	\$32,000.00	\$32,000.00	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)	\$24,996.00	\$24,996.00	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)	\$102,000.00	\$102,000.00	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)	\$101,259.00	\$101,259.00	No	0%	0	33%	Yes	Existing	X	X	X	X	X	X	X	X	X	X	X
Caribbean	Guyana	3	Output3.2	UNICEF	[REDACTED]	Local and grassroots organizations	Implementing partner (IP)	\$79,000.00	\$79,000.00	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)	\$32,213.00	\$32,213.00	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)	\$30,000.00	\$30,000.00	No	0%	0	0%	Yes	Existing	X	X	X	X	X	X	X	X	X	X	X
Caribbean	Guyana	3	Output3.1	UNICEF	[REDACTED]	Local and grassroots organizations	Implementing partner (IP)	\$5,000.00	\$5,000.00	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)	\$22,721.00	\$22,721.00	No	0%	0	71%	Yes	Existing	X	X	X	X	X	X	X	X	X	X	X

Caribbean	Guyana	4	Output4.1	UNFPA	Guyana Responsible Parenthood Association	National	Grantee	\$33,142.00	\$20,728.00	Yes	0%	3	21%	Yes	Existing	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)	\$28,782.00	\$28,782.00	No	0%	0	88%	Yes	Existing	X	X	X	X	X	X	X	X	X	X	X	X
Caribbean	Guyana	4	Output4.1	UNFPA	[REDACTED]	Local and grassroots organizations	Grantee	\$19,482.00	\$19,482.00	Yes	0%	1	50%	Yes	New	X	X	X	X	X	X	X	X	X	X	X	X
Caribbean	Guyana	4	Output4.1	UNFPA	[REDACTED]	Local and grassroots organizations	Implementing partner (IP)	\$9,209.00	\$9,209.00	No	0%	0	58%	Yes	New	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)	\$27,000.00	\$27,000.00	No	0%	0	99%	Yes	Existing	X	X	X	X	X	X	X	X	X	X	X	X
Caribbean	Guyana	4	Output4.2	UNFPA	[REDACTED]	National	Implementing partner (IP)	\$24,282.00	\$24,282.00	No	0%	0	0%	Yes	New	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)	\$31,956.00	\$15,944.00	No	0%	0	31%	Yes	New	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)	\$33,599.00	\$16,759.00	No	0%	0	20%	Yes	New	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)	\$26,308.00	\$13,122.00	No	0%	0	35%	Yes	New	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	\$28,407.00	\$14,203.00	No	0%	0	36%	No	Existing	X	X	X	X	X	X	X	X	X	X	X	X
Caribbean	Guyana	6	Output6.3	UN WOMEN	HIAS Guyana	National	Grantee	\$30,000.00	\$15,000.00	No	0%	0	17%	No	Existing	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	\$24,184.00	\$12,017.17	No	0%	0	84%	No	Existing	X	X	X	X	X	X	X	X	X	X	X	X
Caribbean	Guyana	6	Output6.3	UN WOMEN	[REDACTED]	National	Grantee	\$28,667.00	\$14,306.15	No	0%	0	99%	Yes	Existing	X	X	X	X	X	X	X	X	X	X	X	X
Total								\$774,207	\$660,023																		

.Annex D

Innovative, Promising, or Good Practices and knowledge production reporting

COUNTRY/REGION: GUYANA/CARIBBEAN

REPORTING PERIOD: 01 JANUARY 2020 – 31 DECEMBER 2023

SECTION A: Innovative, Promising or Good Practices

Title of the Innovative, Promising, or Good Practice	MODELLING SERVICE PROVISION
<p>Provide a description of 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 was completed in 2023.</p> <p>██████████ is a civil society organization that was founded thirty-six (36) years ago to support the educational, moral, and economic empowerment of residents in an effort to reduce poverty, disadvantages, or lack of access to responsive service delivery; as a trusted Partner in Development and a force of responsiveness. Through the Spotlight Initiative, an emphasis was placed on implementing a number of information and education initiatives to strengthen interventions relating to prevention. ██████████ effectively demonstrated how limited resources can be used strategically, through strong community-level networks, to facilitate the elimination of VAWGs and GBV and achieve measurable results. ██████████' initiatives facilitated comprehensive and responsive interventions for beneficiaries. Several Government Ministries/Departments/Agencies and Non-Government Social Service Providers were required to collaborate in order to address the various issues/challenges affecting individual cases of VAWGs and GBV.</p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>To increase the awareness and knowledge of VAWG and GBV, to support efforts to eliminate VAWG and GBV, as well as to strengthen community-level referral mechanisms.</p>

<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>Children, adolescents, youth, parents, caregivers, educators, FBOs, Community Groups, the Media, the Ministries of Health, Education, Human Services and Social Security, the Guyana Police Force, and the private sector constituted the stakeholders.</p> <p>██████████, the Police, the Childcare and Protection Agency, Probation Services, the Sexual Offences and Domestic Violence Policy Unit, and the private sector collaborate continuously. Prior to the start of the interventions, ██████████ ██████████ met with community-level local collaborators and informed them of the purpose of the anticipated strengthened collaborations. There was unanimity among the stakeholders regarding the approach that enabled greater collaboration during the execution of interventions.</p> <p>The interventions conducted by ██████████ utilized localized radio and TV programmes to increase awareness and knowledge of VAWGs and GBV as well as the related supportive services, including social and health services, that are available in Region 6 in Guyana. This strategy, coupled with the robust implementation of a localized referral mechanism, increased the number of individuals who came forward to report instances of VAWG and GBV. As part of its interventions, ██████████ facilitated the execution of capacity-building exercises with students, instructors, parents, FBOs, and Probation Officers in order to strengthen the capacity of stakeholders to participate in VAWGs 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 EVAWG and/or in the context of the UNDS reform.</p>	<p>██████████ has successfully leveraged its extensive network of community stakeholders to address various critical needs. These initiatives include providing housing for underprivileged and abused women and girls, supplying food to families affected by violence, equipping children with school supplies, offering after-school classes, and providing skills training to enhance economic empowerment. Additionally, the organization has facilitated connections to entrepreneurial opportunities for individuals seeking to improve their livelihoods.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>Several challenges were encountered, including:</p> <ol style="list-style-type: none"> 1. Inadequate Human Resources: One significant hurdle faced by ██████████ was the shortage of essential human resources, including trained counselors, welfare officers, probation officers, and social workers. This scarcity often necessitated the organization to rely on a limited number of volunteers to sustain their ongoing efforts. 2. Government Service Provision: Another notable challenge stemmed from the limitations in the reach and availability of key services offered by government ministries, departments, and agencies. Particularly in Region 6, there was a shortage of safe spaces for abused children and women. To address this issue, ██████████ leveraged its extensive network and influence, as well as its own resources, to connect abused women and children with other stakeholders. For instance, the organization collaborated with the Food for the Poor Organization, which constructed houses for women and furnished them with essential amenities. Moreover, ██████████ enlisted support from the private sector to assist women in finding employment and to provide both women and men with suitable clothing for their jobs.

<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>In what ways can this practice be adapted for future use?</p>	
<p>What are the possibilities of extending this practice more widely?</p>	
<p>Sustainable</p> <p>What is needed to make the practice sustainable?</p>	<p>██████████ was able to demonstrate effectively how a wide network of stakeholders at community levels can be leverage to support efforts to address the needs of persons directly and indirectly affected by VAWGs and GBV, allowing for such persons to be linked to supportive prevention and response services across a number of sectors, and allowing for robust responses from stakeholders (inclusive of free goods and services) in support of effective prevention and response to VAWGs and GBV. The commitment of ██████████ ██████████ to serving communities in Region 6, the commitment of ██████████ to the continued leadership of the multi-stakeholder mechanism by St. Francis Community Developers, as well as the continued willingness of Government partners and other stakeholders in Region 6 to continue to support the continued operations of the multi-stakeholder platform, aids efforts to sustain the efforts led by ██████████ ██████████. The allocation of required resources (financial and human) is, however, needed to further sustain the interventions.</p>
<p>Validated (for 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 meetings with the beneficiaries suggest that the project was 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</p> <p>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 were 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 were the beneficiaries. Discussions were held through learning cafes (virtual and in-person) to apprise them on 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 requirements for compliance with the recruitment have been simplified to meet the grassroots level CSOs. Within the grant award, provision for institutional strengthening was mandatory, thereby allowing for capacity-building of the CSOs. Additionally, advertisements were open, not 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 provided, organizations were able to 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>Three (3) new CSOs were awarded grants.</p>
<p>Sustainable What is needed to make the practice sustainable?</p>	<p>Documentation of procedures used, and evaluations done to provide an opportunity for enhancement where necessary.</p>
<p>Validated (for 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>While there has been no local validation, the experiences of Trinidad and Tobago in using the small grants has validated the practice as a good one.</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>Je'nille Maraj - Planning and Coordination Specialist</p> <p>UN Women MCO - Caribbean</p> <p>jenille.maraj@unwomen.org</p>
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<p>Title of the Promising Practice</p>	<p>“RESILIENCE AND DISRUPTION OF GENDER BASED VIOLENCE”- AN ELECTIVE COURSE AT THE UNIVERSITY OF GUYANA</p>
<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>Under Pillar 2 of the Spotlight Programme and building on investments in strengthening capacity building for practitioners and Policy Makers , particularly in the field of Social Work, Sexual Offences, and Psychology, in 2020 discussions began 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) built awareness of GBV with a focus on its causes, consequences, and methods of intervention and social change towards human resilience. Additionally, participants examined several approaches to confronting GBV, and were exposed to global, regional, and national perspectives on the issue. The course additionally particularly emphasized 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.</p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>To ensure an institutionalized approach to access to learning/knowledge on GBV.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>The beneficiaries included students at the University of Guyana (from age 16+) from a variety of faculties including Social and Natural Sciences, and other stakeholders, including from the Civil Society National Reference Group, were included at the design stage.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising, or good practice in the efforts to EVAWG and/or in the context of the UNDS reform.</p>	<p>This was an institutionalized approach to training specifically for GBV, as it was housed at a local educational institution, and envisioned to be used as a platform for developing ideas for GBV prevention and response, and to introduce a vibrant open discussion on aspects of GBV which may be considered taboo.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>The cost of implementation and roll out posed a challenge, as the University faced many demands on its capacity.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>Over sixty (60) students benefited from roll out of the course.</p>
<p>Adaptable (Optional)</p> <p>In what ways can this practice be adapted for future use?</p>	<p>The course can be adaptable and linked to other trainings offered by the University and other institutions</p>

<p>Replicable/Scale-Up (Optional)</p> <p>What are the possibilities of extending this practice more widely?</p>	<p>The course can be opened to the public and adapted for persons of different ages and professions, who may need a deeper understanding of GBV.</p>
<p>Sustainable</p> <p>What is needed to make the practice sustainable?</p>	<p>An injection of financial resources, and strengthening the University's, and other institutions', work on gender as a whole, would aid in ensuring the sustainability of this venture .</p>
<p>Validated (for 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>NA</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>Patricia Gittens Child Protection Specialist, UNICEF pgittens@unicef.org</p>

<p>Title of the Promising Practice</p>	<p>DEVELOPMENT OF A STANDARDIZED TOOL [GBV CLIENT INTAKE FORM] FOR GBV CASE MANAGEMENT AS WELL AS LINKAGE TO AN AUTOMATED GBV INFORMATION MANAGEMENT SYSTEM</p>
<p>Provide a description of innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?</p>	<p>The development of a standardized tool for use 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 [through the automation of the GBV client intake form and its linkage to an automated GBV information management system for GBV case management].</p>
<p>The objective of the practice:</p>	<p>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>
<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. All stakeholders were brought together in workshop sessions to share experiences and tools used. This allowed for the sharing of best practices, inclusive of international standards, and the achievement of consensus on a standardized tool for Guyana.</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 new tool has been implemented by partners and has been institutionalized by the Ministry of Human Services and Social Security in Guyana [the Government Ministry with the mandate on gender] and hence allows for better coordinated response from across the service sectors in a harmonized way. This intervention has also strengthened Guyana's GBV case management and information management systems.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>It was evident that various partners across the Government and civil society sectors were engaged in using different processes and tools, some of which were not in keeping with best practices or international guidance. All stakeholders were brought together in workshop sessions to share experiences and tools used. This allowed for the sharing of best practices, inclusive of international standards, and the achievement of consensus on a standardized tool [GBV client intake form] for Guyana.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>Sixty-seven (67) officers, across the Government sector as well as the civil society sector, were trained in the use of the tool.</p>
<p>Sustainable What is needed to make the practice sustainable?</p>	
<p>Validated (for 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>
<p>Title of the Innovative, Promising or Good Practice</p>	<p>iMatter.gy GBV App</p>
<p>Provide a description of innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?</p>	<p>The iMatter.gy GBV App was developed under Pillar 4 (Essential Services) of the Spotlight Initiative. It was officially launched in March 2021 by the President of Guyana. Several improvements to the initial application were completed, allowing for an updated version to be publicly available. Continuous updates have ensured and will continue to ensure the accuracy of the information displayed, and user-friendly capabilities. Countrywide sensitization sessions were conducted to increase awareness of the availability and usage of the App.</p>
<p>The objective of the practice:</p>	<p>The objective of the App is to provide easy access to information on GBV, and the various agencies that can offer support or assistance, as well as a direct linkage to the national 914 GBV hotline service.</p>

<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged</p>	<p>This product has a national reach. Therefore, the beneficiaries include anyone desirous of gathering information on GBV and the support services available within their local region. During the development of the application, the Ministry of Human Services and Social Security, UNFPA, civil society organizations and survivors were key stakeholders in shaping the content for the application.</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 iMatter.gy App is the first of its kind in Guyana. It is also believed to be the first of its kind in the English-speaking Caribbean. It serves as a central online portal for members of the public, providing current information on GBV essential services, laws and policies, information, and resources on various forms of GBV in Guyana, as well as linkage to the national 914 GBV Hotline service. It can also be used offline once downloaded to one's device. This feature will serve well especially in communities where there is limited or no access to internet connectivity. Additionally, it allows for direct and confidential access to resources, without involving too many persons, before obtaining further direct assistance.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>Given that this was a new initiative, there were varying viewpoints as to how the App should best be developed to meet the needs of survivors and persons at risk of GBV without putting survivors and persons at risk of GBV at further risk. Extensive engagements among the key stakeholders and continuous improvements to the App over a period of several months eventually saw the realization of a satisfactory finished product that will continue to be monitored for potential further improvements.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>The app has been downloaded over 1000 times across Android and iOS platforms. It is expected that the knowledge gap that currently exists as it relates to GBV and the services available in Guyana will be closed. It is also intended to empower individuals to know their rights and responsibilities as active members of society. Ultimately, due to the increase in GBV awareness, it is expected that there will be an increase in reporting of cases, and consequently the eventual reduction of incidences resulting from GBV.</p>
<p>Sustainable What is needed to make the practice sustainable?</p>	<p>For the sustainability and relevance of the App, the information provided must be accurate and reliable. In this regard, the Ministry of Human Services and Social Security will manage the App and constantly update it as is necessary. Additionally, a panic button has been included in the App that allows members of the public to directly connect with the national 914 GBV hotline service that is managed by the Ministry of Human Services and Social Security.</p>
<p>Validated (for 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</p> <p>UNFPA Liaison Officer for Guyana</p> <p>bynoe@unfpa.org</p> <p>The App is easily accessible to the public regardless of geographic location. Once downloaded on any mobile phone, internet connectivity is not needed to access information and services.</p> <p>Apple Store - https://apps.apple.com/tt/app/imatter-gy/id1591635736</p> <p>Google Play Store - https://play.google.com/store/apps/details?id=gy.techlify.moss</p>
<p>Title of the Promising Practice</p>	<p>Legal Pro Bono 500 Initiative</p>
<p>Provide a description of innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?</p>	<p>The conceptualization and operationalization of the Legal Pro Bono 500 Initiative were driven by a desire to adequately respond to the access to justice needs of GBV survivors, in a manner that respects their dignity. This initiative was supported through funding under Pillar 4 of the Spotlight Initiative and was a collaboration with the Ministry of Human Services and Social Security and the Guyana Bar Association, originally meant to benefit 500 GBV survivors with pro-bono legal services each year. It was officially launched on December 9, 2021.</p>
<p>The objective of the practice:</p>	<p>The objective of this partnership was to further strengthen access to justice for GBV survivors who may have otherwise been unable to obtain legal assistance.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged</p>	<p>The main stakeholders for this Initiative were the Guyana Bar Association and the Ministry of Human Services and Social Security. There were several engagements with the stakeholders to determine the framework through which this Initiative would be implemented. The beneficiaries were survivors of GBV who were otherwise unable to access legal services.</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 Legal Pro Bono 500 Initiative provided opportunities for law firms in Guyana ranging from large, high capacity firms to smaller, lower capacity firms to participate in pro-bono work, thereby improving social cohesion, cultivating a pro-bono culture across the profession, and helping to break the cycle of GBV in Guyana.</p>
<p>What challenges were encountered and how were they overcome?</p>	
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>It is expected that every year legal services will be available to 500 survivors of GBV.</p>

Sustainable What is needed to make the practice sustainable?	The Legal Bro Bono 500 Initiative is intended to be offered annually, with the expectation of increasing the number of partnering institutions to provide legal services to GBV survivors who need such services.
Validated (for 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?	
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.	Adler Bynoe UNFPA Liaison Officer for Guyana bynoe@unfpa.org

Title of the Promising Practice	Establishment of Gate Keepers Clubs
Provide a description of innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?	Gate Keepers Groups were established during 2021 in three of the targeted hinterland communities under Pillar 3, and will function continuously within the communities to support prevention and sensitization activities related to GBV post-Spotlight. This system has ensured that the local actors were aware of their responsibilities in reporting and referring victims of abuse to the appropriate services.
The objective of the practice:	The groups were established to provide a safe space for women and children, to function as Gatekeepers utilizing the skills learned in their training, to conduct further awareness and sensitization outreaches and to empower the women and youths in the community.
Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged	The stakeholders involved in this activity were an Implementing Partner (IP), and the members of the communities. While the primary beneficiaries were women and youths, participation was open to all members of the communities. The IP conducted several training sessions with members providing them with tools and skillsets to support the initiatives being done in the communities.
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.	The Gatekeeper Clubs were very impactful as residents became more aware of their roles, responsibilities, and rights, and became more empowered to report abuse cases in their communities. This is believed to be a promising practice that could be implemented in all communities, as Gatekeepers can spearhead and lead prevention strategies. They are knowledgeable on the matters that affect their communities and are well-informed on how to help those within the communities.

<p>What challenges were encountered and how were they overcome?</p>	<p>Technological and accessibility difficulties: Due to the terrain and geographical difficulties mobilizing people within the communities came at a high cost. The need for technological and electrical resources, and in many instances the lack of available wi-fi in these communities posed persistent challenges.</p> <p>Institutional/organizational: Communities faced challenges in accessing organizations that tackle Gender-Based Violence issues. Poor working relationships with reporting and referral systems consequently presented a significant barrier in addressing these issues effectively.</p> <p>Cultural barriers: Numerous factors that uphold and perpetuate the cultural norms surrounding Gender-Based Violence pose significant challenges when working at the local level and seeking collaboration with institutions and organizations.</p> <p>As continued sensitization efforts were engaged, key community members increased their awareness of GBV issues, harmful cultural norms, and the creation of safe spaces. The regional authorities also gave their support to the formulation and operationalization of the Gatekeeper’s groups, and pledged continued support. A key insight gained from various communities is the crucial role of community leaders in determining the success and longevity of initiatives. Communities with committed and well-trained leaders experienced notably less resistance from their members. The continued influence of these leaders will greatly affect the sustainability of the initiatives introduced by Spotlight.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>Inter-sectoral and intra-sectoral accountability and coordination for an enabling environment to address GBV and inform prevention and response, were strengthened. Gatekeepers’ increased capacity has resulted in communities whose members feel enabled to make more informed decisions about how to protect themselves and other community members from GBV.</p>
<p>Sustainable What is needed to make the practice sustainable?</p>	<p>Dedicated and committed leaders who are determined to address GBV and harmful social norms in every sphere of their communities are crucial. Allowances should also be placed in the region’s budget for ongoing capacity building and outreaches</p>
<p>Validated (for 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 has not been an expert validation, leaders and members of the communities have commended the Implementing Partner and have requested ongoing capacity building and activities.</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>Ayo Dalgety-Dean - ayo.blossomincgy@gmail.com</p>
<p>Title of the Promising Practice</p>	<p>Translation of GBV Messages into Indigenous Languages</p>
<p>Provide a description of innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?</p>	<p>Under Pillar 3 in partnership with an Implementing Partner, two (2) GBV messages (a. Woman sharing with/advising another woman, and b. The Role of Community Leaders in the fight against GBV) were translated into eight (8) Indigenous languages and aired on Community Radio Stations as follows:</p> <ul style="list-style-type: none"> 1. Wai Wai. & Wapishan – Radio Aishalton 2. Makushi - Radio Lethem & Radio Paiwomak 3. Patamuna. - Radio Mahdia. 4. Akawaio & Arekuna - Radio Bartica. 5. Arawak - Radio Essequibo & Radio Orealla. 6. Warrau - Radio Mabaruma. & Radio Orealla. <p>These PSAs were aired between July 5 2021 & September 4, 2021, and repeated during 16 Days of Activism.</p>
<p>The objective of the practice:</p>	<p>The objective was to reach some of the most vulnerable groups of individuals, with information about GBV.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged</p>	<p>The beneficiaries were the residents of the hinterland communities. Captain Ovid Williams, a Patamuna, Director of Kapong Maimu Inc. Research was engaged as a consultant.</p> <p>He provided guidance on the languages spoken in different regions, oversaw translation and ensured accuracy in wording, recruited talent for voicing the PSAs, composed music, and supervised the recording process.</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 fact that this endeavour bridged the information gap for the indigenous people who do not speak English, and consequently supported the principle of leaving no one behind, made this a promising practice. The use of one's language keeps one's culture alive and this was an ideal way of recognizing and perpetuating the diverse cultures of Guyana's Indigenous peoples. Pride in one's culture gives a member self-worth, which is an indirect contribution to the eradication of violence.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>The logistics of accessing various Indigenous peoples was challenging, given their locations in Guyana's vast hinterland, so the recordings and final production took a little longer than anticipated even though they were completed within the time frame. Ad hoc travel arrangements were depended on to deliver the scripts to various locations and we relied on chance to secure talent in the city. Additionally, some recordings were transmitted via the internet/WhatsApp, which proved to be unreliable on occasion.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>These PSAs were re-used for the 16 days of Activism because of their general impact, and remained in the possession of the Community Radio Stations which used them subsequently, as general spots.</p>

<p>Sustainable What is needed to make the practice sustainable?</p>	<p>As reported above, direct assistance to these communities in holding interactive sessions and economic empowerment for the women is needed to make this practice a sustainable one.</p>
<p>Validated (for 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>Yes. Positive feedback has been gained from the Toshias and Radio Manager directly and indirectly through Kapong Research.</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>Margaret Lawrence</p> <p>Merundoi Incorporated - mlawrence@merundoi.org.gy</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	Target Audience (who is the intended audience of the product)	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		

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		
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		
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		
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		
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		
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		
The roadmap for the strengthening of GBV case management and GBV information management systems for GBV case management in Guyana		Strengthened GBV Case Management and Information Management Systems for GBV case management in Guyana	March 2022		

Standing Operating Procedures for GBV Case Management in Guyana		Strengthened GBV Case Management systems in Guyana	July 2022		
Legislative Review – Domestic Violence Act and Sexual Offences Act	Assessment	<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> <p>Counter the challenges to implementation and</p> <p>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>	March 2022		

<p>Review of New and Emerging Forms of Violence</p>	<p>Research</p>	<p>The purpose of this activity was to analyse 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.</p>	<p>March 2022</p>		
<p>Gender-based Violence, Domestic Violence, and Child Abuse Booklet</p>	<p>Manual</p>	<p>This booklet provides information on GBV, and the Domestic Violence Act and includes guidance on how to manage relationships.</p>			
<p>Training Manual on Gender-Based Violence Building Greater Community Awareness among Vulnerable Communities across Guyana</p>	<p>Manual</p>				
<p>Resilience against and Disruption of Gender-Based Violence</p>	<p>Course</p>	<p>This course is an introductory course that raises awareness of Gender-Based Violence (GBV), focusing on its causes and consequences and methods of intervention toward 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>		

A toolkit on legal literacy and access to justice was developed to support CSO-led advocacy and support to beneficiaries		This resource was developed to support CSO-led advocacy and support to beneficiaries	April 2022		
Plan of Action: Creation and Operationalisation of a Cash+ Programme for Gender-Based Violence, and extension of partnerships with the Private Sector	Assessment	The Action Plan is drafted for consideration by the Ministry of Human Services and Social Security, for the operationalization of this Social Safety Net for survivors of Gender-Based Violence and prioritizes partnerships with other public agencies, civil society organizations, 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.	April 2023		
Mapping of CSOs and report on CSO capacity building	Report	Report of the capacity building of the CSOS-inclusive of mapping	January-2024	CSOs	
Training materials for CSOs	Capacity Development Modules/ Manuals	The purpose of the materials is to provide easy to follow training materials for CSOs	January 2024	CSOs	
Videos on how to use the tools and techniques	Tools	The purpose of the videos is for the CSOs (esp new CSOs) to be able to follow the techniques in forming, a CSO and how to implement activities	January 2024	CSOs	
Training material	Capacity Development Modules/ Manuals	Do No Harm Manual is aimed at assisting CSOs and other agencies in programme implementation with children and vulnerable groups	January 2024		Final draft is available

Training material	Capacity Development Modules/ Manuals	Comprehensive Sexuality Education	January 2024		Final products to be available in January
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Spotlight Initiative

List of equipment/vehicles / remaining major supplies and its end-use upon completion of the Spotlight Initiative programme

Programme: SPOTLIGHT INITIATIVE PROGRAMME: ELIMINATING VIOLENCE AGAINST WOMEN AND GIRLS (EVAWG) - GUYANA



No.	Item description	Agency	Agency reference, if any	No. of units	Total cost in USD
	Transferred to Ministry of Human Services and Social Security (Government) 1 Shade Metal Frame for Cubicles complete with *Front metal frame partition, size: 60"x4" Top Glass	UNICEF		2	\$ 1,672.24
	Transferred to Ministry of Human Services and Social Security (Government) Training Tables in White (no wheels), size: 24"x72"	UNICEF		8	\$ 3,210.70
	Transferred to Ministry of Human Services and Social Security (Government) Model # 7602 chairs for training tables above. (4 red, 4 yellow, 4 green, 4 blue)	UNICEF		16	\$ 1,987.58
	Transferred to Ministry of Human Services and Social Security (Government) Training Tables in white with wheels, size: 24"x72" (8-Door Room) (E-Mobility Room)	UNICEF		14	\$ 6,535.18
	Transferred to Ministry of Human Services and Social Security (Government) Model # 7206 chairs for adjustable table. (8-blue, 8-white)	UNICEF		16	\$ 1,834.69
	Transferred to Ministry of Human Services and Social Security (Government) Training tables in white with wheels and adjustable height control, size: 24"x72"	UNICEF		6	\$ 4,013.38
	Transferred to Ministry of Human Services and Social Security (Government) Model # 7204 chairs for training table with wheels for Mobility Room	UNICEF		12	\$ 1,261.92
	Transferred to Ministry of Human Services and Social Security (Government) 83 Ditcher Portable Domestic Sewing Machine	UN Women		21	\$ 4,159.80
	Transferred to Ministry of Human Services and Social Security (Government) MasterTech White-Chest Freezer 10.4 CU	UN Women		8	\$ 4,864.99
	Transferred to Ministry of Human Services and Social Security (Government) Lenovo TM Tab M8 HD Tablet	UN Women		35	\$ 13,130.26
	Transferred to Ministry of Human Services and Social Security (Government) 6-burner stoves	UN Women		28	\$ 24,103.00
	Transferred to Ministry of Human Services and Social Security (Government) Laptops: HP Z Book Firefly 14 G8 (7-118507	UNDP		20	\$ 36,930.00
	Transferred to Ministry of Human Services and Social Security (Government) Monitors: HP P24v G3 FHD Monitor & Towers (CPU), keyboards, Mice: HP Pro 577 400 G8 Desktop PC	UNDP		7	\$ 8,392.00
	Transferred to Ministry of Human Services and Social Security (Government) Tablets: Lenovo TB-850F Tab M8 HD 2nd Gen	UNDP		30	\$ 6,906.00
	Transferred to Ministry of Human Services and Social Security (Government) HP MFP LaserJet Enterprise M7760DN (Print, Copy, Scan, AutoDuplex, 2 Paper Trays, up to 46ppm normal, monthly duty cycle:200,000; Recommended Page Volume:40,000; Toner: W2020A-W2023A	UNDP		1	\$ 3,375.00
	Transferred to Ministry of Human Services and Social Security (Government) Polo Shirts with Spotlights Logo	UNDP		98	\$ 4,458.00
	Subtotal				\$228,866.17
	Merundo Inc. Water Dispenser	UN Women		1	\$132.00
	Merundo Inc. Refrigerator	UN Women		1	\$1,040.00
	Merundo Inc. Office Desk (top-executive)	UN Women		4	\$488.00
	Merundo Inc. Recording Chair	UN Women		1	\$218.00
	Merundo Inc. Recording Desk	UN Women		1	\$403.00
	Youth Challenge Guyana Epson EcoVision P160 CO-VO1 Portable Projector, 3-Chip 3LCD	UN Women		1	\$980.00
	Youth Challenge Guyana Laminating Machine 2 1/2 x 11	UN Women		1	\$120.00
	Youth Challenge Guyana Avation water Dispenser-Hot & Cold Water, UL, Bled	UN Women		1	\$240.00
	Youth Challenge Guyana Office Desk	UN Women		4	\$1,530.00
	Youth Challenge Guyana Office Chair	UN Women		4	\$1,340.00
	HIAS Guyana Voice Amplifier with Wireless Microphone	UN Women		3	\$300.00
	HIAS Guyana Yoga Mats(6x178cm)	UN Women		20	\$407.00
	Youth Challenge Guyana HP Laptop: Core i3	UN Women		4	\$4,414.00
	Youth Challenge Guyana Desktop printer (colour, laser, all-in-one, with duplex printing and wireless networking	UN Women		1	\$765.00
	Merundo Inc. Photocopier (medium size stand-alone) with duplexing, multiple trays	UN Women		1	\$3,119.00
	Red Thread Security Light (100W) (Solar)	UN Women		6	\$576.00
	Merundo Inc. Projector: minimum 3000 lumens	UN Women		1	\$720.00
	Merundo Inc. Condenser microphones	UN Women		4	\$960.00
	Merundo Inc. (STD G-787 wireless microphones (headset)	UN Women		1	\$408.00
	Merundo Inc. JAW upgrade microphone stands	UN Women		4	\$480.00
	Merundo Inc. Desk computer - Core i7	UN Women		1	\$1,340.00
	Merundo Inc. Powered speakers	UN Women		2	\$1,819.00
	Merundo Inc. 22" monitor for use with desktop computer	UN Women		1	\$192.00
	Merundo Inc. 10,000W Generator	UN Women		1	\$1,875.00
	Merundo Inc. 6-Port Wireless Microphones	UN Women		2	\$1,125.00
	Merundo Inc. Electro-Voice Speakers	UN Women		2	\$3,425.00
	Merundo Inc. Behringer headphones	UN Women		4	\$96.00
	Merundo Inc. Misted Mixer Case with Wheel and Tow Handle	UN Women		2	\$1,340.00
	Merundo Inc. Sony FDRAX35/8.4K HD Video Recording Camcorder	UN Women		3	\$4,319.00
	HP Z30 G8 laptops	UN Women		3	\$2,159.00
	Lenovo 22" Computer Monitor	UN Women		3	\$960.00
	Keyboard and Mouse set	UN Women		3	\$180.00
	Fora 730VA Battery Backup NT731D	UN Women		3	\$720.00
	Subtotal				\$38,474.00
	Transferred to UNICEF Tablets	UNICEF		4	\$ 1,911.13
	Transferred to UNICEF (42") TV set Smart TV at \$85,000.00 each	UNICEF		3	\$ 2,218.35
	Transferred to UNICEF Desktop Computer HP Model # 22-DF13/2LA each at \$135,000.00	UNICEF		2	\$ 2,700.00
	Transferred to UNICEF (42") TV set Smart TV at \$75,000.00 each- \$675,000	UNICEF		9	\$ 3,225.03
	with funds purchased and transferred to schools, police stations, hospitals and health centers	UNICEF			\$ 16,693.26
	Subtotal				\$ 24,837.78
	Transferred to University of Guyana Gender Unit (Government) Roof covering (426 gauge pre-painted corrugated profile roofing sheets)	UNICEF		883 sq yards	\$ 19,111.27
	Transferred to University of Guyana (Government) 2" x 4" dress GH common rafters	UNICEF		1764 dm	\$ 5,056.82
	Transferred to University of Guyana (Government) 1/2" thick moisture resistant sheet rock	UNICEF		796 dm	\$ 7,606.30
	Transferred to University of Guyana (Government) 1" x 4" dress GH tongued and grooved boards	UNICEF		2000 dm	\$ 5,733.39
	Subtotal				\$ 37,507.81
	Transferred to Ministry of Home Affairs (Government) Laptops: HP Z Book Firefly 14 G8 (7-118507	UNDP		30	\$ 33,430.00
	Transferred to Ministry of Home Affairs (Government) Monitors: HP P24v G3 FHD Monitor & Towers (CPU), keyboards, Mice: HP Pro 577 400 G8 Desktop PC	UNDP		3	\$ 3,997.00
	Transferred to Ministry of Home Affairs (Government) Tablets: Lenovo TB-850F Tab M8 HD 2nd Gen	UNDP		20	\$ 4,600.00
	Transferred to Ministry of Home Affairs (Government) Security Cameras: DS-2CD11330D-LFP 3MP Fixed Dome Network Hikvision Cameras (microphone, up to 2TB GB SD storage	UNDP		45	\$ 4,740.30
	Transferred to Ministry of Home Affairs (Government) NVR: DS-7608NI-O2/8P Hikvision 8-ch 1U 8 PoE 4K NVR (H265+; Up-1-ch @ 8MP, up-80Mbps)	UNDP		19	\$ 4,647.48
	Subtotal				\$ 73,062.68
	Being donated to Guyana Trans United, Proud to be Trans and Comforting Hearts HP Zbook Firefly 14 G7 - 2NA: 9CG101986N, 9CG101986L, 9CG101986R	UNDP		3	\$ 4,384.00
	Being donated to Guyana Trans United, Proud to be Trans and Comforting Hearts Dell latitude 3400 - 2NA:BDWEW22, 70W6W22	UNDP		2	\$ 2,346.00
	Being donated to Guyana Trans United, Proud to be Trans and Comforting Hearts Dell 22" monitor F2216H SHPW (861-88EF) - 5N# B9TRV2, 10RTRV2, F1URX2	UNDP		3	\$ 594.00
	Being donated to Comforting Hearts HP Officejet 7220 Wide Format: E-AIO WLS P1C1P	UNDP		1	\$ 328.00
	Subtotal				\$ 7,764.00
	Disclosed at the end of item lifetime not applicable				
	Total				\$306,950.44
Agency	Name of representative	Date	Signature		
UNDP	Gerardo Noto, Resident Representative, UNDP Guyana and Suriname	10-Jun-24			
UN Women	Touan Ann Broder, Representative for UN Women MCO			14th June 2024	
UNFPA	Adler Bynoe, UNFPA Liaison Officer				
UNICEF	Gabriel Vockel				

Digitally signed by Gabriel Vockel
Date: 2024.06.20 08:21:15 -04'00'



**Spotlight
Initiative**

