GOVERNMENT OF THE COOPERATIVE REPUBLIC OF GUYANA

NATIONAL **GENDER EQUALITY AND SOCIAL INCLUSION (GESI)** POLICY FOR GUYANA

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MINISTRY OF SOCIAL PROTECTION

Cuso International

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FOREWORD

The Government of Guyana is committed to building a nation devoid of gender discrimination, guaranteeing equal access to political, social and economic wealth creation opportunities for women and men; and developing a culture that places premium on the protection of all including children. In furtherance of this goal, the government shall promote the full participation of women, men, girls and boys by involving both the public and private sectors as agents of development.

The mission of the Ministry of Social Protection is to serve as the national vehicle to bring about speedy and healthy development of Guyanese women and men in the mainstream of the national development processes and ensure the survival, protection, development and participation of all children in preparation for a meaningful adult life.

We would all agree that promoting gender equality is now globally accepted as a development strategy for reducing poverty levels among women and men, improving health and living standards and enhancing efficiency of public investments. The attainment of gender equality is not only seen as an end in itself and human rights issue, but as a prerequisite for the achievement of sustainable development.

Guyana as a member of the United Nations has signed and ratified the various relevant international instruments, treaties and conventions without reservation. These instruments have always emphasized that member nations put in place all the necessary mechanisms needed to eliminate gender discriminations, ensure equality and human dignity to all, men and women. We all know that, some traditions, customs and stereotypes of social roles and cultural prejudice continue to militate against enjoyment of rights and full participation of women on an equal basis with men in national development. This National Gender Equality and Social Inclusion Policy, which replaces the erstwhile National Policy

on Women, would help to eliminate all such barriers. The Policy is aligned with relevant regional and international protocols and instruments such as the Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), International Conference on Population Development Plan of Action and the Sustainable Development Goals.

The contribution of a great number of groups, individuals and institutions to the process of conceptualising and drafting this document must be acknowledged. First, I wish to thank the President, His Excellency David A. Granger for giving women the impetus to forge a higher vision within Guyana's development space. His executive gestures in giving ample opportunity for women to showcase their aptitude for leadership in many areas of our national development. The Honourable Minister for Public Health, Mrs. Volda Lawrence who when assumed the office of Minister of Social Protection recognized the need for this transformative policy.

Various key officers of many government Ministries, departments and agencies are highly commended for the manner in which they have cooperated to transform the mandate for women empowerment and gender equality in their various sectors. They equally encouraged the process of drafting the Policy through our various consultations with them by providing relevant sector policy documents, programme reports as well as granting in-depth interviews.

Hon. Amna Ally
MINISTER OF SOCIAL PROTECTION

EXECUTIVE SUMMARY

The Government of the Cooperative Republic of Guyana is committed to the principles of human rights, social and gender equity and equality, inclusive growth, sustainable development, and social justice as a means to transform unequal power relations that perpetuate violence and discrimination; reinforce unequal development and socio-economic disparities; and disempower diverse groups of women, men, boys and girls from participating in and benefiting equally from Guyana's development initiatives.

To strengthen its ability to adequately address exclusion, gender inequality, and acknowledge the unique conditions and barriers that limit or deny vulnerable persons and communities access to services, resources or benefits, the Ministry of Social Protection, in collaboration with Cuso International, has developed the National Gender Equality and Social Inclusion Policy (NGESIP) for Guyana. The NGESIP will be used as a framework to guide the implementation of appropriate mechanisms, policies and protocols to address issues of gender inequality and social exclusion cross-regionally with the fundamental goal to promote Guyana's development by improving the capacities and opportunities for diverse groups of women, men, girls, boys and other vulnerable groups including persons living with and affected by HIV/AIDS, the elderly, Hinterland communities, the LGBTQ community and, persons with disabilities based on a framework that will foster the dignity of these groups.

In keeping with intersectionality methodology□ Guyana's Constitution, National legislation and international commitments premised on inclusion and gender equality such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and Sustainable Development Goal's 5 (gender equality and women's empowerment) and 10 (reduced inequalities), the NGESIP is guided by the following policy objectives:

- Eradicate discrimination;
- Eliminate all forms of violence;
- Right to safe public spaces;
- Promotion of economic development and inclusion;
- Governance and the Law;
- Health, wellness and healthcare;
- Agriculture, The Environment, and Climate Change;
- Education, Training and Skills Development;
- Security, Human Rights and Justice (Peace and Conflict);
- and Media and Information.

The Institutional and National Action Plan for Implementation proposes a coordinated, multi-sectoral approach that requires the core sectoral Ministries, civil society, and other key stakeholders to implement the Policy and mainstream GESI in order to eliminate the mechanisms by which gender inequality is maintained and ensure fair and just outcomes for diverse groups of women, men, boys and girls irrespective of age, citizenship status, sexual orientation, race, class, gender, socioeconomic status, Indigenous status, religious affiliation, abilities, geographic location or other identities.

ACRONYMS AND ABBREVIATIONS

AIDS	Acquired Immuno-Deficiency Syndrome		GSDRC	Governance and Social Development Resource Centre
ARAO	Anti-Racism Anti-Oppression		GSDS	Green State Development Strategy
BIT	Board of Industrial Training		GSEA	Gender and Social Exclusion Analysis
BoS	Bureau of Statistics		HDI	Human Development Index
CARICOM	Caribbean Community and Common Market		HDR	Human Development Report
CDC	Civil Defence Commission		HFLE	Health and Family Life Education
CED	Community Economic Development		HIV	Human Immuno-Deficiency Virus
CPA	Childcare and Protection Agency		HPV	Human Papillomavirus
CRC	Convention on the Rights of the Child		IBPA	Intersectionality-Based Policy Analysis
CSO	Civil Society Organization		ILO	International Labour Organization
DFID	Department for International Development		IMC	Inter-Ministerial Committee on Gender
DHS	Demographic and Health Survey		LGBTQ	Lesbian, Gay, Bisexual, Transgender, Queer/Questioning
DoCI	Department of Citizenship and Immigration		MDGs	Millennium Development Goals
DoE	Department of Environment		MEAL	Monitoring, Evaluation, Accountability and Learning
DoS	Department of the State		MICS	Multiple Indicator Cluster Survey
DoSC	Department of Social Cohesion		MoA	Ministry of Agriculture
DPI	Department of Public Information		MoBT	Ministry of Business and Tourism
ECLAC	Economic Commission for Latin America and the Caribbean		MoC	Ministry of Communities
EU	European Union		MoE	Ministry of Education
FAO	Food and Agriculture Organization		MoF	Ministry of Finance
GAB	Gender Affairs Bureau		MoFA	Ministry of Foreign Affairs
GAD	Gender and Development		MoIPA	Ministry of Indigenous Peoples' Affairs
GBA	Gender-Based Analysis		MoLA	Ministry of Legal Affairs
GBV	Gender-Based Violence		MoNA	Ministry of Natural Resources
GDI	Gender Development Index		MoP	Ministry of the Presidency
GESI	Gender Equality and Social Inclusion		MoPH	Ministry of Public Health
GFP	Gender Focal Point		MoPI	Ministry of Public Infrastructure
GII	Gender Inequality Index		MoPS	Ministry of Public Security
GM	Gender Mainstreaming		MoPT	Ministry of Public Telecommunications

MoSP	Ministry of Social Protection
MPI	Global Multidimensional Poverty Index
MSDF	Multi-Country Sustainable Development Framework
MSMEs	Micro, Small and Medium Enterprises
NAREI	National Agricultural Research and Extension Institute
NDS	National Development Strategy
NGESIP	National Gender Equality and Social Inclusion Policy
NGO	Non-Governmental Organization
NIS	National Insurance Scheme
OPM	Office of the Prime Minister
PAHO	Pan American Health Organization
PWD	Persons Living With Disabilities
PLWHA	Persons Living With HIV/AIDS
PRSP	Poverty Reduction Strategy Paper
RBA	Rights-Based Approach
RCC	Rights of the Child Commission
RDC	Regional Democratic Council
RGACs	Regional Gender Affairs Committees
SDGs	Sustainable Development Goals
SGBA	Sex and Gender Based Analysis
SWC	Status of Women Canada
SWOT	Strengths, Weaknesses. Opportunities, Threats
SRH	Sexual Reproductive Health
ToC	Theory of Change
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
USAID	United States Agency for International Development
VAWG	Violence Against Women and Girls
WGEC	Women and Gender Equality Commission
WHO	World Health Organization
WID	Women in Development

1 INTRODUCTION AND CONCEPTUALIZING GENDER EQUALITY AND SOCIAL INCLUSION

The Government of Guyana acknowledges that to overcome the barriers that perpetuate inequality and exclusion, there is a need for more policy initiatives that provide adequate access to development resources and social services for women, men, girls, boys and vulnerable groups. To engage in broader development efforts, the Government held a National Gender Policy Conference in ugust 2015 with the theme "Equal Rights for ll: Be Good to People" The purpose of the Conference was to provide a forum in which national representatives from the government and different organizations could discuss the implementation of the National Gender Policy, whose objectives are to:

> *"built a just society devoid of discrimination, harness the full potentials of all social groups regardless of gender or circumstance, promote the enjoyment of fundamental human rights and protect the health, social, economic and political wellbeing of all citizens in order to achieve equitable rapid economic growth: and to contribute to an evidence based planning and governance system where human, social, financial and technological resources are efficiently and effectively deployed for sustainable development".*

In accordance with these commitments, the Government has developed the National Gender Equality and Social Inclusion Policy for Guyana (NGESIP). This is the first initiative to address the challenges of the 2030 agenda, with emphasis on addressing particular needs for diverse groups of women, men, girls, boys and vulnerable groups. The NGESIP provides a framework that every actor should follow to plan local actions, allocate resources and align partnering initiatives to action plans. The NGESIP serves as the overarching strategy for efforts in the social sector and provides direction on the policy principles, State objectives and social goals that the Co-operative Republic of Guyana seeks to promote.

1.1 GESI CONCEPT AND SCOPE

A unique product of Nepal, the concept of Gender Equality and Social Inclusion (GESI) has been widely accepted globally and central to development discourse. While most States have sought to address issues of exclusion and unequal access, discrimination, gender inequality and poverty through the development of national strategies and legislation, and commitments to international conventions, various social groups continue to be excluded from reaping the benefits of development and exercising and realizing their rights on the basis of their age, citizenship status, sexual orientation, race, class, gender, socioeconomic status, Indigenous status, religious affiliation, abilities, geographic location and other identities (Walters, 2017).

Gender Equality and Social Inclusion is a concept which addresses unequal power relations between different social groups and between women and men with a focus on inclusive development and the need for action to "re-balance these power relations and ensure equal rights, opportunities", protection, and respect for all persons irrespective of their social identity (INCLUDE, 2013).

For guidance purposes, The National Gender Equality and Social Inclusion Policy for Guyana will draw upon the following conceptual definition of GESI contained in *INCLUDE - Promoting socially balanced economic development in Nepal* (2013), commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ):

BOX 1. CONCEPTUALIZING GESI

GESI acknowledges the diversity among women, the poor, and other marginalised groups. It recognises that specific focus and intervention is necessary to target their interests and needs. Embracing a GESI approach entails the need for strong analysis of the root causes of discrimination, gender relations, local power structures among and between different caste and ethnic groups, and decision making at the household and community level. When there is a clear understanding of the reasons for social inequity and the barriers that restrict marginalised people's access to services, resources or benefits, programme designs can be more responsive to bringing about positive social and economic changes and a lasting impact (GIZ/INCLUDE, 2013).

1.1.1 DEFINING POPULATION GROUPS UNDER THE PROTECITION OF THE POLICY

The vulnerable groups that have been identified for inclusion in the National Gender Equality and Social

Inclusion Policy are the following: women; children and youth; the elderly; persons with disabilities; people living with HIV, and; Hinterland communities.

1.1.2 VULNERABLE GROUPS AS A CONCEPT FOR DEVELOPMENT

Exclusion and vulnerability for the purpose of this policy are not concepts related to a status or a condition connected to groups of population. On the contrary, this policy addresses exclusion and vulnerabilities because of the current development model that has constructed categories in society conditioning who is part of the society and is entitled to the full accomplishment of its rights and who is not. This condition has categorized people under a utilitarian view, ignoring the intrinsic dignity recognized to all human beings, and denying them an equal representation in society. Evidently, this condition has economic, social, and political effects that are manifested in social interaction and that can be measured in state's statistics. The groups holding this burden in Guyanese society are diverse groups of women, men, girls, boys, the elderly, people living with HIV, the LGBTQ community, and Hinterland communities.

This policy framework is intended to create conditions to overtake vulnerabilities and warrant equal conditions to all and equal outcomes to all, place the protection of human being as the fundamental role of the State.

1.1.3 VULNERABILITIES FROM A GENDER PERSPECTIVE

Gender as a critical, analytical category of analysis allows us to question the meanings attached to the sexes, how they are established and in what contexts (Scott 2010). It addresses the power relations between men and women historically, and their impact on the entire population. Historically speaking, these power relations have created inequalities among the population and added vulnerabilities to the vulnerable groups such as women, people living with HIV, persons with disabilities, the LGBTQ population, the elderly as well as children and youth. Some common characteristics among these vulnerable groups are the lack of access to education, health care services and safe public spaces including transportation as well as being targets of psychological, physical, verbal, sexual and other forms of violence.

The conceptual and methodological gender framework that guides the NGESIP is designed under the premise that by improving the lives of people from these vulnerable groups, the societal changes that results will positively affect the lives of all Guyanese. The cross-cutting connections of the gender focus are related to the identification of other forms of discrimination, based on the previously mentioned variables. For instance, critical multiculturalism will favour an intersectional approach to difference, whereas difference exists within historically determined asymmetries of power (Pepi 2002, 21).

The concept of intersectionality (Crenshaw 1989; McCall 2005), allows us to view the functioning of multiple identities that are mutually constitutive and in constant conversation. Applying this concept allows for a deeper approach that analyses the interaction of these categories and how they create mechanisms of social stratification which bring about discriminatory practices. In their critical revision of the notions and applications around intersectionality, Brah and Phoenix (2004) emphasize that the construction of difference, diversity or otherness takes place in a specific historic context, and therefore they don't remain static through time and space. That is to say, Guyana's history, coupled with its particular socio-economic and cultural context, could heighten certain vulnerabilities. The current NGESIP emphasizes the importance of localizing these vulnerabilities to improve the lives of all Guyanese.

1.1.4 POPULATION FIGURES OF VULNERABLE GROUPS

According to the projections of the Bureau of Statistics, by 2025 the population of Guyana will reach 786,337 inhabitants distributed almost equally between men and women.

TABLE 1: ESTIMATED POPULATION BY 2025

YEAR	POPULATION	SOURCE
1980	759,564	Census 2012
1991	723,673	Census 2012
2002	751,223	Census 2012
2012	747,884	Census 2012
2015	786,337	Bureau of Statistics projection
2020	788,874	Bureau of Statistics projection
2025	783,258	Bureau of Statistics projection

TABLE 2: TOTAL POPULATION BY GENDER

Year	Population	Men	%	Women	%	Source
2015	786,337	393,756	50.07%	392,581	49.93%	Bureau of Statistics projection
2020	788,874	394,767	50.04%	394,107	49.96%	Bureau of Statistics projection
2025	783,258	391,679	50.01%	391,579	49.99%	Bureau of Statistics projection

The distribution of the population between men and women by region according to the 2012 census is practically the same, with slight differences as seen in the following table provided by the Bureau of Statistics, Census 2012:

TABLE 3: SEX DISTRIBUTION OF THE POPULATION

Region	% Male	% Female
Region 1	52.5	47.5
Region 2	50.4	49.6
Region 3	49.9	50.1
Region 4	48.9	51.1
Region 5	49.8	50.2
Region 6	50.2	49.8
Region 7	52.8	47.2
Region 8	54.1	45.9
Region 9	51.3	48.7
Region 10	49.6	50.4
Guyana	49.8	50.2
Coastal	49.5	50.5
Hinterland	52.4	47.6

The population living on the coast of Guyana reached 89.1 percent of the total population in 2012, while those living in the Hinterland represented 10.9 percent of the population. The Hinterland population is a vulnerable group that has limited access to services and a high percentage live in conditions of poverty.

TABLE 4: CENSUS 2012

Region	Census Year	Population	% Total Population
Coastland	1980	709,510	93.4
	1991	669,774	92.6
	2002	679,869	90.5
	2012	666,261	89.1
Hinterland	1980	50,054	6.6
	1991	53,899	7.4
	2002	71,354	9.5
	2012	81,623	10.9

Source: Bureau of Statistics, Census 2012

According to the 2012 census, only 26.4 percent of the population lives in the urban sector while 73.6 percent live in the rural sector with limited services.

TABLE 5: POPULATION BY SECTOR

Year	Urban	%	Rural	%
2002	209,902	28.4	528,323	71.6
2012	191,810	26.4	535,193	73.6
Source: Bureau of Statistics, Census 2012				

Vulnerable groups include children between 0 and 9 years of age who comprise 30 percent of the population according to the projection for 2015. The same projection found that older adults (over 65 years old) would make up 15 percent of the population.

TABLE 6: POPULATION BY AGE

Age Group	MALE								FEMALE							
	2010	%	2015	%	2020	%	2025	%	2010	%	2015	%	2020	%	2025	%
0-4	31385	8%	29325	7%	26298	7%	22029	6%	31074	8%	28933	7%	25878	7%	21637	6%
5-9	31883	8%	29676	8%	27778	7%	24892	6%	31539	8%	29158	7%	27178	7%	24261	6%
10-14	39978	10%	29687	8%	28040	7%	26247	7%	37943	10%	29169	7%	27332	7%	25476	7%
15-19	43487	11%	36287	9%	26643	7%	25796	7%	41518	11%	34101	9%	26028	7%	24932	6%
20-24	34877	9%	39495	10%	31902	8%	23145	6%	34545	9%	38615	10%	30918	8%	23496	6%
25-29	26816	7%	31982	8%	36108	9%	28214	7%	28694	7%	32658	8%	36493	9%	28617	7%
30-34	27189	7%	25434	6%	30663	8%	34582	9%	27635	7%	25926	7%	30050	8%	33503	9%
35-39	27764	7%	26307	7%	24640	6%	29895	8%	25690	7%	25493	6%	23834	6%	28079	7%
40-44	27112	7%	26723	7%	25347	6%	23779	6%	25322	7%	24416	6%	24283	6%	22669	6%
45-49	25775	7%	27550	7%	27307	7%	26010	7%	24914	6%	25225	6%	24368	6%	24256	6%
50-54	22163	6%	24318	6%	26058	7%	25867	7%	23275	6%	25472	6%	25925	7%	25148	6%
55-59	17672	5%	23089	6%	25883	7%	27978	7%	17488	5%	22556	6%	24763	6%	25270	6%
60-64	13995	4%	17518	4%	22915	6%	26147	7%	13878	4%	18261	5%	23663	6%	26507	7%
65-69	7987	2%	12565	3%	15978	4%	21016	5%	9467	2%	13591	3%	18072	5%	23561	6%
70-74	5440	1%	6730	2%	10543	3%	13665	3%	7012	2%	8688	2%	12415	3%	16684	4%
75-79	3529	1%	4168	1%	5189	1%	8072	2%	4585	1%	5766	1%	7208	2%	10277	3%
80 +	2469	1%	2902	1%	3475	1%	4345	1%	3773	1%	4553	1%	5699	1%	7206	2%
Total	389521	100%	393756	100%	394767	100%	391679	100%	388352	100%	392581	100%	394107	100%	391579	100%

Source: Bureau of Statistics projection

The national census of 2012 reported that 1.8 percent of the working age population (age 15 and over) in Guyana was registered as having a disability. The total number of people with disabilities was not reported and further information has been difficult to ascertain. However, other sources of information provide further insight into the situation for people with disabilities in Guyana. "Raising the Profile of Disability in Guyana: an genda for ction" reports the results of a survey conducted carried out by the National Commission on Disability, UNICEF and Volunteer Services Overseas (VSO). The survey included 1,485 persons with disabilities in regions 4, 6, 7 and 9. These respondents comprise approximately 2 to 3 percent of the disabled population in Guyana. Despite the small sample size, the results provided valuable information. Among the most important findings were:

- Fifteen per cent (15%) of persons with disabilities have never attended school and the proportion dramatically increases to 42% of those under 16 years;
- Between 20 and 50% of persons with disabilities are born with an impairment;

- Forty per cent (40%) of unemployed persons with disabilities have lost their job as a result of gaining their disability and 9% of unemployed persons with disabilities are qualified, skilled and able to work - they only require the opportunity;
- Fourteen per cent (14%) are totally socially excluded, they are neither attendees to nor invitees to social occasions and are rarely visited in their own home, and 44% have experienced negative attitudes and behaviours as a result of their disability;
- Seventy-nine per cent (79%) of families caring for a person with a disability have experienced financial difficulties, caring for a person with disability limits the main care givers level of engagement in employment thus reducing the overall family income;
- Sixty-five per cent (65%) of persons with disabilities believe their disability limits their daily activity. (NCD, 2005, p. 2)

Regarding the prevalence of HIV in adults, in 2015 1.5% of the population was registered between 15 and 49 years old. (UNDP 2016, p.228)

2 NATIONAL CONTEXT OF GENDER INEQUALITY AND SOCIAL EXCLUSION

2.1   SITUATIONAL ANALYSIS

The purpose of this section is to provide national context of the critical issues central to gender inequality and social exclusion in Guyana to support the utilization of a GESI framework. This analysis presents the economic, social and institutional contexts for the identified vulnerable groups that require policies and strategies to overcome barriers to their economic and social participation in Guyana. Among the multidimensional factors that contribute to the exclusion of these vulnerable groups, the analysis will consider issues of discrimination, violence, stigma, traditional societal roles, accessibility and provision of public services that hinder the social inclusion of member of the vulnerable groups that comprise important segments of Guyanese society.

2.2   NATIONAL ECONOMIC CONTEXT OF GUYANA

An analysis of the economic context of the vulnerable groups identified for the development of the National Gender Equality and Social Inclusion Policy requires the provision of a national economic context of Guyana. The Guyanese economy grew at an average of 4.4 percent between 2006 and 2010 and maintained a similar average growth rate (4.28 percent) through 2016[1]. This economic improvement has enabled Guyana to move from the status of a less developed country to a low middle-income country. This change in status implies that the population of Guyana can expect a rise in standards of living compared to those of the 20th century. Despite this economic growth, the World Bank estimated that in the year 2006, 36 percent of the population lived in moderate poverty (down from 43.2 percent in 1992) and 19 percent of the population lived in extreme poverty (a reduction from 28.7 percent in 1992)[2]. Updated information on the poverty level is not available. The most recent census found that in 2012, 44.5 percent of the working-age population (15 years or older) were not employed or engaged in any economic activity. The Bureau of Statistics cites several factors for this high percentage of economically inactive people, including: 1.8 percent classified as disabled; 7.0 percent retired; 22.8% of men economically inactive, and; a high percentage of the

economically inactive women (65.4 percent), the majority of whom (48.6 percent) reported were dedicated their time to home duties[3].

The identified vulnerable groups exist at the intersection of various economic, social and institutional factors that lead to their conditions of exclusion and vulnerability. Information on group-specific indicators has not been collected on a regular basis for some of these groups, which hinders the analysis of factors that lead to their exclusion from full participation in Guyanese economy. However, a compilation of data and information from stakeholders, multilateral organizations, government institutions and civil society actors allows for an analysis of the state of these groups.

2.2.1   ECONOMIC CONTEXT OF WOMEN IN GUYANA

Statistics from the 2012 Census of Guyana indicate that women comprise of the highest proportion of working age population (50.9 percent). Of this population, 34.6 percent were economically active and 65.4 percent economically inactive according to the categories of economic activity. Home duties comprised the most significant category of activities of economically inactive women (48.6 percent). Other categories of economically inactive women included students (8.0 percent) and retirees (7.1 percent). The census report pointed out that the national average of economically inactive population is "heavily weighted by the number of women of working-age who are still performing home duties"[3].

These observations reflect a disparity between the education levels women achieve and the economic activity (or lack thereof) they engage in. While the percentage of women who attain education, levels is higher than that of men at the national level, their subsequent participation in the economy is much less than their male counterparts[4]. In addition, the census report cites other probable reasons for male and female economic disparities such as "changes in educational attainment, the person's age at marriage, childbearing, divorce, retirement, social security and pension benefits, and gender role expectations"[2].

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[1] Data available from the Bank of Guyana, presented on the website TradingEconomics.com.
[2] Government of Guyana. Guyana Poverty Reduction Strategy Paper 2011-2015
[3] Guyana Bureau of Statistics, 2012 Census Compendium 3: Economic Activity

[4] Guyana Bureau of Statistics, 2012 Census Compendium 4: Education, Fertility Trends and Patterns of Infant and Childhood Mortality

Furthermore, this disparity accurately reflects long-standing societal and cultural factors that lead to the marginalization and exclusion of women. The economic impact of this exclusion takes the form of societal expectations and gendered roles for women and girls: from a very young age, family economic hardship and family expectations of the role of girls can lead to uncompensated labour that detracts from their studies and childhood development. Young school-aged girls face bias regarding their abilities and low expectations that can discourage them from excelling or seeking higher education. Throughout their lives and especially as they become young adults, women face sexual harassment and the threat of sexual and physical violence. Young women's life plans are interrupted by forced marriages in some communities. Sexually active women with limited access to information and services face additional concerns and risks related to their sexual and reproductive health, including unwanted pregnancies or infectious diseases. Women are also disproportionally susceptible to becoming victims of human trafficking and face greater vulnerability to poverty.

Young women who manage to attain an education and avoid the pitfalls mentioned then face other barriers including competition with men and employment bias in many fields such as trade, industry, commerce and tourism. Women who seek to enter fields that are traditionally dominated by men such as science, information, technology and communications face additional biases. Having secured employment, women are then likely to receive lower salaries than their male counterparts and face the threat of sexual harassment and intimidation in the workplace. Outside the workplace, women's restricted access to credit and the limitations on land or property ownership hinder possibilities for entrepreneurship or establishing financial safeguards. In the home, women are expected to live up to societal expectations as caregivers and partners while suffering disproportionally from physical, sexual, psychological and economic abuse. Lastly, women face derogatory and damaging media messages that reinforce biases and discriminatory attitudes. The obstacles mentioned are barriers to economic inclusion for women and hindrances to their productivity and well-being, in addition to forming part of the factors that lead to the social exclusion of women, as addressed below.

2.2.2 ECONOMIC CONTEXT OF CHILDREN AND YOUTH IN GUYANA

Census statistics for active age groups in employment include persons from age 15 to 24 as the youngest age sector. Two factors should be taken into consideration: 1) Guyana has a high rate of school attendance for persons through the secondary level of education, and; 2) young

people from the age of 15 to 19 with little work experience have difficulty finding employment. Thus, this age group registers higher unemployment rates compared to other groups.

According to the 2012 census, the unemployment rate for the age group of 15 to 19 years of age was 37 percent. This percentage decreased to 16.8% for the 20 to 24 age group and continues to decrease for subsequent age groups. At the same time, according to statistics from 2006, Guyana had a high rate (16.4 percent) of children aged 5 to 14 years of age working in exploitative labour conditions, which is higher than the average among Caribbean countries (11 percent)[5]. The UNESCO Institute for Statistics reported in 2014 that the statistics on children's work and education for Guyana are the following[6]:

- Percentage of children working (ages 5 to 14): 20.1%
- Attending school (ages 5 to 14): 97.1 % · Combining work and school (ages 7 to 14): 22.1% · Primary Completion Rate: 84.1%

It is important to note that because child labour is often underreported, these statistics may be higher than reflected in official reports. These statistics reflect that while most children attend school, one-fifth of those children also work to contribute to the income and/or productivity of their families. The expectation that children will help their families economically is common in many countries. However, these additional tasks can detract from children's studies and limit their growth in other areas that are fundamental for childhood development.

2.2.3 ECONOMIC CONTEXT OF ELDERLY PERSONS IN GUYANA

Analysis of the economic context of the elderly requires consideration of the precarious state of this segment of the population. According to the 2012 census, 7 percent of the working age population (15 years and over) are retired and the population aged 60 years and older comprised 7.99 percent of the population. Thus, at the time of the census, the vast majority of Guyanese over 60 years of age were retired. This percentage will increase as life expectancy increases and Guyana experiences more reverse migration[3].

According to comments from stakeholders, there continues to exist problems with employer's contributions to the pension scheme and the elderly population's reception of pensions. Among the problems cited by those stakeholders are employers not contributing to employees' pension benefits, family members withholding pension payments

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[5] UNDP Caribbean Human Development Report - Multidimensional progress: Human resilience beyond income (2016)

[6] Understanding Children's Work Project's analysis of statistics from Multiple Indicator Cluster Survey 5 (MICS 5) Survey, 2014

and inaccessibility of pension payment methods in remote areas.

2.2.4 ECONOMIC CONTEXT OF PEOPLE LIVING WITH HIV/AIDS IN GUYANA

People Living with HIV/AIDS (PLWHA) are under-represented in Guyanese national economic indicators; as a result, providing an accurate economic analysis of this vulnerable group is not possible. However, based on the stakeholder analysis conducted, PLWHA face social stigma in addition to the factors of economic vulnerability faced by other marginalized groups. Like other populations of people with chronic health conditions, the economic barriers that PLWHA face are centrally related to health care - unavailability of proper medicine, poor nutrition, significant time away from work, and transportation to health care facilities or support services - and limited employment opportunities for those whose health condition restricts their mobility or ability to work on a consistent basis.

The Guyanese Ministry of Public Health and multilateral organizations have made a concerted effort to provide free HIV treatment services to PLWHA. Universal coverage for antiretroviral treatment has reached thanks to continuous efforts, effective monitoring and the implementation of multi-year strategic plans. The provision of antiretroviral treatment and testing for TB/HIV co-infection has decreased the economic burden of health care treatment for PLWHA. Coupled with these initiatives, the Ministry of Public Health implements several prevention programmes targeting susceptible populations[7]. These programs are intended to reduce the spread of HIV and, as a secondary impact, help to reduce the economic burden on already vulnerable groups.

2.2.5 ECONOMIC CONTEXT OF PERSONS WITH DISABILITIES IN GUYANA

The percentage of the working age population classified as having disabilities was 1.8 percent according to the 2012 census. The census analysis mentions the possibility of enabling this segment of the population to become economically active through "the creation of an enabling environment"[3]. Persons in this vulnerable group range greatly in their mobility, sensory capabilities and mental capacity depending on their type and degree of disability. As disabilities hinder people from functioning in traditional

economic roles, establishing programmes that cater to the needs of this population and allows them to participate in economically viable activities requires adjustments to normal economic production processes.

The economic limitations for persons with disabilities and their families is multi-faceted and multi-layered. Some persons with disabilities can earn a limited income depending on their capacities. Persons with more severe disabilities are incapable of participating in the economy and therefore depend on their families and/or government pensions. Additionally, many persons with disabilities require additional medical treatment or occupational therapy.

2.2.6 ECONOMIC CONTEXT OF THE LGBTQ POPULATION IN GUYANA

The most significant limitations for the LGBTQ population in Guyana are social stigma and discrimination. These factors limit education attainment and employment opportunities for this vulnerable population throughout their lives. This lack of acceptance of LGBTQ individuals in turn results in exclusion that marginalizes LGBTQ individuals and increases their vulnerability to limited income and career advancement, depression and anxiety as well as precarious occupations and living conditions. In addition, the laws of Guyana discriminate against homosexual sexual acts and expressions of transsexual identities, subjecting the LGBTQ population to the threat of legal punishment. All of these factors of exclusion restrict the economic possibilities for the LGBTQ population. Currently, there is no specific information on the economic status of the LGBTQ population in Guyana, mostly likely due to their unwillingness to identify themselves and societal bias towards this marginalized group. Statements received from stakeholders during consultative sessions confirm that the LGBTQ population faces the barriers mentioned and result in economic exclusion.

2.2.7 ECONOMIC CONTEXT OF THE HINTERLAND POPULATION IN GUYANA

The Hinterland population is considered a vulnerable group due to the lack of infrastructure and services, limited economic development and ongoing issues regarding land tenure. Most of the population in the Hinterland regions are Amerindian. Region 9 has the highest regional Amerindian population with 85.8 percent. Region 8 has the second

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[7] Presidential Commission on HIV and AIDS. Guyana AIDS Response Progress Report. 2015.

highest percentage with 72.3 percent while Region 1 (64.6 percent) and Region 7 (37.2 percent) have the third and fourth highest percentages, respectively. Census results related to labour force crude participation rates (CPRs) reflect the nature of economic activity in the Hinterland areas with Regions 1 and 8 presenting the lowest CPRs in the country[8]. According to the United National Development Program, "multiple deprivations are high in Indigenous communities, ranging from limited health care, to poor quality educational facilities. Issues of access to land and land rights are some of the persistent challenges faced by Indigenous people in countries such as Guyana[9]" This observation is reflected in comments received during the stakeholder analysis conducted for the development of the National Gender Equality and Social Inclusion Policy.

2.3   NATIONAL SOCIAL CONTEXT OF GUYANA

As mentioned, many of the strategic lines of analysis identified for the development of this Policy hold economic and social aspects; this section of the Situational Analysis will solely prioritize the social factors impeding vulnerable persons and communities access and inclusion in Guyanese society.

2.3.1   SOCIAL CONTEXT OF WOMEN IN GUYANA

Women face social exclusion on various levels and in many different settings. The discrimination that hinders women from equal participation in society affects not only individual women but also their families and communities in terms of health, safety, social participation and equal access to resources amongst other areas.

Aside from societal pressures and gender-based discrimination, women face challenges within their families and with their intimate partners. Girls and women sacrifice their time and take on the role of caretakers to fulfil the expectations of their families. In cases of forced marriage, young women often take on such roles within very unequal power relationships with their husbands. Societal and family pressure, especially in the home, can result in girls abandoning school and women sacrificing their aspirations to perform traditional roles as mothers and homemakers.

Women's specific health concerns include sexual and reproductive health spanning across issues such as

maternal mortality, breast and ovarian cancer, girls limited access to feminine hygiene products, and information access - especially in rural and Hinterland areas. Women of all ages require access to adequate health services and the ability to make decisions about their health to prevent unwanted pregnancies, protect themselves from sexually transmitted diseases and reproductive health complications as well as safeguard their health and that of their children during pregnancy. An important indicator of women's access to quality health care is a country's maternal mortality rate - a measure of the number of maternal deaths per 100,000 live births. The maternal mortality rate in Guyana (229) in 2015 exceeds that of the Caribbean region (175), Latin America (60) and world averages (216). According to the World Health Organization, Guyana has not made progress toward achieving Millennium Development Goal 5A (Reduce the maternal mortality rate by 75% between 1990 and 2015)[10] due to continuing challenges in the health sector[11].

Violence against women (VAW) in Guyana manifests itself structurally and interpersonally: because of women's unequal access to unemployment, adequate housing, quality health care and education, such conditions create situations where interpersonal violence can occur, often presenting itself in the form of gender-based violence (GBV) such as physical, verbal, sexual, emotional or psychological as well as economic, religious and reproductive abuse. Many of these forms of abuse are the result of domestic violence (committed by a spouse or intimate partner) and family violence between members of one's family. However, perpetrators of violence can also be strangers, acquaintances or even friends, co-workers and trusted members of a woman's social networks. Violence often goes underreported both in the domestic or family setting as well as in public. The high rates and severe degrees of violence suffered by women create situations of vulnerability and, thus, require measures to prevent and mitigate violence in addition to aiding victims and their children. The strategic lines of analysis identified for the development of this Policy address violence in the home, in public spaces, on public transportation and human trafficking.

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[8] Guyana Bureau of Statistics. 2012 Census Compendium 2: Population Composition.
[9] UNDP. Caribbean Human Development Report - Multidimensional progress: Human resilience beyond income (2016)
[10] World Health Organization. Trends in Maternal Mortality: 1990 to 2015. (2015)

[11] Pan American Health Organization. Health in the Americas: Guyana Country Report. Available at: http://www.paho.org/salud-en-las-americas-2017/?p=2635

Participation in public decision-making and development of public policy is an important indicator of women's inclusion in society. The last elections in May 2015 ushered in 22 women as elected members of parliament (MP) out of 69 seats[12]. This representation nearly doubled the number of women in parliament compared to the early 2000's. The increase in women's representation in government should help to continue to advance policies that increase women's inclusion in society. In addition to participation at the highest level of a representative government, it is important that women take part in decision-making at the local level and within companies.

In addition to the strategic lines mentioned above, the proposed Policy addresses a variety of barriers to social inclusion that women face throughout their lives. It is imperative to examine women's access to the justice system and the enforcement of the rule of law. As mentioned above, women are often the victims of violence on many levels. Fleeing abusive relationships often leaves women in precarious situations that require the support of the justice system and the enforcement of protective laws to prevent subsequent abuse and violence.

Another line of analysis is the misrepresentation, discrimination and perpetuation of violence of women in media programming and advertising, which is often overlooked as a policy issue. Given that consumers are subject to messages constantly via an array of mediums - print media, street advertising, radio, television, social media, etc. - the depiction and dissemination of harmful images or material plays a significant role in shaping attitudes, perceptions and behaviours which minimise, enable, and perpetuate violence against women. The proposed policies regarding media will provide guidance on addressing media's messages about women's sexuality, place in society, capabilities and how to prevent victims of violence from being re-victimized by media. The portrayal of women in the media reflects societal values and sends a strong message to all consumers of media including impressionable children.

2.3.2   SOCIAL CONTEXT OF CHILDREN AND YOUTH IN GUYANA

Unequal power relations are the foundation of societal exclusion. The relationships that children and youth form with their parents and members of society are by their very nature unequal because minors cannot provide for themselves. Society seek to ensure that children and youth are given the tools to succeed, yet many children are denied the opportunity to fully enjoy the benefits of those investments. The social inclusion of children and youth hinges on providing quality education, access to health care, freedom from violence and discrimination as well as supportive families and hope for their future. The NGESIP Policy proposal will offer suggestions for creating further safeguards as a means of promoting the social inclusion of children and youth.

The challenges that the country faces have detrimental effect on children. For example, the population in the Hinterland regions are underserved and encumbered by a lack of community infrastructure. Children in those regions are at greater risk of health problems due to the scarcity of medical services and transportation challenges that can turn an accident or illness into a life-threatening situation. Such barriers to fulfilment of basic needs are particularly detrimental for children. The same can said of poverty, hunger and family violence that are all impediments to children and youth fulfilling their potential and participating in society.

Guyana has taken actions to protect children through the Protection of Children Act of 2009 and the creation of the Child Care and Protection Agency (CPA). In addition, Guyana has worked closely with multilateral organizations and civil society to improve its responsiveness to the needs of children and youth, especially victims of violence. Statistics provided by the Child Care and Protection Agency for 2016 demonstrate two important child demographic groups that suffer abuse more predominantly - girls and children of both sexes between the age of 8 and 13 years old. Based on the categorization of the types of abuse reported, neglect stands as the most prominent form of abuse for all children that received an intervention from the Child Care and Protection Agency in 2016. The second highest result for boys is physical abuse and for girls it is sexual abuse at a rate that is more than five times higher than that of boys. Girls were also disproportionally victims of child trafficking and incest[13]. This data reflects the double burden that young female victims of violence face.

Guyana has the second highest suicide rate in the world according to 2012 World Health Organization statistics. In response, the Ministry of Public Health developed a National Suicide Prevention Plan 2015-2020[14]. The age-specific suicide rate is 2.9 per 100,000 for children aged 5 to 14 years old and 64 per 100,000 for the 15 to 29 age group[15]. The Pan American Health Organization lists suicide as one of the five leading causes of death for both the 5 to

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[12] Women in National Parliaments. Guyana: Parliament of the Co-operative Republic of Guyana. Available at http://archive.ipu.org/parline-e/reports/2135_A.htm
[13] Child Care and Protection Agency. Statistical Returns. Annual Report 2016.

[14] Ministry of Public Health. National Suicide Prevention Plan 2015-2020. Available at: http://www.health.gov.gy/index.php/ms-5
[15] World Health Organization. Preventing Suicide: A Global Imperative. 2014.

14 year old and 15 to 24 year old age groups[11]. The interventions proposed in the National Action Plan require consistent support and monitoring to prevent today's youth from becoming future victims of suicide.

2.3.3 SOCIAL CONTEXT OF ELDERLY PERSONS IN GUYANA

The Government of the Cooperative Republic of Guyana has taken steps to implement protections to safeguard the well-being of the elderly population and help to alleviate financial burdens for citizens who receive Old Age Pension (OAP). While these initiatives are important steps in improving certain aspects of the lives of the elderly population, specific actions regarding how to re-integrate elderly individuals into society have yet to be identified.

In his speech before the National Assembly regarding the Financial Year 2017 budget, Finance Minister Honourable Winston Jordan stated the following:

> *"care for the elderly has suffered from a number of setbacks, including the inability to attract and retain committed resources, limited ownership from families to assist in the general care and welfare of the elderly, and poor management. In the new dispensation, elderly citizens can expect to benefit from improved care through the implementation of minimum standards, which seek to provide modern institutions for them. It is envisaged that these standards will be elevated to ensure that elderly persons are respected, treated fairly, and with dignity, live productive lives and are in constant contact with loved ones. In addition, our senior citizens' residential facility will benefit from substantial repairs to the tune of $89.5 million in the new year. Mr. Speaker, our Government's prioritisation of our elderly citizens is reflected in the measures we have taken in the last two budgets to improve Old Age Pension (OAP) by 39 percent, and removal of the requirements for them to pay for drivers' licenses and the travel tax, among others. These citizens can expect further benefits in this budget."*

In addition, the Ministry of Social Protection Budget 2018 Submission outlines its programming benefitting elderly people in the following:

BOX 2. MINISTRY OF SOCIAL PROTECTION BUDGET 2018 SUBMISSION, ELDERLY PERSONS

ELDERLY: MINIMUM STANDARDS FOR ELDERLY RESIDENTIAL FACILITIES

Elderly residential facilities across Guyana face several significant challenges, including the inability to attract and retain committed human resources, limited ownership from families (where available) to assist in the general care and welfare of the elderly, and poor management and accountability. These issues are generally common across facilities despite considerable public and private investment, but there are also some unique challenges based on differing management arrangements, geographic vulnerabilities, and targeted elderly population. These differences complicate the management and oversight of these facilities and underscore the need for core minimum standards to establish a national framework for the care and protection of elderly in residential care; provide a common system for monitoring and regulating public and private elderly residential facilities; and allow for improved allocation of resources to elderly care facilities.

The goal is to ensure that older persons are respected; treated equally, fairly and with dignity; live a productive life; are in contact with those dear to them; are involved in the making of decisions that affect their lives; and receive quality care in a comfortable and secure environment through 19 standards.

VISITING COMMITTEE FOR ELDERLY RESIDENTIAL FACILITIES

In May 2017, the Ministry of Social Protection established a Visiting Committee to evaluate, report and monitor all facilities offering residential care to Senior Citizens in Guyana. This committee is authorized by the Ministry of Social Protection to visit all established Elderly Residential Facilities. The objective of the committee is to conduct a thorough review of the Elderly Residential Facilities in accordance with the guidelines set out in the Minimum Standards for Elderly Residential Facilities. The Visiting Committee will conduct in-depth assessments of the Living Spaces (building/accommodations), quality of care (training/qualifications), Menu and Health Care of all Residential Facilities for Senior Citizens. As at July 31, 2017, 40% of all registered Elderly Residential Care Facilities were visited and assessed.

SOCIAL SERVICES PROGRAMME

In 2018, Social Services will continue to expand its reach and improve the quality of service and care provided to its beneficiaries by pursuing greater collaboration with key stakeholders and establishing networks at the community level. It will continue to address issues facing persons in difficult circumstances and disadvantaged persons, including the elderly, teenage mothers, single parents, and survivors of domestic and sexual violence and TIPS.

Special emphasis will be placed on improving the lives of the elderly, many of whom have made significant contributions to the development of Guyana in their working life. To this end, a National Policy on Ageing will be formulated. The overarching goal of the national ageing policy is to achieve the overall social, economic and cultural re-integration of older persons into mainstream society, to enable our senior citizen population as far as practicable to participate fully in the national development process. To facilitate the foregoing, the Ministry will establish an Elderly Welfare Section within the Probation and Social Services Department. This Department is intended to monitor the daily operations of Elderly Residential Care Facilities in collaboration with the Visiting Committee and investigate reports of elderly abuse.

There are living facilities (elderly centres) for the elderly in Guyana ranging in size and quality of services. These facilities face similar challenges to those in any country; maintaining a quality and trained staff, addressing challenging and shifting health needs, providing the elderly with stimulating activities and opportunities to socialize, among a myriad of other considerations.

2.3.4   SOCIAL CONTEXT OF PEOPLE LIVING WITH HIV/AIDS IN GUYANA

According to a 2016 UNAIDS publication, Guyana had <1000 (<500 - <1000) new HIV infections and <200 (<100 - <200) AIDS-related deaths. There were 8500 (7900 - 9500) people living with HIV in 2016, among whom 58% (54% - 64%) were accessing antiretroviral therapy. Among pregnant women living with HIV, 66% (59% - 74%) were accessing treatment or prophylaxis to prevent transmission of HIV to their children. An estimated <100 children were newly infected with HIV due to mother-to-child transmission. Among people living with HIV, approximately 47% (44% - 52%) had suppressed viral loads.

The key populations most affected by HIV in Guyana are:

- Sex workers, with an HIV prevalence of 6.1%.
- Gay men and other men who have sex with men, with an HIV prevalence of 4.9%.
- Transgender people, with an HIV prevalence of 8.4%.
- Prisoners, with an HIV prevalence of 1.72%.
- Since 2010, new HIV infections have increased by 23% and AIDS-related deaths have increased by 33%[16].

Advances in medicine and health monitoring in recent years have created a significant shift in AIDS mortality and the life expectancy of PLWHA. Thanks to the introduction of effective antiretroviral therapy (ART), HIV can be treated as a chronic disease and PLWHA now have a much longer life expectancy if they have access to ART and maintain a healthy lifestyle. While these advances are helping PLWHA, health authorities must be constantly vigilant in their efforts to limit new cases of HIV.

The social inclusion of PLWHA must take into consideration several factors. First, PLWHA face discrimination due to the societal stigma associated with their HIV-positive status. Second, despite the advances in HIV treatment, PLWHA can be considered persons with disabilities (PWD) because they're living with a chronic condition and have special health needs due to their health status. Lastly, as in the situation of elderly people who avoid developing health complications that cause them to be disabled, preventing new cases of HIV also reduces the number of PLWHA who face restrictions to their social inclusion.

In response to the HIV epidemic, the Ministry of Health of Guyana has implemented HIV prevention initiatives on a national level. In addition, the national government has incorporated HIV/AIDS treatment and prevention programs among its priorities for the country's health investments in recent years. However, according to UNAIDS figures,

Guyana still faces significant challenges in addressing the HIV epidemic affecting the country. In December 2013, The Ministry of Health of Guyana presented its Health Vision 2020 report to the Pan American Health Organization[17]. The goal of HIVision 2020, as it is termed, is to reduce the social and economic impact of HIV and AIDS on individuals and communities and ultimately the development of the country, through reducing the spread of HIV and improving the quality of life of PLWHA. The strategy adheres to the Universal "Three Ones" Principles: One Coordinating Mechanism, One National Strategic Plan and One Monitoring and Evaluation Plan. Among the goals stated in the report, the Ministry of Health identified the following to reduce the spread of HIV and improve the quality of life of PLWHA:

- *Ensure a coordinated multi-sector response, including through support to key line ministries in developing their sector responses; strategic engagement of all partners; a sustainable approach to HIV financing; and sustained support to existing, and formation of new, coalitions.*
- *Eradicate the spread of HIV through increased access to condoms and lubricants; facilitating an enabling social, economic, legal and institutional environment; expansion of established service programmes; targeted interventions to priority at-risk groups and their communities; and implementation of behaviour change interventions to reduce stigma, discrimination and the risk for HIV infections, and to increase their protective factors.*
- *Provide improved treatment, care and support services, including simplified high-quality treatment; improved treatment and care delivery; improved effectiveness of supply chain management; strengthened health information system; strengthened capacity of laboratory services; universal and timely access to quality ARV therapy; measures to address adherence, loss to follow up and drop rates; development of policies, plans and guidance to address the special needs of adolescents, migrants, the ageing HIV population and key populations at higher risk; expanded integrated chronic care services within the HIV management; expanded access to support services; decreased opportunistic infections; and integrated actions to reduce TB/HIV co-morbidity and mortality.*
- *Integrate the planning and coordination of HIV responses within the national health system with other national PHC and public health programmes.*
- *Strengthen HIV/AIDS surveillance and M&E Systems, and research towards the improved*

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[16] UNAIDS. Overview: Guyana. Available at:http://www.unaids.org/en/regionscountries/countries/guyana

[17] Ministry of Health of Guyana. Health Vision 2020: A National Health Strategy for Guyana, 2013-2020. December 2013.

quality and use of strategic information for decision-making.

- *Facilitation of Stakeholder Consultations and Partnership Coordination: Health Vision 2020 incorporates a more definitive role for partners and stakeholders in realising the goals for 2020; National Commissions will serve to support this strategic approach. National Commissions exist around the following health issues: Disability, the Elderly, NCDs, and HIV/AIDS. These Commissions will be provided the opportunity to participate at a representative level in policy deliberations of the NHPC where the agenda includes their issue area.*

In 2016, the coverage rate for PLWHA receiving ART was 58 percent (up from 46 percent in 2010)[18]. In terms of tuberculosis (TB) and HIV treatment, 62 percent of PLWHA receive a treatment regime of co-management of TB and HIV. The National Prevention of Mother to Child Transmission of HIV Programme has reported consistent increases in the coverage of pregnant women who receive antiretroviral (ARV) prophylaxis[19].

2.3.5 SOCIAL CONTEXT OF PERSONS WITH DISABILITIES IN GUYANA

The United Nations Convention on the Rights of Persons with Disabilities states that "disability is an evolving concept and that disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others"[20] The range of disabilities includes learning and mobility disabilities as well as speech, vision and hearing impairments. Congenital diseases, developmental conditions, non-communicable diseases, accidents, exposure to environmental contaminants or occupational safety hazards can all be factors in the development of disabilities. The wide range of needs that persons with disabilities require for their rehabilitation and integration into society demands a number of specialized services.

According to the 2012 census, 3.7 percent (9,240 individuals) of the Guyanese working-age population was registered as disabled.[21] This figure represented 2.1 percent (5,142) of the men and 1.6 percent (4,098) of the women included in the census. The Census Bureau includes a note indicating that these figures include: 'Enumerated households population' only and excludes 'Institutional population', 'no-contact person's and 'age not stated'

To address the specific needs of persons with disabilities, the Government of Guyana passed the Persons with Disabilities Act of 2010. The Act establishes the National

Commission on Disabilities and outlines the rights and protections of persons with disabilities. The stated objective of the Act is to:

- provide certain rights to persons with disabilities;
- provide for the promotion and protection and full equal enjoyment of the rights;
- facilitate the enforcement of the rights;
- eliminate discrimination on the basis of disability;
- provide for the welfare and rehabilitation of persons with disabilities;
- provide for the registration of persons with disabilities;
- establish the National Commission on Disabilities, and;
- for connected purposes.[22]

Among the rights defined in the Act are the right to employment, education, health, housing and water, social services, sports and recreation, communications, accessibility and voting. In addition, the Act establishes the National Commission on Disabilities, defines the institutions responsible for the protection of persons with disabilities and the legal procedures for making claims regarding the violation of their rights. The Ministry of Public Health is responsible for the provision of disability and rehabilitation services. The Ministry of Labour monitors a record of persons with disabilities in the workforce and addresses cases of discrimination based on disability. In addition, vocational training, skills development and training programmes are to be implemented by the following Ministries: Labour; Human Services and Social Security; Youth, Sports and Culture, and; Education. The Persons with Disabilities Act includes requirements for Ministerial appropriation of funding to facilitate access to a wide range of services.

In accordance with the budgetary allocations required by the Persons with Disabilities Act, in his speech before the National Assembly regarding the Financial Year 2017 budget, Finance Minister Honourable Winston Jordan stated:

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[18] UNAIDS. Country factsheets: Guyana. 2016.
[19] Republic of Guyana. Guyana AIDS Response Progress Report. December 2014.
[20] United Nations. Convention on the Rights of Persons with Disabilities. 2006.

[21] Bureau of Statistics of Guyana. 2012 Census, Compendium 3: Economic Activity. September 2016.
[22] Laws of Guyana. Persons with Disabilities Act. Chapter 36:05. Act 11 of 2010.

"in addition to receiving financial support through the public assistance programme, we believe that persons with disabilities should receive the same opportunities for improvements to be made to their quality of life as the next person. To this end, the Board of Industrial Training has expanded vocational training of differently-abled persons and, in addition to the Deaf Association of Guyana, has established a new relationship with the Guyana Council of Organisations for Persons with Disabilities and strengthened the partnership with the Ptolemy Reid Rehabilitation Centre. To date in 2016, the Board has provided training to 131 disabled persons and is targeting 200 in 2017."

"In the area of Technical Vocational Education and Training (TVET), about $2.4 billion will be invested in the coming years to improve learning outcomes of students, at the secondary level, with the aim of expanding the pool of employable, certified labour that can adequately bridge the skills gap. This investment will see the expansion of TVET programmes into our four hinterland regions. Special focus will be placed on improving access for persons with disabilities. Next year, $2.5 billion is allocated for TVET interventions countrywide."

More recently, the Ministry of Social Protection Budget 2018 Submission outlined its programming benefitting Persons with Disabilities in the following text:

BOX 3. MINISTRY OF SOCIAL PROTECTION BUDGET 2018 SUBMISSION, PERSONS WITH DISABILITIES

PROGRAMME FOR NATIONAL COMMISSION ON DISABILITY

This programme equips persons with disabilities (PWD) the skills to enable them to engage in gainful employment (as part of compliance with the PWD Act) and assist PWD in accessing employment opportunities. In previous years PWD have had difficulty accessing TVET opportunities that cater for their specific training needs. The BIT programme seeks to address this by providing updated skills training in areas previously ignored including job access with speech (JAWS) computer training for visually disabled persons. As at August 10, 2017, training was done for the Deaf Association of Guyana, Guyana Council of Organizations for Persons with Disabilities and Ptolemy Reid Rehabilitation Centre. In addition, training is scheduled for the David Rose School for the Handicapped in September 2017.

BOARD OF INDUSTRIAL TRAINING (BIT)

Persons receiving training under the 2017 work plan includes persons with disabilities, and residents of various hinterland regions. In respect of the latter, 43 persons from Paramakatoi, Region 8, received training in the area of Agro-Food Processing. These persons shall be employed under the Paramakatoi Sundried Tomato Project. This training engagement demonstrates shows a direct relationship between BIT's training programs and its vision which posits Competency-Based Training for Employment.

The programming initiatives and budgetary allocation described above reflects the Government's commitment to provide new services and augment existing programs for personas with disabilities.

Several organizations and rehabilitation centres provide specialized services and support for people with disabilities in Guyana through physical rehabilitation services, social services and vocational training. These centres and their beneficiaries have benefitted through recent ministerial budget allocations as well as project coordination and capacity building through government ministries. The Varqa Foundation is one of the principal organizations that coordinates among local groups advocating for and providing services to people with disabilities.[25]

2.3.6 SOCIAL CONTEXT OF THE LGBTQ POPULATION IN GUYANA

Guyana is the only South American country that maintains laws that ban same sex sexual activity. According to section 351 - 353 of the Criminal Law (Offences) Act of Guyana, same-sex intimacy is illegal and punishable up to life imprisonment. In May 2017, the Government of Guyana recognized that the issue of de-criminalising same sex intimacy was brought to the attention of the legislature; however, no action was taken on the issue. A proposed referendum to repeal discriminatory laws against LGBTQ persons met opposition from LGBTQ rights groups who stated, "all citizens of Guyana deserve basic human rights and the rights of a minority group should not be subject to a popular vote" LGBTQ rights groups argue that a referendum could create a divisive public forum that would "cause further stress and mental health burdens to lesbian, gay, bisexual and transgender (LGBT) Guyanese who will be exposed and targeted with homophobic vitriol in the public sphere and on social media" These groups are requesting that an amendment to the Prevention of Discrimination Act of 1997 be made that would include "sexual orientation and gender identity" as grounds for discrimination[26]. Discrimination is still normalized, as demonstrated by a survey conducted by CADRES (Caribbean Development

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[25] Varqua Foundation website. Available at: http://www.varqafoundation.org/disability/home.html

[26] Guyana Chronicle, "Referendum on LGBT rights not set in stone" June 6, 2017

Research Services) in 2013. The survey found that 53% of Guyanese support the continued criminalization of homosexual acts while only 14% support legalizing same-sex marriage. Several LGBTQ rights groups (identified in the subsequent sections) continue to advocate for rights and provide services such as counselling, health information and guidance on accessing social services to the LGBTQ population.

2.3.7 SOCIAL CONTEXT OF THE HINTERLAND POPULATION IN GUYANA

As mentioned in the *Economic Context of the Hinterland Population* section above, the remoteness of the Hinterland regions lends itself to isolation and exclusion. The intersection of the poor infrastructure, substandard services, limited employment opportunities and dependence on agriculture or extractive economies is but a few of the social issues pervading the Hinterland regions. Because those regions also have a high proportion of the Indigenous population, many people associate the Hinterland regions with the Amerindian population and the conditions of poverty. This leads to discrimination and exclusion of that segment of the population.

2.4 CULTURAL AND HISTORICAL CONTEXT OF SOCIAL EXCLUSION AND VULNERABILITY

The history of each country shapes particular factors that lead to inequalities within a given society. Long-standing cultural and historical influences are the foundations of the social context in which people live, however these influences are often invisible because they are often misunderstood or are naturalized to the point of being indistinguishable as colonial norms have been tightly weaved into the fabric of a country's identity. The unique history of each country shapes both its individual qualities as well as the less desirable characteristics that create a state of exclusion for many of its citizens.

Furthermore, the importation of Indian indentured servants and the conversion of African slaves to Catholicism introduced elements of conservative cultural norms that marginalize women, dictate strict rules about the discipline of children, and perpetuate traditional gender roles that women and men play in the private and public sphere. Many years later, these socially conservative ideas would come into play as the Guyanese society faces issues of structural and gender-based violence and discrimination, the perpetuation of hypermasculinity, the sustenance of gender binarism and heteronormativity, and modern issues of the AIDS epidemic and LGBTQ rights. The societal exclusion of women, children, the LGBTQ population and PLWHA can be linked to either the societal role that

In Guyana, numerous historical influences create conditions for exclusion and vulnerable groups borne out of unequal power dynamics: the British colonial system imported both Indian indentured servants and African slaves to Guyana and replicated the race-based social hierarchy seen throughout European colonies in the Americas. Conflicts and power struggles between these two dominant ethnic groups ensued while the Indigenous population continued to be relegated to the Hinterland. The legacy of colonialization in Guyana has placed the Indigenous population in a marginalized position that affects them to this day as evidenced by the slow erasure of ancestral Indigenous languages, cultures, and traditions, collectively known as Indigenous knowledge; the lack of services and infrastructure in the Hinterland regions; limited employment; the high rates of incestuous abuse and human trafficking of women and girls; the discrimination and prejudice that many Hinterland Peoples face as a result of their 'otherness'; and the continued extraction of natural resources by international and national extractive companies. Having gained independence in 1966, Guyana is a relatively young country in terms of shaping its chosen direction and managing its internal racial relationships. Societal divisions based on race and ethnicity continue to create exclusion and vulnerability.

The influence of the country's long history of colonization has also shaped the current economy. Given that the colonial economic model is guided by exploitation and extraction, Guyana's land and people were exploited since its initial contact with Europe. The subsequent concentration of wealth and influence in the urban centres, particularly Georgetown, created a sharp urban/rural divide that is still prevalent today. Services and infrastructure for the Guyanese population were kept at a minimum as it was not in the interest of the British to invest greatly in Guyana outside of the specific needs of the exploitative colonial system. The legacy of marginalization of its colonial populations created a legacy of poverty as well. As an independent country, Guyana has struggled to overcome this history.

religions dictate they should fulfil or their persecution according to religious views of sexuality and sin. This reflects many of the characteristics of the colonial legacy of Guyana that has created conditions of poverty for much of the country's population and the most vulnerable segments f Guyanese society - namely persons with disabilities and the elderly.

2.5 POLICY AND LEGAL CONTEXT

Since 2000, Guyana has performed an aggressive normative reform effort in several areas to establish an adequate framework for development. The areas of focus have included governance, transparency, rule of law, local government, compliance with international agreements

and treaty obligations, social protection, domestic violence and civil rights, among others to promote equality, equity, and anti-discrimination for all persons irrespective of age, citizenship status, sexual orientation, race, class, gender, socioeconomic status, Indigenous status, religious affiliation and other identities. The reforms were made through state institutional restructuring to provide appropriate means of governance and promote the representation of all groups of the population in the decision-making and consultation processes. These structural changes are intended to promote power sharing and better compliance with participation and democracy principles. The structure is currently working, although some consultation procedures among the regions do not take place as regularly as expected.

Guyana has ratified 11 human rights treaties and incorporated their obligations into national legislation in education, gender violence, medical termination of pregnancy, Indigenous People's rights, child protection, equal right to property, family and parenting rights, employment and social security, labour and the political participation of women to protect the human rights of vulnerable groups and reverse the marginalization and discrimination of all persons. The table below outlines the Constitutional and legislative laws/policies as well as key international commitments and frameworks ratified by Guyana to illustrate the current legal framework which will support the GESI framework and complement the implementation process of this Policy.

TABLE 7: CONSTITUTIONAL AND LEGISLATIVE LAWS/POLICIES OF GUYANA

LAW/POLICY	PURPOSE	YEAR ENACTED/AMENDED
Article 29 of the Constitution of Guyana	(1) Women and men have equal rights and the same legal status in all spheres of political, economic and social life. All forms of discrimination against women on the basis of their sex are illegal (2) The exercise of women's rights is ensured by according women equal access with men to academic, vocational, and professional training; equal opportunities in employment, renumeration, and promotion; and in social, political, and cultural activity, by special labour and health protection measures for women, by providing conditions enabling mothers to work, and by legal protection and material and moral support for mothers and children, including paid leave and other benefits for mothers and expectant mothers.	1980
The Labour Law	As a result of this law, women are to be compensated for overtime work in factories and night work of women is regulated.	Amended in 1983
Fiscal Amendment Act	Married women can now file separate income tax returns.	1987
Domicile Reform Act	Both men and women can transmit their citizenship to their spouses.	1988
Equal Rights Act	This Act makes it illegal to discriminate against anyone on the ground of her/his sex or marital status. The Act states that women and men doing the same or similar work must receive equal pay. The Act also indicates that in the case of a body search, a woman can only be searched	1990
Family and the Dependents Provision Act	This Act prevents family members and dependants from being left without proper means of support when the person whom they are dependant upon dies. Persons who can make claims under this act are legally wed spouses, common-law spouses (of more than 7 years), children, people treated as children, and lovers.	1990
Married Persons Property Act	The High Court can make an order regarding any property in dispute between a husband and wife. If a couple is not legally married, they must have been living together and both be single. If they have lived together for less than 5 years, the court must take into account both partners' contributions to the relationship, home, and welfare of the family. If they lived together for more than 5 years and one person did not work outside the home, the court must award one third of the property in dispute to him/her. If they lived together for more than 5 years and one person worked outside the home, the court must award one half of the property in dispute to him/her.	Amended in 1990
Medical Termination of Pregnancy Act	Abortion has been legalized in Guyana. Women have the right to choose what they do with their own bodies.	1995
National Policy for Women	The National Policy emphasizes: the strategy of mainstreaming, ensuring that the issues of concern to women's conditions and positions are fully taken into account in all levels of the national development planning process; the need for equitable consideration in areas relating to the social, economic, political, and cultural development of Guyana; the specific need for quantifying the unwaged labour of women; more meaningful recognition of women's reproductive roles; the need for attitudinal change in men with regard to sharing family responsibilities; the elimination of poverty; and the inclusion of the issue of gender equity on the national agenda, with the aim of educating and informing the public of the central importance of addressing gender in all areas of national life.	1995
Domestic Violence Act	The Act is intended to give protection in cases involving all forms of domestic violence, regardless of whether the perpetrator is a man or a woman.	1997
Prevention of Discrimination Act	This Act prevents discrimination with regard to employment, professional partnerships, membership of trade organizations and unions, training programs, and access to goods, services, and facilities. The Act also protects an expectant mother from being dismissed due to pregnancy or denial of maternity leave.	1997
Matrimonial Causes Act	If a couple divorces, this act permits the wife to submit an application to the court for alimony and/or permanent maintenance.	1998
Guyana Elections Law Amendment Act	The Act makes it mandatory for 33% of women to be represented on the lists of all political parties contesting general and regional elections.	2000
Sexual Offences Act	This Act covers all forms of sexual offences, regardless of whether the perpetrator is a man or a woman. There are particular clauses pertaining to offences against children under the age of 16.	2010
Custody, Contact, Guardianship and Maintenance Act	Originally, fathers were considered to be guardians of their children, but this act stipulates that both parents are guardians, whether the couple is married or not. If a couple splits up, in the absence of a court order, the two parents are deemed joint guardians.	2011
Persons with Disabilities Act	An Act to provide certain rights to persons with disabilities; to provide for the promotion and protection and full and equal enjoyment of the rights; to facilitate the enforcement of the rights; to eliminate discrimination on the basis of disability; to provide for the welfare and rehabilitation of persons with disabilities; to provide for the registration of persons with disabilities; to establish the National Commission on Disabilities; and for connected purposes.	2010
Amerindian Act	An Act to provide for the recognition and protection of the collective rights of Amerindian Villages and Communities, the granting of land to Amerindian Villages and Communities and the promotion of good governance within Amerindian Villages and Communities.	2006
Revised National Policy on HIV/AIDS in Guyana		2006
National Policy on Aging		In Progress
Chapter 23:01 Racial Hostility Act	An Act to make provision for preventing conduct tending to excite hostility or ill-will against persons by reason of their race.	1964
Chapter 36:01, National Insurance and Social Security Act, Subsidiary Legislation, Benefit	Of the many benefits covered in this regulation, maternity leave is offered to expectant mothers for a minimum of 13 weeks and a maximum of 26 weeks at 70% salary (based on her average earnings during the previous 26 weeks). An expectant mother is also entitled to a maternity grant if she or her husband has paid enough contributions. There is no national legislation pertaining to paternity leave.	

INTERNATIONAL/INTER-AMERICAN TREATIES AND CONVENTIONS	RATIFICATION/ACCESSION
International Covenant on Civil and Political Rights (ICCPR)	Ratified on February 15, 1977
International Covenant on Economic, Social and Cultural Rights (ICESCR)	Ratified on February 15, 1977
Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT)	Ratified on May 19, 1988
Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)	Ratified on July 17, 1980
Convention on the Rights of the Child (CRC)	Ratified on January 14, 1991
Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography	Accessioned on July 30, 2010
Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children	Accessioned on September 14, 2004
International Convention on the Elimination of All Forms of Racial Discrimination (ICERD)	Ratified on February 15, 1977
Convention on the Rights of Persons with Disabilities (CRPD)	Ratified on September 10, 2014
Convention Concerning Forced or Compulsory Labour	Ratified on June 8, 1966
Equal Remuneration Convention	Ratified on June 13, 1975
Discrimination (Employment and Occupation) Convention	Ratified on June 13, 1975
Convention Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour	Ratified on January 15, 2001
International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families	Ratified on July 7, 2010
Inter-American Convention on the Prevention, Punishment and Eradication of Violence Against Women (Convention of Belém do Pará)	Ratified on January 8, 1996
Inter-American Convention Against Corruption	Ratified on December 11, 2000
Indigenous and Tribal Peoples Convention (169)	*Not a Signatory*
Convention on the Political Rights of Women	*Not a Signatory*
Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages	*Not a Signatory*

While not binding international instruments, the Beijing Declaration and Platform of Action (1995), United Nations Principles for Older Persons (1991), Declaration on the Rights of Indigenous Peoples (2007) are also of direct relevance to ensure the inclusion, fair treatment and protection of vulnerable groups in national policies, programs, and regulatory measures.

Despite the laws, Constitution, and key international commitments that Guyana has undertaken to achieve social justice, gender equality, social inclusion and non-discrimination, gaps in the legal framework persist; thereby creating a legal framework for discrimination and voiding the Equality Principle.

An example of the effect of this condition on daily life is the practice of requiring "attire codes and conditions" of public servants when attending to citizens in a public office. Since this issue stands at the basis of Guyana's legal system, the legislation under the constitution will evidently replicate its mandatory conditions. There are other language limitations in the Constitution as well. For example, the distinction between citizens and persons or between men and women in terms of recognizing their rights, which leaves unprotected some groups like immigrants, or certain members of the LGBTQ population. The following statements offer evidence on this matter:

"However, there has been acknowledgment that to not include gender/social inclusion in current/former plans was an unfortunate oversight that the CDC wishes to address moving forwards, especially when considering which 'group' to put trans persons into in emergencies..." (Civil Defence Commission)

" s a result of the discriminatory laws in Guyana - particularly as it concerns cross-dressing (deemed a crime whereby one can be arrested), sodomy/MSM poses challenges for the policy; trans persons still have to go to a men's washroom - there are no gender-neutral bathrooms as in the first world countries though it would prove beneficial." (Lifeline Counselling Services)

To ensure that the recommended measures outlined in the policy are experienced by diverse groups of women, men, girls, boys and vulnerable groups and communities, a review of current laws and policies that contradict the provisions of this Policy from a GESI perspective and to amend them, would be required.

2.6   NATIONAL MACHINERY

Since 2015, the government of Guyana has been working towards developing a Gender Equality and Social Inclusion Policy framework that could provide the country with a path to guarantee equal Human Rights to all its citizens and protect their wellbeing. This effort, carried out by the Ministry of Social Protection, includes government institutions, social representatives and private sector

representatives. During the last decade, Guyana has been working to overcome poverty and has engaged in large public-sector investment programs that have helped the country move from a "least developed country to a low middle-income country implying a rise in standards of living" (Poverty Reduction Strategy 2015, P. 15). Development efforts have benefitted sectors such as health, education, public infrastructure and social services. Despite these positive results, Guyana is still affected by exclusion and discrimination as a large portion of the population still lives excluded from development and well-being.

Guyana has developed and continues working on programs to promote employment, improve the standard of living, reduce poverty and grant access to health and education through major sectorial strategies that include competitiveness, education, health, housing, and national development. Nevertheless, obstacles in protection of civil liberties and rule of law are blocking the path towards equality and non-discrimination. Although most of the government initiatives work under principles of accountability, inclusion and equality, exclusion and discrimination arise in the everyday life of many Guyanese. Therefore, the government took steps to integrate new frames of action to eradicate violence and discrimination, and to connect current strategies to promote equality and non-discrimination principles in the current government action plans.

In uniting on this development path, Guyana engaged in well-known practices in which development plans reproduce social patterns for exclusion and discrimination. This can be seen by analyzing the poverty propensity premise expressed in the Poverty Reduction Strategy, which states; " t the national level, being male, older, educated, (starting with primary completion) and employed, reduce the probability of being poor (controlling for other available factors)" (Poverty Reduction Strategy 2015, P. 28). This premise exposes the thinking that development strategies that improve macroeconomic indicators take precedence over improving social indexes for the construction of a different reality for the excluded. Thus, the Government seeks to find a proper solution to address equitable development that could ensure equal opportunities and equal results for people in a society that could then truly experience and understand diversity.

Reforms to the social inclusion institutional framework have created many services to address the problems of women, children and youth, the elderly, people with disabilities, people living with HIV, and Hinterland communities. In addition, inter-sectorial strategies have been developed to deal with health, sexual and reproductive rights, violence against women and education. There are budgetary restrictions that constrain the regular and effective provision of specialized services for these efforts as well as the provision of the services

nation-wide. Additionally, cultural prejudices towards vulnerable groups restrict quality service and proper attention thereby undermining service efficiency. In the particular case of the LGBTQ population, prejudice leads to them being denied access to services thereby further increasing their vulnerability. Institutional reform alone does not guarantee proper access to services for vulnerable groups.

2.6.1 INSTITUTIONAL FRAMEWORK OF THE MINISTRY OF SOCIAL PROTECTION

To understand the current institutional framework of the MoSP, the following information has been drawn from the Ministry of Social Protection's *Costed Strategic Plan for Women's Development and Addressing the Underachievement of Boys* (Viteri, 2017). The Strategy endeavours to look at the situation of gender and women's development in Guyana to allow for further inclusion, lessen inequality and reduce Gender-Based Violence (GBV) with the overarching objective of guiding budget agencies on how best to allocate resources through the prioritization of identified activities. It would be recommended that this Policy document be read in tandem with the Costed Strategy as it contains substantial analysis of the situation of gender and women's development in Guyana and has been referred to in the development of this Policy.

BOX 3. COSTED STRATEGIC PLAN FOR WOMEN'S DEVELOPMENT AND ADDRESSING THE UNDERACHIEVEMENT OF BOYS

INSTITUTIONAL FRAMEWORK

Within the Ministry of Social Protection, gender affairs are addressed through three departments: the Guyana Women's Leadership Institute (GWLI), the Men's ffairs Bureau (M B), and the Women's ffairs Bureau (W B) In addition, there is the National Resource and Documentation Centre for Gender and Development (NRDCGD), and two initiatives that correspond to the provisions made for special attention for vulnerable populations - the Women of Worth Unit (WOW) and the Sexual & Domestic Violence Unit.

The Ministry of Social Protection faces several challenges that impede the desired levels of effective service delivery. Budgetary constraints are always a roadblock for the Ministry's actions; this problem has limited the Ministry's capacity to reduce poverty, especially in its social assistance programs. The programs have faced periods of limited funding that forced the Ministry to choose which services to provide within the allocated budget. In addition, problems like the unavailability of suitably qualified staff, the difficulties in filling vacancies and the absence of qualified officers in key position diminishes the provision of services. Finally, due to budgetary constraints, the Ministry has limited presence in the inner regions where social protection services are most needed. These general conditions affected the Gender Affairs branch of services. (MOSP, Annual Reports 2013 and 2014).

Another challenge the Ministry of Social Protection faces is the institutional reform of the State. Traditionally, labour and social protection were part of a single institution. Currently, social protection services correspond to a separate public policy branch. The present analysis is based on the institutional structure as presented in the Ministry's nnual Report 2014, which contains the previous organizational chart. However, according to interviews, the departments and structure of the previous organization correspond to the current model of services. In the case of gender-related services, those are listed and described on the first paragraph of this section.

In addition to the presented structural framework of the Ministry of Social Protection, must the following be mentioned considering the GESI framework of this Policy, and for clarification purposes:

· In 2016, the responsibilities of both the Men's and Women's ffairs Bureaus were merged to form the Gender Affairs Bureau (GAB). The Gender Affairs Bureau, in keeping with the global response to gender equality and gender mainstreaming, is the national body within the Ministry of Social Protection with responsibility for the administration of gender affairs at the governmental level;

· Under the Gender Affairs Bureau within the Ministry of Social Protection are the appointments of the Inter-Ministerial Committee (IMC's) Gender Focal Points (GFP's) and the Regional Gender ction Committees (RG C's) with responsibilities for gender-centred initiatives;

· Matters concerning the elderly i.e. old age pension is dealt with by the National Commission for the Elderly, housed within the Ministry of Social Protection.

Not within the scope of the Ministry of Social Protection's

mandate, matters relating to

· Persons living with disabilities, disability advocacy and policy, and disability rights are the responsibility of the National Commission on Disability within the Ministry of Health;

· The social, economic, and environmental well-being of Indigenous Peoples and their lands as well as the preservation of Indigenous culture and traditional knowledge are the oversight of The Ministry of Indigenous Peoples' ffairs;

- Persons living with or affected by HIV/AIDS and the dissemination of information with respect to HIV/AIDS are addressed by The Ministry of Health through its National AIDS Programme Secretariat (NAPS).

In August of 2017, a comprehensive internal GESI organizational assessment of the Ministry of Social Protection's departments had been conducted as a key

element of the initial policy development processes   - Strategic Planning, Administration and Human Services (Program 1), Social Services (Program 2), Labour (Program 3) Child Care and Protection Agency (Program 4). The purpose of the assessment was to evaluate the MoSP in light of its Strengths, Weaknesses, Opportunities and Threats (SWOT) in order to transform gender relations and promote social inclusion in all organizational processes (Walters, 2017). The following are the objectives of the assessment:

- To determine the level of awareness of the Ministry of Social Protection's staff on Gender Equality and Social Inclusion (GESI);
- To identify gaps in the MoSP's programming, policies and procedures from a GESI-perspective;
- To evaluate the internal capacity, level of preparedness and political will of the MoSP's respective departments to take ownership of the implementation process of the emerging National Gender Policy;
· And to identify areas for improvement regarding training, competencies, and behaviours.

The assessment comprising of 118 questions/indicators, evaluated each department of the MoSP on the subsequent areas:

FIGURE 1: PRONOUNCED AREAS FOR EVALUATION IN THE GESI ORGANIZATIONAL ASSESSMENT

Sharing similar observations regarding the MoSP's units analysed in the Costed Strategy (Viteri, 2017), the following reflections were made concluding the GESI assessment:

· A GESI lens is not integrated into program, service and project initiatives; therefore, services catering to vulnerable beneficiaries may not meet their needs entirely;

· There is need for the development of an organizational adopted GESI policy that clearly outlines its objectives and incorporates areas such as workplace violence, anti-discrimination, protection for victims of harassment and violence, etc.;

· Some of the obstacles to achieving GESI include lack of technical resources, national and organizational culture, and limited awareness of

GESI as a framework or approach to organizational development;

- Equity targets may prove beneficial to ensure representation of marginal groups are hired;
- Data collection needs to be disaggregated appropriately to reflect and understand the diverse needs and social situations of women, men, boys, and girls. Dimensions should consider ethnicity, region, and religious affiliation given Guyana's national demographic context;
- An effective monitoring, evaluation, research, and learning system should be integrated into all organizational processes and planned using GESI indicators to measure the impact throughout the initiative;
- To ensure the effective operationalization of GESI, internally, adequate financial resources should be allocated to each unit. Effective financial mechanisms should be incorporated to allow for the tracking of planned and completed GESI activities;
- Information documents and external communications - websites, flyers, reports, social media, brochures, posters, etc. - should be reviewed regularly to ensure that traditional gender roles, colonialist perspectives, and imbalances in power and resources between girls, boys, men, women and people from vulnerable groups are not reinforced;
- There is no central source for the development of gender public policy since all the units and programs are acting as policy makers. Therefore, there does not exist a unique goal to pursue but rather several unarticulated duties competing for public budget resources;
- Efforts need to be made to ensure that regular opportunities for capacity building/training, literature, and direct support to strengthen staff knowledge and skill development regarding GESI, are readily available;
- Consistent and transparent mechanisms for reviewing and addressing complaints of anti-discrimination, harassment and violence are required.

Since the National Gender Equality and Social Inclusion Policy will be implemented largely by the Ministry of Social Protection, it is vital that it be empowered with the capacity to lead Guyana in advancing gender equality, social inclusion, and non-discrimination through the development of a clear, coordinated institutional framework.

2.6.2 INSTITUTIONAL ANALYSIS OF CIVIL SOCIETY STAKEHOLDERS

Civil Society Organizations have been key in working against different forms of oppression, particularly gender-based violence, and social exclusion. There are different organizations working to improve the lives of Guyanese women such as the Guyana Association of Women Lawyers, Women's gro-Processors Development Network, GeoTechVision, Women Across Differences, the Caribbean American Domestic Violence Awareness Incorporated, Citizens Against Rape, and Midwives Association of Guyana.

Help and Shelter was founded in 1995 to work against all types of violence, especially domestic and sexual violence and child abuse. This organization is the leader in the fight against VAW in Guyana and the only successful shelter in the provision of services to victims/survivors. It collaborates closely with the Ministry of Social Protection and other government institutions.

Working closely with Help and Shelter is Red Thread, a non-governmental organization that has over two decades' worth of experience in grassroots organizing. Among their main objectives are: 1) To work for women's unwaged and low-waged caring work to be re-valued and properly remunerated and for equal pay for work of equal value. 2. To work against all forms of violence, especially against women and children, beginning with domestic violence and violence during racial and/or political conflict, and to support victims of such violence. 3. To build solidarity among women across divides and to oppose all forms of discrimination including discrimination on the grounds of sex, race, class, dis/ability, age, sexual identity, and HIV status. 4. Wherever possible, to provide individual women and groups of women with the information, skills, and other support they need to fight against economic, social, and political injustices. 5. To develop, evaluate, and share the lessons of small projects addressing key issues including grassroots women's income generation, women's health, and children's literacy.

The Guyana Responsible Parenthood Association Guyana (GRPA) is a leading NGO dealing with sexual and reproductive rights. An important activity undertaken is the work done with faith-based organisations to inform and sensitise issues related to sexual and reproductive rights, including those of the LGBTQ community.

Gender-based-violence is directly related with violence against the LGBTQ community and those perceived as being outside the gender binary of male and female. There are currently two leading LGBTQ organisations that exist in Guyana - The Society Against Sexual Orientation Discrimination (SASOD) and Guyana Trans United (GTU). SASOD works closely with the GTU, which is an organisation dedicated to addressing the needs and interests of transgender Guyanese. The two groups collaborate to host activities and events, training workshops, raise awareness on issues affecting the LGBTQ community and advocate for law and policy reform, respect and protection of the of LGBTQ rights in Guyana.

The Society Against Sexual Orientation Discrimination (SASOD), is a Guyana-based, non-governmental organization and movement dedicated to leading change, educating and serving communities to end discrimination based on sexual orientation and gender identity in Guyana. SASOD is also actively involved in similar rights based civil society networks in the Caribbean, Latin America and the Americas region. SASOD is also the founder and secretariat of the five-year old Guyana Equality Forum (GEF)13, a cohesive network of local civil society groups working collectively for human rights and equality of all Guyanese, including LGBTQ people. The organisations within the GEF collectively advocate for equal rights for LGBTQ persons and other marginalized groups.

Children and young people require support in order to improve their well-being as they are also significantly affected by an adult-centric society that still approves different forms of corporal punishment, which is entrenched in the law. There are an array of child and youth-centred organizations in Guyana including but not limited to ChildLink Guyana, the Guyana Book Foundation, Joshua House Children Centre, Youth Challenge Guyana, and Youth with a Mission - many of whom collaborate closely with the Rights of the Child Commission to advance and protect the rights of children and youth.

The Caribbean Youth Environment Network is a non-profit organization dedicated to improving the quality of life of Caribbean young people by facilitating their personal development and promoting their full involvement in all matters pertaining to the environment and sustainable development. The organisation promotes education and training, Caribbean integration and community empowerment as tools to develop an ethic amongst young people that assists in the conservation and protection of natural resources within the Wider Caribbean.

The elderly face serious challenges in Guyana as illustrated in the *Situational Analysis*.   The National Commission for the Elderly under the Ministry of Social Protection was created to continuously examine the condition and needs of elderly persons in Guyana, consisting of a Chairperson and nine other members to be appointed by the Minister of Social Protection.

Disability issues need to be addressed both at the individual level as well as the development of a cross-cutting disability framework that meets the needs of other vulnerable groups - a framework that organizations such as the Guyana Council of Organizations for Persons with Disabilities, Bartica Support Group for Persons with Disabilities, Disabled Peoples Network, Diamond Special Needs School, Linden Supporting Efforts for the Empowerment of Persons

with Disabilities, and the Guyana Association for the Visually Impaired have been advocating for. The National Commission on Disability (NCD) is a Presidential appointed commission which works towards the identification and progressive enhancement of those conditions at a National level, which would serve to ensure that people with disabilities lead full and productive lives[427]. The Commission consists of 15 members who are nominated from a cross section of organisations including: key ministries, the media, trade unions, human rights associations and public and private sector organizations serving persons with disabilities such as the Open Doors Centre and the Guyana Community Based Rehabilitation Programme.

Advocating for the inclusion and rights of Amerindian Peoples in Guyana are the merindian People's ssociation, Guyana Organization of Indigenous Peoples, the Indigenous Peoples Commission, the Amerindian Action Movement of Guyana, and the National Toshaos Council amongst many. Working in close collaboration with the Ministry of Indigenous Peoples'   ffairs, these organizations seek to promote the cultural, social, economic, and political development of Indigenous Peoples and communities, defend their human rights and traditions and to promote the protection of the environment and the use of the natural resources by Indigenous Peoples through partnership with other stakeholders, agencies and ministries and capacity building.

The Ministry of Health Guyana through its National AIDS Programme Secretariat (NAPS), holds overall responsibility for the dissemination of information in the country with respect to the Human Immunodeficiency Virus (HIV) and the Acquired Immunodeficiency syndrome (AIDS). In spite of these efforts which extend to the 10 administrative regions, the issue of HIV/AIDS remains highly stigmatized. Organizations such as Lifeline Counselling Services, Family Awareness Consciousness Togetherness (FACT), Guyana Business Coalition on Health Awareness, Hope for All, and the United Bricklayers continue to advocate for the rights and protections of PLWHA to reduce stigma and discrimination which is fundamental to the successful provision of treatment efforts, care and prevention of HIV/AIDS, and liaison with key ministries and stakeholders to challenge discrimination in health policies and programs.

Collaborative efforts have proven to be effective in countries who adopt this approach to confront various forms of inequality and exclusion. Since exclusion does not operate in tandem, these conjoined efforts will aid to reduce duplication of efforts and a slower response from the part of the government. In addition, key collaborative projects might help in joint grant applications, bringing a much-needed income for the organizations to further

[27]   Sekhani, Richa, Poverty Facts: Almost 4 in 10 Guyanese Cannot Afford Basic Costs of Living,   http://gbpi.institute/2017/08/27/poverty-facts-almost-4-in-10-guyanese-cannot-afford-basic-costs-of-living/

improve their response and their alliances. Having said this, the NGESIP could and should lead to action.

3 NATIONAL GENDER EQUALITY AND SOCIAL INCLUSION POLICY FRAMEWORK

The NGESIP framework endeavours to promote Guyana's development by improving the capacities and opportunities for diverse groups of women, men, girls, boys and vulnerable groups based on a framework that will foster the dignity of these groups. Guided by the Constitution, GESI institutional assessment, national consultations and meetings with stakeholders, and principles espoused in national and international instruments premised on gender equality, social justice, equity, and non-discrimination, the NGESIP will enable the Government of the Cooperative Republic of Guyana to critically examine consequences and dynamics of gender dynamics, social inclusion/exclusion, and issues of access and inaccessibility among vulnerable groups in order to more effectively identify and remove systemic barriers that deny these groups their fundamental human rights.

3.1   POLICY GOAL, OBJECTIVES AND PRINCIPLES

The following diagram outlines the policy goal and objectives of the National Gender Equality and Social Inclusion Policy:

FIGURE 2: NGESIP GOAL AND OBJECTIVES

The framework of this Policy are underpinned by the following principles:

- *Rights-Based Approach*
· *Sustainable Development (particularly SDG's 5 and 10)*
- *Intersectionality*
- *Gender Equity and Equality* ·
Gender and Development (GAD) -
Social Inclusion

3.2   STRATEGIES AND POLICY PROPOSALS

3.2.1   ERADICATE DISCRIMINATION

Objective One seeks the promotion of social integration by developing an inclusive, stable, safe, just, and tolerant society that respects diversity, provides equal opportunities and fosters the participation of all people including vulnerable groups. "Social integration is a determinant of social fragmentation, widening disparities and inequalities; and strains on individuals, families, communities, and institutions as a result of the rapid pace of social change, economic transformation, migration, and major dislocations of the population" (Dasa, 2009) The objective is based on the premise of "a society for all" in which the recognition of the dignity, value, and importance of each person is an imperative that is intrinsic to society as a legal principle, a goal, a moral standard, and a practice.

In the case of Guyana, the most concerning aspect of implementing an inclusion policy is changing people's views to ensure they see others as humans with rights. The opposing set of views negate the principle of equality under the law and prevents the fulfilment of human rights for those groups that are negatively affected by such views. The reasons for not recognizing others as humans are borne out of religious norms, cultural patterns adapted from colonization, seeing others as a social or economic burden, stigma derived from the perception of HIV and AIDS, or a

lack of recognition that a segment of society deserves rights as in the case of children. The effects of this problem range from social prejudices and discrimination to mistreatment, violence or denial of state protection. For example:

- *"Because of religion, LGBTI people are considered demons; not humans. Unless rules and*

regulations change, people will not automatically changè" (Life Counselling Services)

- *"Operators of minibus must be trained so that they do not discriminate against elderly population by not picking them up or hurrying them to get on or off the buš"* (National Commission for the Elderly)
- Indigenous population faces excessive use of force and corporal punishment problems when dealing with law enforcement agents.
- *"There is a need for Human Rights training for service providerš"* (Ministry of Finance)

The strategies in this objective are constructed to promote tolerance as a principle to help deconstruct exclusion prejudices and instil a new paradigm wherein "Human beings must respect one other, in all their diversity of belief, culture, and language. Differences within and between societies should be neither feared nor repressed but cherished as a precious asset of humanity. A culture of peace and dialogue among all civilizations should be actively promoted" (Dasa, 2009)

1.1 STRATEGIC LINES: PUBLIC SPACE AS A MEANS TO PROMOTE SOCIAL COHESION AND INCLUSION

This strategy considers public spaces as a means of integration and recognition of diversity. Vulnerable groups in Guyana face exclusion from public spaces due to prejudice. Green infrastructure can help bring people together, engaging individuals from different social groups that may not normally interact. Green space offers the possibility of increasing social activity, improving community cohesion and developing an attachment to a local shared area.

POLICIES

1.1.1 Create public recreational spaces in impoverished communities to promote social interaction and cohesion.

1.1.2 Guarantee the unrestricted and secure access of vulnerable groups to public recreational spaces to promote social interaction and cohesion.

1.1.3 Increase the presence and participation of women and girls, boys and vulnerable groups including Hinterland communities in public spaces.

1.1.4 Create recreational services in public spaces to promote participation of the elderly.

1.2 STRATEGIC LINES: PRESERVING IDENTITY, DIVERSITY, RECOGNITION, AND ACCEPTANCE

One strategy of this strategic line is to ensure the preservation and promotion of cultural diversity. Culture takes diverse forms over time and in different spaces. This

diversity is embodied in the uniqueness and plurality of the identities of humankind's diverse groups and societies. As a source of exchange, innovation, and creativity, cultural diversity is as necessary for humankind as biodiversity is for nature. In this sense, it is the common heritage of humanity and should be recognized and affirmed for the benefit of present and future generations.

Culture is a mean for building personal confidence, consolidating identity, preventing social exclusion and providing routes for a number of people into employment in both the creative industries and other sectors. It is essential to ensure harmonious interaction among people and groups with plural, varied and dynamic cultural identities as well as their willingness to live together. Policies for the inclusion and participation of all citizens foster social cohesion, the vitality of civil society and peace. This expression of cultural pluralism through policies validates the value our society places on cultural diversity. Inseparable from a democratic framework, cultural pluralism is conducive to cultural exchange and to the flourishing of creative capacities that sustain public life.

POLICIES

1.2.1 Increase participation of vulnerable groups in social policy-making and State representation.

1.2.2 Include references, identification, and recognition of vulnerable groups in educational materials within the school curriculum.

1.3 STRATEGIC LINES: SOCIO-CULTURAL INTEGRATION AND COMBATTING EXCLUSION

While the first two strategies reflect a welcoming or emancipatory approach for addressing exclusion, Strategy 1.3 promotes preventive measures to mitigate common behaviour that causes exclusion and discrimination. This strategy promotes proper access to public services and affirmative measures to help people and communities to overcome social exclusion.

POLICIES

1.3.1 Design and implement community planning to combat exclusion and increase social cohesion.

1.3.2 Include social and legal sanctions against discrimination and harassment directed at vulnerable groups.

1.3.3 Encourage the employment of individuals from vulnerable groups through financial incentives for employers that prioritize inclusion.

1.3.4 Implement special protection measures and institutional protection to avoid economic exploitation of children and dangerous child labor conditions.

1.3.5 Review and reform administrative regulations to ensure priority attention and pertinent treatment for persons with disabilities, and pertinent treatment of vulnerable groups.

1.3.6 Inform and educate the population on methods to dismantle communication barriers with persons with disabilities.

3.2.2 ELIMINATE ALL FORMS OF VIOLENCE

Violence is a frequent practice that manifests itself in various ways due to exclusion and dehumanization of others. Gender violence plays a role in Guyanese society through the subordinate position that women and children face as well as the disregard for the legal status of LGBTQ people as well as children. Other manifestations of this violence include violence based on ethnicity, particularly toward indigenous communities, and elderly abuse the form of abandonment, violence, mistreatment and other abuses.

As the problem of violence involves multiple areas - the legal culture, socio-cultural patterns, and policy development - this policy focuses on strategy for the eradication of abuse and violence beginning with affirmative action for each of the groups and the promotion of solutions focused on each of the types of violence as their causes and effects are different. This policy also presents protection strategies for victims of violence including victim services and means of reparation for victims. Lastly, it proposes new policy frameworks that will allow Guyana to provide sufficient safeguards for lives free of violence.

2.1 STRATEGIC LINES: ERADICATE ABUSE AND HARASSMENT

This strategy creates an open framework to address abuse and harassment in some of their different forms such as physical, psychological, and economic abuse. It is important to understand that the different groups entitled to the protection of this policy suffer different forms of harassment and abuse. Therefore, every group is explicitly identified within this framework.

This strategy does not ignore the fact that there are other forms of abuse that aren't included in the action framework of this policy. Rather, it recognizes that abuse, violence and harassment have a particular weight in the day lives of vulnerable groups, women and indigenous communities. For this reason, the strategy gives extra attention to the proposed measures to take an important step toward providing protections that don't exist in the state framework at this time.

POLICIES

2.1.1 Eradicate all forms of harassment and psychological abuse of children, women, vulnerable groups and Hinterland communities.

2.1.2 Eradicate physical abuse, corporal punishment and physical and sexual violence of children, women vulnerable groups and Hinterland communities.

2.1.3 Eradicate economic, financial and violence against children, women vulnerable groups and Hinterland communities.

2.1.4 Increase social awareness and education regarding the rights of women, children, vulnerable groups and Hinterland communities.

2.2 STRTAEGIC LINES: PROPER LEGAL MECHANISMS AND POLICY ACTIONS TO ERADICATE VIOLENCE AND PROTECT VICTIMS OF VIOLENCE

As addressed earlier, the law takes a preponderant role in eradicating violence. Although this policy will focus on the legal framework as a separate objective, the intention is to address this issue in a specific strategy that promote immediate legal measures to stop the violence. It is important to understand that this strategy focuses on easy normative measures focused on two main legislative actions. One is to eliminate, annul or rescind norms and administrative regulations that directly violate the human rights of vulnerable groups as an immediate action towards the eradication of violence. The other is to promote a medium-term goal of developing a proper legal frame to provide protection **to** victims of violence as well as to prevent the manifestation of violence by punishing gender violence or hate-based crimes.

POLICIES

2.2.1 Create a framework for the protection of women that includes legal reforms, adequate judicial measures and victims' assistance to eradicate physical and psychological abuse and harassment as well as physical violence and mutilation.

2.2.2 Reform legislation to eliminate discriminatory laws and regulations and include new legislation to punish hate crimes.

2.3 STRATEGIC LINES: CHANGING SOCIO-CULTURAL PATTERNS, ROLES AND RELATIONSHIPS

A crucial element in understanding violence is the notion of the cultural context of people, individuals influence on one another. "The notion of ideas means that ideas in circulation at any given time in history influence people's lives and the social conditions within which they live"

(Granna, 2006: P. 1) This strategy addresses the necessary measures to promote cultural change in favor of recognition of women, girls, boys, vulnerable groups, and Hinterland communities as part of society, to overtake exclusion and promote a fair, inclusive society for all.

POLICIES

2.3.1 Eradicate discriminatory and prejudicial social patterns that violate girls' rights, particularly early age marriage practices.

2.3.2 Eradicate discriminatory and prejudicial social patterns against vulnerable groups' rights with the aim of eliminating discrimination.

2.3.3 Eradicate discriminatory and prejudicial social practices that promote gender harassment in public spaces, schools, and workplaces.

3.2.3 WOMEN'S AND VULNERABLE GROUPS' RIGHT TO SAFE PUBLIC SPACES

Planning, designing and maintaining safe and inclusive public spaces guarantees the fulfilment of the right to enjoy the city. Creating such spaces that promote inclusion and interactions within public spaces and public transportation signifies public space as belonging to the community while helping dispel prejudices that deter certain segments of the population from accessing those spaces.

Gender is a particularly important consideration when planning and designing essential services in communities. Often, when such services are badly planned or missing, women and girls are the most vulnerable to the insecurity that accompanies such situations.

People with disabilities and the elderly population may have special accessibility needs that should be taken into consideration when making changes to the infrastructure that help them enjoy public spaces. These groups are facing problems like uneven roadways and pavements, lack of ramps and toilet facilities; these problems exist also in public offices causing access problems to public services.

3.1 STRATEGIC LINES: SECURE TRANSPORTATION FOR WOMEN AND VULNERABLE GROUPS

This strategy focuses on secure, safe, reliable and accessible public transportation free from harassment, physical abuse and discrimination.

POLICIES

3.1.1 Provide affordable, reliable and secure transportation services and infrastructure for women, vulnerable groups and Hinterland communities.

3.1.2 Create arrangements with transportation service providers and agencies to prioritize users such as pregnant women, children, the elderly and persons with disabilities.

3.1.3 Create inclusive transportation programs to ensure proper treatment of the LGBTQ population.

3.2 STRATEGIC LINES: INCLUSIVE INFRASTRUCTURE AND COMMUNITIES

This Strategy promotes physical reforms and new infrastructure that guarantees full accessibility to public service facilities and public space to vulnerable groups. It is intended to promote inclusive spaces where people facing discrimination are integrated as part of the community.

POLICIES

3.2.1 Renovate public infrastructure to facilitate accessibility and security for persons with disabilities, vulnerable groups, and caregivers.

3.2.2 Review and modify public infrastructure to eliminate barriers in accessibility for people with disabilities.

3.2.3 Review and update local regulations to ensure that future infrastructure standards meet accessibility requirements for persons with disabilities.

3.2.4 Increase public awareness about access to and use of public spaces for persons with disabilities and vulnerable groups.

3.2.5 Ensure free and secure access to public spaces, by fostering mobility and diversity.

3.2.4 PROMOTION OF ECONOMIC DEVELOPMENT AND INCLUSION

Promote an inclusive, supportive, sustainable and tenable economic model whose ultimate goal and central premise is people's well-being.

Guyana continues to struggle with achievement of development goals with equity and inclusiveness, which is not possible without the eradication of poverty and extreme poverty. The State fulfils its role through policy implementation, income distribution, job creation, the provision of basic services such as health and education and supporting the access of the most vulnerable to the means of production and the fulfilment of their rights.

The following text illustrates the pressing need to implement a proactive and inclusive economic model:

"The level of poverty and associated levels of malnourishment will have dire consequences on the future health of the population and the potential for future economic growth in Guyana unless immediate steps are taken to address these issues. More than 36 percent of

Guyanese or almost 4 in 10 people are living in poverty i.e. surviving on an income of U$1.75 per day or G$10,494 per month, according to the Guyana Poverty Reduction Strategy: 2011 - 2015. Further, 19 percent of Guyanese or almost 2 in 10 people are living in extreme poverty i.e. surviving on an income of U$1.25 per day or G$7,550 per month. People living in poverty simply do not have sufficient income to pay for enough food to meet daily caloric and nutrition intake required for proper nourishment and healthy and productive lives" 27

The definition of a policy for economic development and inclusion is based on the principle of it being a participatory process:

> *"To address this reality it is imperative to promote policies that address this structural problem, with emphasis on the attention of priority groups, hence the Development of the National Gender & Social Inclusion Policy is considered a fundamental objective of the Promotion of economic development and inclusion, and in compliance with the constitutional mandate of Guyana: The supreme goal of the economic system which is being established in the State is the fullest possible satisfaction of the people's growing material, cultural and intellectual requirements, as well as the development of their personality and their socialist relations in society." (rt. 14, Constitution of Guyana)*

> *"National economic planning shall be the basic principle of the development and management of the economy. It shall provide for the widest possible participation of the people and their socioeconomic organs at enterprise, community, regional and national levels, and shall also provide continuous opportunity for the working people to exercise initiative and to develop a spirit of creativity and innovation". (rt.15, Constitution of Guyana)*

This objective establishes the need to consider an inclusive economic model whose purpose and central premise is people's well-being, prioritizing attention on vulnerable groups. "The national economy of the State will be based upon the social ownership of the means of production and the eventual abolition of internal arrangements and relationships which perm it the exploitation of man by man" (rt.15, Constitution)

Guyana's economic performance is affected by external factors, as it is an economy based substantially on primary products. This makes it highly vulnerable to decreases in

global aggregate demand, lower domestic production due to climatic effects, price fluctuations for its main export products and other factors that determine the economic growth of the country. Sectors such as the service industry (i.e., tourism), construction and mining have a dynamism that can spur economic growth, hence the need to promote these activities while guaranteeing inclusive criteria[28].

4.1 STRATEGIC LINES: NATIONAL INSURANCE PLAN FOR VULNERABLE GROUPS

The Caribbean countries have similar social security schemes that encompass retirement pensions, pensions for the elderly and people with disabilities and survivor's pensions, as well as benefits for sickness, maternity, and occupational injuries. A few countries have added unemployment benefits (Barbados and The Bahamas), and partial health benefits (Belize, Jamaica, and The Bahamas). Coverage is mandatory for employees and the self-employed (except for Trinidad and Tobago), although the enforcement of contribution provisions is much looser for the latter than for salaried workers. (IMF, 2016, p.4)

The schemes are the main component of public social security and are financed by payroll taxes paid by both employees and employers. Contribution rates vary significantly across countries, with the employer paying a larger share in most cases. According to the latest available data, total pension contributions for old age pension, survivor and disability, as a share of pensionable wage average 10 percent in the Caribbean, which is lower than in Latin America, Europe, and Asia and the Pacific. The contribution rate for the social security system reaches 14 percent of covered wages in Guyana. To receive benefits under the NIS, certain conditions have to be met. The Statutory Pensionable Age in Guyana for both men and women is 60 years and the life expectancy at birth is 67 years for women and 60 years for men. (IMF, 2016, p.4-5)

Besides anaemic economic growth and high unemployment, in some countries, low contribution income is also due to inadequate coverage and weak compliance. In Guyana, about 60 percent of the employed were reported to contribute to the system, but only 35-40 percent of the pensionable population receives benefits. (IMF,p.7, 2016)

The National Insurance Scheme of Guyana maintains a high percentage of contributions. However, the income it receives will not be enough to cover its obligations to retirees in the coming years, which puts the system in general at high risk and the poses added risks for vulnerable groups such as the elderly and people with disabilities. Stricter monitoring will be necessary for employers who do not comply with the compulsory membership. Also, the

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28 CEPAL, Balance Preliminar de las Economías de América Latina y el Caribe - Guyana, 2016.

viability of facilitating and expanding coverage of affiliation to other vulnerable groups such as women who perform domestic work that would increase pensions payments from the system should be studied. Another mechanism to bolster sustainability for the system and eliminate the potential actuarial deficit in Guyana is the reduction of operating costs in the near future. Finally, the revision of the contribution percentage should be revised with projections for long term needs to determine if an increase is required, as well as a possible change of the retirement age based on changing average age expectations in Guyana.

POLICIES

4.1.1 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and an efficient and obligatory national insurance scheme with employers as well as the promotion of shared responsibility within the household and for the family.

4.1.2 Generation of formal employment with adequate conditions (for example, a National Insurance Plan), especially for vulnerable groups (domestic workers, persons with disabilities, persons living with HIV, Hinterland communities, etc.).

4.1.3 Promote the creation of a legal framework and positive actions to integrate persons with disabilities, illiterate persons and women who leave the mining industry into the formal labour market, guaranteeing access to National Insurance Scheme.

4.1.4 Promote a financial analysis of the sustainability of the pension system focusing on the expansion of coverage for the elderly and persons with disabilities. This includes a review of the databases of contributors and employers as there are information problems that do not guarantee the right of pensioners.

4.1.5 Coordinate community plans for elderly feeding and additional shelters for their care.

4.1.6 Promote pension payment plans to guarantee the rights of the elderly.

4.1.7 Promote regulatory changes for greater enforcement of the right of workers to insurance benefits, including the review of penalties applied to employers who neglect to pay insurance contributions for employees.

4.1.8 Among the mechanisms to prevent job insecurity, especially for vulnerable groups, promote regulations to ensure a decent salary, compulsory national insurance plan affiliation and the prohibition of mechanisms that threaten job security, support actions to facilitate work and control exploitation in rural areas.

4.2 STRATEGIC LINES: EQUAL PAY FOR EQUAL WORK

The Constitution of Guyana guarantees the right to work under equal conditions of remuneration for women and men in the rticle 22: "Every citizen has the right to work and its free selection in accordance with social requirements and personal qualifications. He has the right to be rewarded according to the nature, quality and quantity of his work. Women and men have the right to equal pay for equal work"

In 2015, employment in Guyana reaches 52.9 percent among the working-age population (15 years and older). Total unemployment reaches 11.2 percent and young people had the lowest employment levels as unemployment among the young reached 25.1 percent. Child labour in Guyana remained at 18 percent, with the attendant risks for children working in high-risk sectors such as mining and being subject to exploitation. (UNDP, 2016, p.240)

Regarding unemployment by gender, the rate was 15.7 percent for women in 2016 while men's unemployment rate reached 9.2 percent (Word Bank, 2016). According to the gender gap index, Guyana reached position 66 among 145 countries and ranked 14th in the region with a score of 0.702. The country was ranked at position 124 with score of 0.569 in the sub-index of economic participation and opportunity. By comparison, considering a maximum score of 1.0, Norway occupies the first position with a score of 0.868 for this sub-index. (The Global Gender Gap Report 2015, p8-p15)

In the public sector, Guyana made an important advance, moving up to position 29 in the Women in Ministerial Positions indicator of The Global Gender Gap Report 2015. (World Economic Forum, 2015, p.64)

Women continue to hold positions of less responsibility than men and therefore have lower income possibilities. "A recent survey conducted by the private accounting firm that stated that among 113 director's positions in the private and public companies, only 10 were held by women. (Ram & McRae, 2012, p.45).

Women and young people continue to be restricted with respect to their right to work under equal conditions, particularly in the private sector. Access to education has an impact on work opportunities. Even though women may have "privileged" educational levels, they are relegated to performing jobs with less responsibility and leadership in the workplace.

POLICIES

4.2.1 Carry out direct actions for the generation of employment under equal conditions, reduction of poverty and social equity. The right to work is guaranteed in the Constitution and a mechanism of social integration. Public

policy should promote the generation of decent, stable employment in a healthy environment.

4.2.2 Promote the legal framework to establish tax incentives for the private sector that promotes employment of women, young people and vulnerable groups in addition to including these employees in company decision-making.

4.3 STRATEGIC LINES: LAND AND PROPERTY OWNERSHIP

The rights to land, housing and property are essential for the equality and well-being of women and, in general, of vulnerable groups. In the rural sector, land tenure is fundamental for the food security of families as well as the physical safety of women. However, despite the importance of land tenure for women, there is a significant difference of tenure rates between men and women in Guyana. In the case of divorces, men usually keep the property for cultural reasons, leaving women and children helpless. This is one of the reasons for the permanence of women in the home, even as victims of violence.

"Women suffering from multiple forms of discrimination - e.g. older women, women with disabilities, women living with HIV/AIDS or women belonging to minority communities or indigenous groups- face additional obstacles in accessing land and property. For instance, widows, often older women, in some places are blamed for killing their husbands by infecting them with HIV/AIDS and in-laws use this as a justification to dispossess them and evict them. Women then lose access to productive resources which were all the more important in the context of their need for medical care"[29].

POLICIES

4.3.1 Use inclusion criteria to promote the equitable distribution of land ownership and land titling and the regulations of the extra lands fees, taking into consideration ancestral land as well as rural and Hinterland regions.

4.3.2 Strengthen the land ownership registration processes to ensure both men and women can be included.

4.3.3 Promote the use of publicly owned land in productive projects and projects for vulnerable groups.

4.3.4 Conduct specialized studies on the cultural factors that lead to a higher proportion of land ownership by men, including the ways communities organize land ownership.

4.4 STRATEGIC LINES: FINANCIAL SERVICES AND ACCESS TO CREDIT

Access to credit is essential to creating real opportunities for social and economic inclusion for vulnerable groups. Unfortunately, there are many barriers to low-income people entering formal financial system. Interest rates continue to be prohibitively high for many who want to access credit and start business ventures. The requirement of guarantees is also a limit for access to credit. Government intervention for those seeking credit in the form of supporting loan guarantees may facilitate access to such services.

Proactive steps are essential for creating opportunities for groups that have historically been excluded, especially for groups that are particularly vulnerable. For example, women who have been victims of violence often do not leave the space of violence because they are not economically independent.

POLICIES

4.4.1 Provide women and vulnerable groups' access to credit for new businesses, business services, training and access to markets, information and technology, particularly for low-income women, between the promotion and strengthening of cooperatives in rural areas that facilitate access to credit for ventures of vulnerable groups with low-interest rates or reasonable guarantees.

4.5 STRATEGIC LINES: ECONOMIC EMPOWERMENT - BUSINESS OWNERSHIP

Similar to land ownership, for vulnerable groups such as women, business ownership gives them the economic independence necessary to guarantee their sustainability, that of their families and reduce the risks of violence. In the case of persons with disabilities or their families, there is also a need to generate sources of income to maintain them. Small enterprises have been particularly successful at the community level where families of people with disabilities generate handicrafts, food products or chemical products such as soap, shampoo. Their self-support is possible based on the sale of these products.

POLICIES

4.5.1 Promote formal businesses owned by women and other vulnerable groups, especially with cooperative work and facilitating the access to seed funds for new entrepreneurships.

4.5.2 Training and technical assistance to entrepreneurs, especially considering educational gaps, including illiteracy.
4.5.3 Promote community productive projects that include women, the elderly, people with disabilities and other

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[29] United Nations Human Rights. Women and land, property and housing. http://www.ohchr.org/EN/Issues/Women/WRGS/Pages/Land.aspx

vulnerable groups. The formation of food security projects will be a priority.

4.6 STRATEGIC LINES: INCLUSION IN TRADE, INDUSTRY, MINING, COMMERCE, AND TOURISM

The sectors of tourism, industry, mining and commerce are of particular relevance for employment generation in Guyana, with higher salaries compared to the agricultural sector. The growth of these sectors is the result of the promotion policies themselves, in particular the facilitation of loans with preferential rates through public banks in Guyana and the search for new markets. Since these sectors are the conduit for an important percentage of the workforce, it is essential to promote employment generation in conditions of equality and inclusion, especially for vulnerable groups.

One of the incentive mechanisms for these sectors is to integrate inclusion criteria into their management are tax reforms with positive actions such as reducing the tax base by hiring more personnel in vulnerable conditions. The strengthening of training and vocational training schemes will help facilitate access to groups that have been excluded from these productive sectors due to a lack of skills.

POLICIES

6.1.1 Promote the inclusion of women and vulnerable groups in key economic sectors, specifically trade, industry, commerce and tourism through training and mentorship programs.

6.1.2 Establish a network with the private sector to facilitate work access for vulnerable groups, especially persons with disabilities.

3.2.5   GOVERNANCE AND THE LAW

Cultural context influences the meaning of justice. The notion of justice is socially constructed and therefore its meaning is constantly redefined. Dominant views of society dominate the law and therefore the law is not always an objective standard. Since the late 1990s, Guyana has engaged in a long process for law construction, and many rights of vulnerable groups have been recognized during that time. Nevertheless, two main issues are constantly identified as a problem regarding the law. One is the existence of discriminatory legislation that remains active and creates a framework for exclusion, despite recent legal reforms. The other is a contradiction between what the law enshrines as the protected value and what the society recognizes as a value.   Therefore, due to cultural particularities within the society, many norms lose their power of enforcement and the State has poor or little control to enforce them. A big problem through addressing this issue is that most of the Public Structure considers it a governance issue or a matter of the state's structure while

it is definitively a broader problem that involves the construction of Guyana's society.

5.1 STRATEGIC LINES: POLITICAL AND PUBLIC PARTICIPATION AND DECISION-MAKING

This strategy addresses means to promote power sharing in the decision-making process enabling vulnerable groups to participate in the construction of their own destiny, providing them a voice in the process. Nevertheless, this issue was reinforced in the policy by creating mechanisms to guarantee that having a voice in policy-making implies having a vote.

POLICIES

5.1.1 Ensure effective participation of women and girls, boys and vulnerable groups including Hinterland communities in governance processes.

5.1.2 Promote an enabling political environment and commitments that reaffirm increased political will for the state to achieve gender equality in all sustainable development frameworks.

5.1.3 Create a campaign to promote a clear understanding of gender concepts and women empowerment as related to socio-economic development.

5.1.4 Develop guidelines for gender mainstreaming into decision-making processes and public institutions.

5.2 STRATEGIC LINES: LEGAL FRAMEWORK AND THE RULE OF LAW

This strategy focuses on creating connection between the people and the law. The diverse composition of Guyanese society creates a need to recognize the law as a group of binding principles notwithstanding other values such as religious norms. Currently, religious values are prevalent over legal framework in some social sectors. This has caused some of the reforms implemented in favor of equality not to be observed by certain groups. Another example of the problem is the existence of certain norms within some groups that are in opposition to the norms of the State. This causes people to feel conflicted in identifying the norms to live by, thus finding little or no value in national norms.

POLICIES

5.2.1 Promote social accountability networks at all tiers of government and across all citizen representation structures, those pertaining to vulnerable groups.

3.2.6   HEALTH, WELLNESS AND HEALTHCARE

Health is a right of human beings, guaranteed in articles 23 and 24 of the Constitution of Guyana: "Every citizen has the

right to rest, recreation and leisure. The State in co-operation with co-operatives, trade unions and other socioeconomic organizations will guarantee this right by prescribing hours and conditions of work and by establishing holiday arrangements for workers, including a complex of cultural, educational and health institutions ... Every citizen has the right to free medical attention and also to social care in case of old age and disability".

The Constitution prioritizes access to social care for vulnerable groups reflecting the current objective of making social participation relevant to provide support those who need it most.

The quality of life of people is determined to a large extent by access to health services and quality care and to the prevention of diseases. It also includes access to sexual and reproductive health, access to a healthy environment and recreational spaces, mental health and prevention of the use of addictive substances, among the main tenants. Unfortunately, the resources destined to serve the health sector in 2014 reached only 3.1 percent of GDP. During the period of 2001-2014 there was an average of 2.1 doctors per 10,000 people, a low indicator when compared to Norway, which has 48.1 doctors per 10,000 people and invests in 8.4 percent of its GDP on health according to the Human Development Report. (UNDP 2016, p.228)

The public health system of Guyana is the only one apart from Cuba in the Region that provides free medical attention to all citizens. Both nationals and foreigners (even if they are not legally in the country) residing in Guyana have access to free medical care in the main tertiary care. They have nine (9) regional public hospitals, 21 secondary / district hospitals, 2 specialist hospital and 342 primary health care facilities. Medicine in the public sector is also free. There are seven private hospitals. The public health sector receives technical assistance from the Pan American Health Organization-World Health Organization (PAHO-WHO), UNICEF and the Center for Disease Control and Prevention (CDC). (UNDP 2014, p.35-36).

In Guyana, there are primary health care facilities located in the surrounding communities at no cost. These centres offer prenatal and postnatal clinics, as well as clinical days for the prevention, detection, diagnosis and treatment of diseases, including HIV/AIDS, STIs, tuberculosis and malaria; common problems such as hypertension, diabetes, etc. are also treated. In these centres, children up to the age of five are attended with free immunizations to reduce infant mortality, which has been reduced in recent years. (UNDP 2014, p.36-37).

According to 2014 data, the mortality rate in Guyana was 173 per 1,000 people among adult women and 250 per 1,000 among adult men. The infant mortality rates were 32 for every 1,000 infants and 39.2 for every 1,000 children under 5 years of age. With respect to diseases, 26 out of

100,000 people died from malaria in 2014 and 21 out of 100,000 inhabitants died from tuberculosis. Most of these are preventable death. What emerges from these statistics is the need for more information and the development of follow-up strategies and control. It is also alarming that in the 2010-2015 period, 12 percent of children under 5 in Guyana were undernourished, a situation that determines their future abilities. (UNDP 2016, p.228). The prevalence of HIV in adults in 2015 was 1.5 percent of the population between 15 and 49 years old. (UNDP 2016, p.228)

6.1 STRATEGIC LINES: SEXUAL AND REPRODUCTIVE HEALTH

In Guyana, women have the right to plan their families. Women and girls have access to contraceptives and their use has increased from 32 percent to 46 percent. Safe abortions are legal and are offered at all private medical institutions and at a non-profit clinic. During 2013 the Ministry of Health commenced the consultations for the Sexual Reproductive Health Policy (SRHP) with support from UNFPA, establishing a follow-up committee. One of the priorities of the policy was the promotion of legislative change so that midwives can attend basic and emergency services and meet quality service qualifications through training. (UNDP 2014, p.39)

Adolescent pregnancy persists as a serious problem in Guyana, making a specific strategy on the subject necessary. This is evidence of the many cases of sexual violence since the pregnancies of girls under 14 who do not give their consent can be considered rape. The adolescent birth rate (number of births to women ages 15-19 per 1,000 women ages 15-19) in Guyana is 88 per 1,000 compared to a rate of 64.3 in the rest of the Caribbean (UNDP, 2015).

POLICIES

6.1.1 Promote reproductive health programs and training with vulnerable groups for the prevention of teenage pregnancy and other sexually transmitted diseases (such as HIV) within the framework of respect for the liberties of Guyanese women.

6.1.2 Encourage that teenage pregnant mothers are not discriminated in school and in the health care sector.

6.1.3 Sensitization and training on the risks of breast and cervical cancer.

6.1.4 Promote accessibility to health services in the Hinterlands Regions in coordination with the corresponding Ministry.

6.2 STRATEGIC LINES: ELDERLY CARE

The coverage of health services for the elderly is insufficient in Guyana, although access to health is a guaranteed right in the Constitution of Guyana. This situation is aggravated

because only 35-40 percent of the pensionable population receives benefits. (IMF, 2016, p.7) which places them in a situation of high vulnerability.

The critical situation of the elderly in Guyana requires an integral intervention, especially for the generation of public or private care centres that can take care of this group, as well as provide access to their medicines.

The budget for health in Guyana is limited, so an alternative is the generation of community mechanisms through which the elderly can be cared for, particularly with activities to support their mobility, food and home care. Training is needed for community technicians who through direct visits can meet the needs of the elderly and train caregivers.

POLICIES

6.2.1 Promote elderly care and access to efficient services, especially in Hinterlands communities.

6.2.2 Promotion of communities' geriatric centres to guarantee food and specific care that includes motivation.

6.2.3 Deepen the analysis of cultural aspects that effect the elderly in the city and their quality of life.

6.2.4 Form community spaces for treatment and training in rehabilitation for the elderly.

6.2.5 Regulatory framework to sanction physical and psychological violence against the elderly.

6.2.6 Specialized training programs for geriatric care in coordination with the universities.

6.3 STRATEGIC LINES: MATERNAL MORTALITY

According to the most recent estimates, Maternal Mortality in Guyana for 2015 was 229 per 100,000 live births, a number that has been showing signs of a decline in the past 5 years but is still higher than the 2000 value. (UNICEF 2016, p.51)

The assistance of pregnant women to prenatal clinics is approximately 80 percent in the public sector and the attendance of a mother-to-mother to at least one ANC has increased from 82 percent to 97.2 percent in 2008. (UNDP 2014, p. 37)

Among the factors for the reduction of maternal mortality are steps to ensure that women go to their ANC / PHC in the first semester of their pregnancies for timely care and that they have trained professionals and midwives to attend deliveries in clinics.
One of the priorities of the Sexual Reproductive Health Policy (SRHP) was the promotion of legislative change so that midwives can attend basic and emergency services and

meet quality care requirements through training. (UNDP 2014, p.39)

The causes of maternal mortality can be divided into two groups. The first is those that are directly related to obstetric pregnancy. Around 73 percent of the maternal deaths in 2012 were direct maternal deaths (Government of Guyana, 2014). The second group is related to indirect obstetric deaths that occur due to either existing conditions or from complications arising from the physiological effects of pregnancy. These include such conditions as HIV and AIDS, malaria, anaemia and cardiovascular diseases (UNICEF, 2009). Indirect causes were responsible for 27 percent of the deaths in 2012. (UNICEF 2016, page 55)

POLICIES

6.3.1 Promote actions for maternal health care - particularly in the poorest areas - to reduce maternal mortality.

6.4 STRATEGIC LINES: SERVICES FOR VULNERABLE GROUPS AND ACCESS TO RELIABLE AND SAFE TRANSPORTATION, ESPECIALLY FOR PREGNANT WOMEN

The access of vulnerable groups to medical services is not only limited by the lack of nearby infrastructure, but also to the barriers of accessibility due to physical impediments, in particular for persons with disabilities and the elderly, and in cases in which economic conditions make it impossible for pregnant women to receive medical exams in primary centres. Mobility is therefore a determining factor in access to health services, hence the need to generate community transport to support the transfer of vulnerable groups.

POLICIES

6.4.1 Promote access to medical treatments and supplies as well as information and knowledge, honouring local knowledge.

6.4.2 Support actions such as facilitating transportation for pregnant women through community participation.

6.5 STRATEGIC LINES: NEWBORN ND MOTHERS' MALNUTRITION

Malnutrition is a risk factor for newborn children, children under five years old and mothers; it is also a determining factor for cognitive and motor development of children. Malnutrition in pregnant women is a risk to their lives and to children who may be born with health problems. Malnutrition problems are especially acute in the poorest areas of Guyana, including the rural area.

According to data from the Bureau of Statistics, Ministry of Public Health and UNICEF Guyana, around 9 percent of children under age five in Guyana are moderately or severely underweight and 2 percent are classified as

severely underweight (definitions in the box below). Twelve percent of the children are stunted (too short for their age), and 3.4 percent are severely stunted. 6.4 percent are wasting or too thin for their height, and 1.7 percent are considered to have severe wasting. 5.3 percent of children are considered to be overweight for their age. (UNICEF 2016, p.68)

POLICIES

6.5.1 Promote community feeding programs for pregnant women and early childhood care programs.

6.6 STRATEGIC LINES: HEALTH CARE SERVICES

The resources in Guyana for health issues are limited, and yet the needs are always growing, especially from vulnerable groups such as people with disabilities and the elderly who are also affected by high poverty rates. One of the problems for people with disabilities, the elderly and pregnant women in delicate conditions is that they do not have the resources to move to the care centres and require in-house care, often on a permanent basis.

Likewise, caregivers of people with severe or elderly disabilities do not know the care practices with which they could help improve the living conditions of their relatives, making it necessary to receive specialized training in medical issues, nutrition and even psychological support for take on the problem with a positive approach.

POLICIES

6.6.1 Promote in-home programs for the care of the elderly and people with disabilities, such as caregiver training on health care and nutrition.

6.6.2 Training caregivers to foster better understand how to deal with the issues of the elderly.

6.6.3 Promote specialized care and sustainable independent living spaces for the elderly and persons with disabilities.

6.7 STRATEGIC LINES: SERVICES FOR VICTIMS OF VIOLENCE

Children, women, the elderly, people with disabilities are permanent victims of violence, of which a high percentage do not seek help; Those who seek help do not find attention in a close and specialized way avoiding re-victimization.

It is necessary in this sense the definition and / or strengthening of the protection system for victims of violence, integrating the judicial system, health, education, to provide the service in a timely manner.

The present policy insists on the need to integrate the different actors in a single system that serves the groups that are violated permanently. The Childcare and

Protection Agency (CPA) indicates that 1,915 cases of abuse were reported between January and September of 2015: 1042 cases of neglect, 492 cases of sexual abuse and 381 cases of physical abuse. Historically, girls are the main victims of the different forms of abuse. 58 percent of the cases reported in 2014 were against girls. (UNICEF 2016, p.147).

POLICIES

6.7.1 Define required services for women and girls, boys, and vulnerable groups including Hinterland communities who are victims of violence in health institutions.

6.7.2 Promote further access and coordination including the dissemination of information to guarantee inclusion of women and girls, boys, and vulnerable groups including Hinterland communities.

6.8 STRATEGIC LINES: MENTAL HEALTH AND SUBSTANCE ABUSE

Mental disorders that affect the population such as anxiety and depression are increasing because of social pressure, economic, family, and personal. In turn, these disorders tend to lead to the generation of dependencies or substance abuse. Children and adolescents are increasingly vulnerable to falling into the use of substances such as drugs or alcohol that affect their lives, their families and even their community.

One of the mechanisms to support people with mental health problems in the first phase is the imposition of community support spaces where they can share their problems and find alternatives. For cases of greater severity, it constitutes a public health problem and it is necessary to guarantee coverage in the health system where the medications and treatments necessary to deal with this problem can be provided.

Guyana developed a Strategic Mental Health Plan according to the Guyana Poverty Reduction Strategy Paper 2011-2015 where it established the need to integrate mental health services into general medical care and improve the balance between custody and institution-based care. Based on therapeutic and community-based care with a focus on rehabilitation and recovery, the need to create a mental health system for the medium term was recognized. Other priorities are developing capacities for the attention of the five levels of the health care system with a focus on prevention, early detection and treatment at the primary care level.

POLICIES

6.8.1 Implement national programs for the care of women, children and other vulnerable groups including men, in treatment of addictions (alcohol and drugs).

6.8.2 Implement national programs for the care of women, children and other vulnerable groups including men in the treatment of mental health that includes depression and anxiety.

6.8.3 Promote psychology education at the post-secondary level. Improve and promote psychosocial assessment capabilities with trained providers.

6.8.4 Educational awareness / awareness about the importance of mental health and its implications in schools with the educational community (family, teachers, students) and with victims of violence.

6.8.5 Training / awareness of the public and private sector on fatigue and the trauma of stress suffered by both mental health patients and caregivers.

6.9 STRATEGIC LINES: VIRUS AND INFECTIONS

A total of 5,920 cases of Sexually Transmitted Infections (STIs) other than HIV were reported to the Ministry of Health Surveillance Unit in 2012. Of the total number of cases, females accounted for more than 80 percent, which has been a trend in the last 8 years. However, the National Care and Treatment Centre (NCTC) on the contrary showed that over 40 percent of diagnosed STI cases were among males. (UNDP 2014, p.51)

The prevalence of HIV among the prenatal population remains below 1 percent. Fewer babies are born with HIV, a fall from 5.8 percent in 2010 to 2 percent in 2012. (UNDP 2014, p.37) According to the Human Development Report, in 2015 1.5 percent of the population between 15 and 49 have HIV.

Regarding malaria in 2012, there were 23.6 cases of deaths per 100,000 inhabitants and in 2014 there were 21 deaths per 100,000 inhabitants due to tuberculosis, deaths that could have been preventable.

POLICIES

6.9.1 Foster programs that enable mothers to attend to family members affected by viral infections such as HIV / AIDS.

6.9.2 Educational awareness and delivery of information and information to families and society to learn more about the virus.

6.9.3 Secure access to information and services on diseases such as malaria, dengue, etc. which are prevalent in the mining communities and Hinterland regions - include vampire bats, rabies, tetanus and snakebites.

3.2.7 AGRICULTURE, THE ENVIRONMENT, AND CLIMATE CHANGE

Agriculture is one of Guyana's main economic activities and the basis of its food security. The diversification of the agricultural sector is an important strategic priority for the Government. The implementation of an agricultural strategy is a priority for the Government of Guyana and includes a Sugar Action Plan (SAP) and the implementation of the Agricultural Diversification Program (ADP) that allows the increase of exports of non-traditional products such as fruits and vegetables and meats. Two agro-productive chains will be established, fruit and vegetable chains and cattle chains with the participation of private companies. Sanitary and phyto-sanitary systems and quality certifications will be streamlined, as well as a land allocation program to attract investment on a large scale should be promoted (Gov Guyana, 2015, p.59).

Agricultural development is not possible without the participation of the private agro-exporter sector and small associated producers so that they can obtain a greater return on the sale of their products. The exporting private sector requires greater lines of financing and support in the procedures for agribusiness, especially for entrepreneurs who require greater encouragement from the government. In these initiatives, the participation of vulnerable groups that can be integrated into agricultural production chains is indispensable.

The export sector cannot be expanded if there is not enough market information, so it is necessary to search for those niches where Guyana products can enter.

In Guyana's 2010-2015 strategy, the livestock chain has been identified as one of the potential for exports, however an analysis must be made of its impact on the environment, because expansion of this activity normally requires expansion of land use. There should therefore be greater control over the use of land and the delimitation of those identified as protected areas, in compliance with the provisions of Article 25 of the Constitution of Guyana that states "Every citizen has a duty to participate in activities designed to improve the environment and protect the health of the nation". With regards to the policies that Guyana has implemented to mitigate climate change, the country was integrated into the carbón market in 2008, promising to maintain its forests in exchange for compensation for maintaining low carbon emissions. In 2009, Guyana entered into an agreement with Norway to receive resources to prevent deforestations, strengthen forest governance and establish an international monitoring, reporting and forest verification system (Government of Guyana, 2015, p.2). Finally, it should be emphasized that it is the vulnerable groups that are most at risk due to the effects of their poverty.

7.1 STRATEGIC LINES: FOOD SECURITY

Food security is part of Guyana's health strategy, especially to prevent child malnutrition, maternal mortality and face the conditions of poverty and extreme poverty that affects part of the population.

From the State, land must be guaranteed for those foods that are the basis of the diet in Guyana, and all actions for the promotion of exports of different products should always be articulated with the need to guarantee small farmland properties to small producers since it is the basis of their daily food sustenance.

POLICIES

7.1.1 Safeguard the nation's food security through the recovery of land with the participation of small producers, women and other vulnerable groups through training and technical assistance with gender approach.

7.1.2 Promote sustainable agriculture (green economy) at the national level with small producers and the mitigation of environmental impacts through the promotion of large-scale agricultural activities.

7.2 STRATEGIC LINES: ACCESS TO CREDIT

Access to credit is one of the instruments with the greatest impact for the generation of new businesses. Unfortunately, there are no financing lines in the formal sector for vulnerable groups. Hence, the need to generate financing programs aimed at vulnerable groups with cooperatives or the same private banking institutions, for which the government should support with incentives that allow them to lower credit rates. There is also a need to define a plan to provide bank guarantees that is valid and tied to the community.

POLICIES

7.2.1 Promote microcredit lines for small producers, women and other vulnerable groups, particularly in undertakings that generate added value or associative projects in the different regions of the country.

7.2.2 Promote sustainable credit plans for productive projects aimed at indigenous women, single mothers, mothers of people with disabilities who do not have assets (such as land), whose collateral for credit are supported by community support or other mechanisms that are not considered by private banks.

7.2.3 Promote credit plans for the acquisition of land that support production and internal commerce amongst indigenous women, victims of violence, single mothers and mothers of people with disabilities.

7.3 STRATEGIC LINES: WATER AND SANITATION

In recent years, there has been significant efforts made to ensure the coverage of drinking water and sewerage to the population of Guyana. However, there is still incomplete coverage and there are differences between the population of urban and rural areas. According to the Guyana's Poverty Reductions Strategy 2011 - 2015, about 89 percent of people who are not in the poorest conditions have access to safe water. Significant progress made especially in the Hinterland region and the rural coastal communities has resulted in about 63 percent of the poor having access to potable water. The distribution of access is also found to be equitable. According to the 2002 census report, with the exception of Regions 1, 8 and 9, about 88 percent of the population in the seven remaining regions had access to safe water (Government of Guyana, 2015, p.14).

Although it is not a question of urbanizing the rural areas, it is clear that the lack of these services have an impact on the development of diseases and have a high impact on the environment through the contamination of rivers and land.

POLICIES

7.3.1 Coordinate the execution of infrastructure projects to guarantee access to potable water and improved sanitation systems at a national level that allow for the extension of coverage.

7.4 STRATEGIC LINES: CLIMATE CHANGE AND DISASTER RISK

Many inland communities depend heavily on agriculture, a sector that is affected by climate change. Early warning systems would complement traditional Amerindian knowledge in guiding their agricultural practices, as well as their practices in forest conservation can be integrated as part of policies to prevent climate change. (Government of Guyana, 2015, p.93)

Climate change and the occurrence of natural disasters present a challenge to the economic growth of Guyana and to safeguarding the live of its citizens, especially in the coastal strip which is 4-6 feet below the sea level. They are in a risk zone since the changes in rainfall due to climate change present serious risks, hence the need to strengthen early warning systems.

Participation in the different climate change and conservation programs with an inclusive approach is crucial since it has been shown that the participation of women in this type of project has been particularly successful.

7.4.1 Promote gender and inclusion mainstreaming in climate change adaptation and mitigation strategies, including disaster risk management.

7.4.2 Strengthen programs for the allocation of community lands that prioritise conservation areas.

7.4.3 Promote conservation programs with indigenous communities, particularly around protected areas, through technical assistance and training to communities for the development of productive activities (fishing, agriculture and mining) and climate change awareness.

7.4.4 Assess the vulnerability of agricultural production systems to variability and climate change.

7.4.5 Raising awareness among the population about the effects of climate change, particularly on vulnerable groups, and the effects of climate change on access to drinking water.
7.4.6 Promote sustainable forest management, sustainable productive practices, forest conservation and recovery of degraded areas with small producers, especially women, especially to recover mining and forest areas.

7.5 STRATEGIC LINES: RENEWABLE ENERGY

Within the framework of the food security and climate change policy, an articulation is required for collaboration with small producers that can integrate mechanisms for the use of renewable energies such as solar energy and rainwater harvesting for the generation of energy. Regarding the generation of large-scale renewable energy, Guyana must still establish its priorities that allow it to lower costs for electricity generation, which in turn will have an impact on its competitiveness.

POLICIES

7.5.1 Promote the use of renewable energies in agricultural projects and water treatment jointly with communities.

7.6 STRATEGIC LINES: INCLUSION IN THE MINING INDUSTRY

Mining is the main economic activity in Guyana, which accounts for an important segment of the skilled and unskilled labour force. In Guyana, it is necessary to generate skilled labour that can be integrated in this sector and facilitate the integration of vulnerable groups.

POLICIES

7.6.1 Promoting an inclusion perspective in the development of the activities and the inclusion of women in decision-making in the mining industry through training and mentorship programs and equal salary.

3.2.8   EDUCATION, TRAINING AND SKILLS DEVELOPMENT

It is necessary that all citizens have the right to a free education from nursery to university. The State of Guyana must prioritize actions that guarantee compliance with the rights of vulnerable groups, since the lack of access to this right will deepen the situation of exclusion and places them in conditions of extreme vulnerability, possibilities of oppression and subordination.

The promotion of policies for the equalization of capabilities and opportunities is needed and should call for the whole society to demand the right to education. Education provides not only technical training but also knowledge about one's rights and obligations.

It is clear that not all people can complete the cycle of primary, secondary and university education on their own due to the situation of their families. Challenging economic conditions may cause them to abandon the educational system and enter the labour market with low pay due to their lack of education, which perpetuates their poor economic situation. To address such cases, the State should intercede to provide training alternatives with trades that allow entry into the labour market and obtain a higher income.

8.1 STRATEGIC LINES: LITERACY

Illiteracy persists in Guyana with higher rates among indigenous populations in rural areas. The literacy rate reached 88.5 percent in people over 15 years of age. (UNDP 2015). The literacy rate among young people aged 15 to 24 went from 93.1 percent in 2009 to 94.4 percent in 2015. The literacy rate among older adults reached 69.5 percent in 2015, which increased with respect to 2009 numbers when it was 64.4 percent[30].

POLICIES

8.1.1 Elimination of illiteracy at the national level in all districts.

8.2 STRATEGIC LINES: EDUCATIONAL CURRICULUM WITH INCLUSIVE CRITERIA AND SENSITIZATION

Guyana maintains a unique educational system with a curriculum that includes criteria for attention to diversity, be it linguistic diversity of a disability. Curriculum is defined as "the group of objectives, pedagogical methods and criteria of evaluation of each one of the levels, stages,

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[30] https://knoema.es/atlas/Guyana/topics/Educaci%C3%B3n/Alfabetizaci%C3%B3n

cycles, degrees and modalities of the educational system that regulate the teaching practice" (Arnaiz, Pilar, p.3). It is important to monitor that the curriculum includes sufficient elements to ensure a quality and inclusive education.

The generation of an inclusive curriculum allows access to the population with the same opportunities and seeks to enhance their different capacities. Although attention to diversity goes through many factors such as teacher training, access to materials, infrastructure and inclusive equipment, attention to cultural, linguistic and cultural diversity, etc., the definition of the curriculum is undoubtedly the central element and the basis from there to address diversity. It is also necessary to carry out permanent follow-ups on the applicability of the curriculum and maintain a system of continuous improvement.

POLICIES

8.2.1 Revision and design of the curriculum with emphasis on inclusion issues, acceptance of difference and gender approach, and life skills.

8.2.2 Sensitization of teachers and parents about inclusive criteria.

8.3 STRATEGIC LINES: ACCESSIBLE INSTITUTIONS FOR VULNERABLE GROUPS

The accessibility of the institutions is key in the framework of an inclusive education policy, the adaptations of the infrastructure; signage, adapted furniture and didactic material determine the access of the students to the educational system.

To facilitate access to institutions, particularly the adequacy of infrastructure, the participation of the educational community will be key, especially in those institutions with limited budgets.

POLICIES

8.3.1 Coordinate with authorities to adapt the educational institutions' infrastructure with the support of communities.

8.4 STRATEGIC LINES: PRIMARY AND SECONDARY EDUCATION

Access to primary education in Guyana has evolved positively, according to data from the Human Development Report, in 2015, the population with primary education was 85 percent and with secondary education was 89 percent. Likewise, the dropout rate of primary school was 7.9 percent, which indicates that greater incentives are required for children to remain in school. According to the Guyana Poverty Reduction Strategy Paper, there are

differences in regions 3 and 5 regarding educational access, which shows the territorial gaps.

Among the indicators that the Human Development report indicates on the quality of education, 70 percent of teachers have training and 23 children are registered on average per teacher. There is a pending debt in education, since Guyana only allocates 3.2 percent of its GDP to education.

POLICIES

8.4.1 Guarantee the access of women, children and other vulnerable groups to an inclusive, non-discriminatory, non-oppressive, safe and quality primary and secondary education.

8.4.2 Coordinate mechanisms to guarantee access to quality education that includes infrastructure and transportation.

8.4.3 Incorporation of out-of-school youths/youth drops outs (reintegration)

8.5 STRATEGIC LINES: HIGHER EDUCATION

According to the information of the Human Development Report of the United Nations, the population that accesses higher education is only 12 percent - a percentage that is quite small compared to the population that finishes high school, which is 89 percent. This shows that in general, the population prioritizes its inclusion in the labour market, however the lack of training has repercussions on the level of wages and consecutively on the quality of life of the population.

POLICIES

8.5.1 Promote recognition of educational quality at the university level (scholarships and incentives for women and persons with disabilities), including in professions in which women are under-represented.

8.5.2 Establish technical training centres at the national level for the promotion of employment and livelihood.

8.6 STRATEGIC LINES: DIGITAL GAP

The digital age implies structural changes that can be corrected through education. Through the inclusion of the educational community, it is possible to attend not only to students but also to their parents and grandparents who did not have access to this type of opportunity.

Women, the elderly and people with disabilities have less access to computers, cell phones and information.
 ccording to UNICEF reports on Guyana's connectivity, the number of users of mobile phones was 72.2 per 100

population in 2012, and the number of internet users was 34.3 per 100 people.

The Guyana Poverty Reduction Strategy Paper identified strategies regarding innovation needed to change the technological structure and education in Guyana.

Among those strategies are:

- Teachers should be exposed to IT and IT related training;
- Design and develop Multimedia and Online groups/classes/courses, facilitate training and entrepreneurship;
- Promote ICT in schools through the effective utilization of various learning techniques including the use of visual presentations and programmes for the development of solutions and quick processing of data;
- Subscribe to facilitate access to learning materials from online;
- Implement E-Library repository for licensed learning material in schools and other public learning institutions;
- Encourage investment especially call centres and business processing outsourcing which will create employment;
- The laying of the fibre backbone throughout the country would make it possible for businesses to expand their services;
- Focus on developing e-commerce thereby creating a whole new niche market all in the favour of economic growth and stability. Use the post offices and health centres as a mobile unit for ICT since it is the most frequented by citizens;
- Sensitize people so that the world can be brought to the people; Focus should be placed on IT intelligence;
- Developing the ICT Sector will see the emergence of new industries in the form of Software Development, Call Centres Outsourcing, Management System outsourcing, Data Systems outsourcing, etc. and will provide access to new markets;
- ICT infrastructure development will allow employment in a myriad of sectors from civil engineering to security to ICT engineers and solutions developers to data entry clerks.

POLICIES

8.6.1 Develop technology hubs in the communities to promote educational programs in schools to provide access to technology for students and the community (including parents and the elderly).

8.7 STRATEGIC LINES: SPECIALIZED EDUCATION

The promotion of alternatives for formal training after secondary school is required, considering that only 12 percent have access to higher education. It is of particular interest that steps are defined with private associations to establish training topics that may be of interest to companies and establish training programs in that framework. These programs must include vulnerable groups who, because of their condition, have less access to employment options and must find a job for their livelihoods.

POLICIES

8.7.1 Promote access to specialized and technological education centres for vulnerable groups.

8.7.2 Promote educational programs through technological means that facilitate access to formal and non-formal education for vulnerable groups (women, the elderly and persons with disabilities).

3.2.9 SECURITY, HUMAN RIGHTS AND JUSTICE (PEACE AND CONFLICT)

9.1 STRATEGIC LINES: HUMAN TRAFFICKING AND ORGANIZED CRIME (ILLEGAL DRUGS AND ARMS TRADE)

POLICIES

9.1.1 Identify and monitor current trends in human trafficking.

9.1.2 Mainstream gender into all national processes enforcement and implementation of a national plan of action for human, arms and drug trafficking.

9.1.3 Create educational programs on conflict resolution for girls, boys, youth and vulnerable groups including Hinterland communities.

9.1.4 Create an educational campaign for awareness and to hinder gun traffic, gun possession and gun violence.

9.2 STRATEGIC LINES: ACCESS TO JUSTICE

POLICIES

9.2.1 Develop education programmes on legal matters to promote access to justice options for women and vulnerable groups including Hinterland communities.

9.2.2 Develop gender and equality training for public service providers within the justice system.

9.2.3 Collaborate with mandated agencies and contribute to the facilitation of processes that will ensure peace and

security, particularly for women, girls, boys, persons with disabilities and other vulnerable groups.

9.2.4 Implement emergency response actions to benefit women, girls, boys, persons with disabilities and other vulnerable groups.

9.2.5 Create disciplinary sanctions to justice providers that deny access to justice or discriminate LGTBQ participants in judicial services.

9.3 STRATEGIC LINES: HUMAN MOBILITY AND INTEGRATION

POLICIES

9.3.1 Develop educational campaigns around safe human mobility and human rights.

9.3.2 Introduce local programs for appropriate insertion of migrants into communities.

9.3.3 Implement disaggregation of gender statistics on all migration records.

9.3.4 Implement accurate documentation of internal and external migration for the Guyanese population.

3.2.10   MEDIA AND INFORMATION

This objective addresses the relation between exposure to violence and discriminatory content in media and their effect on conduct as well as on cultural construction. Global estimations suggest that 90 percent of the audio-visual content has reference to violence (Common sense 2013). Communication is a basis of social construction; media message settles a common way to perceive a conduct as positive or negative therefore media contents is significant in the construction of social reality.

Additionally, this objective addresses the importance of generating accurate and disaggregated data to promote power sharing and a more inclusive governance.

10.1 STRATEGIC LINES: PROGRAMMING CONTENT AND ADVERTISING

This strategy promotes the transmission of responsible content in media with the objective of promoting the eliminating messages that are exclusionist, violent or that promote gender stereotypes or discrimination of any type.

POLICIES

10.1.1 Reform the legal framework to ensure advertising that is free from violence and gender stereotypes.

10.1.2 Implement partnering with local media to stop the promotion of reinforcement of stereotypes, re-victimization and violence

10.1.3 Promote regulatory institutions for control and sanctioning of the diffusion of violent content in the media

10.2 STRATEGIC LINES: GENERATE INFORMATION AT THE NATIONAL LEVEL WITH A GENDER PERSPECTIVE

This strategy focuses on State Capacity Building and Governance improvement to assure inclusive policy making by generating accurate and disaggregated data on the status of vulnerable groups.

POLICIES

10.2.1 National and regional information on the inclusion of a gender perspective for government initiatives (including planning and budgeting), especially gender disaggregated data.

10.2.2 National and regional statistics on complaints about news and media that violates women's rights.

10.2.3 Promote access to accurate, timely, and accessible information that is sensitive to the needs of women and girls, boys, vulnerable groups including Hinterland communities, including language, literacy and disability.

3.3   MAINSTREAMING GENDER AND SOCIAL INCLUSION PROBLEMS

The current government of the Co-operative Republic of Guyana defines itself as Socialist. Nevertheless, it is pursuing a model of liberal economic growth. The pressure that this type of economic model exercises will translate into vulnerable population being excluded. The legal framework currently in place was inherited from the British colonial period. Considering that, Guyana has only fifty years of independence from England, a collective identity is still in formation. The government of Guyana faces several challenges for social inclusion and equality that have been addressed during the course of this consultation process.

A National Strategy based on the key role that gender and social inclusion play in fostering the well-being of the people of Guyana should not present them as isolated but rather in direct relationship with one another. For example, the selected approach for the current analysis looks at the relationships between gender and sexuality, age, HIV status, and disability, recognizing that each in its own way and combined, hinder access whether is to health, land, knowledge, education, resources, labour or

entertainment, among the principal restrictions. This approach is called intersectionality. It fosters male engagement as a means to challenge the structures, beliefs, practices, and institutions that hinder men from actively challenging power dynamics in their own lives, their communities and society as further illustrated by the Men Engage Alliance in collaboration with UN Women.

A gender and social inclusion framework acknowledges the importance of a Masculinities conceptual framework as it makes visible how men can become active promoters of social change by acknowledging the socially constructed disparities and their role in changing such disparities in order to achieve a state of well-being for all. Fostering an on-going dialogue and collaboration among the different parties involved has proven to be a successful tool for social change.

The 1970 constitution carried out some of the colonial trajectory that enabled different forms of discrimination and other added cultural variables such as religion. When considering the various intersecting categories, religiosity may be misinterpreted and used as an excuse for discrimination and hence exclusion (Chantelle Walters).

The current policy was developed within a human rights-based framework. Human rights protect communities from all types of discrimination and constitute both an international and local tool that prevails on top of the Constitution as well as religious and/or spiritual ideas. As also stated by Aston Collins (PANCAP, CARICOM), by using a human rights-based framework, larger constituents can be sensitized and further rights can be secured, particularly with topics that are understood as being antagonistic to certain religious beliefs such as gender and sexual identity. This lack of respect towards gender and sexual diversity disproportionally affects the LGBTI population and non-gender-conforming communities that are prone to verbal, physical and sexual violence.

Despite important efforts made to secure further participation of women in governance, the 11th Parliament consists mainly of men. The consultation carried out illustrates that when women are involved at this level, their input is not appreciated, accepted or seen as valid; rather, it is men's input that is valued and acted on. Cultural ideas have placed women in a societal niche almost exclusively as caretakers. This hinders women's full involvement in governance. Men need to be actively involved in gender equality as fathers, partners and caretakers so that societal gender imbalances can change.

Gender as a concept allow us to analyze the power relations that have historically existed between men and women and as such, the socio-cultural ideas, codes, language and acts categorized as either male and female within a hierarchy. Nevertheless, gender is understood either as synonymous with women's issues and rights or as related with LGBTI rights struggles. For this reason, there is resistance towards the term and hence, a need to sensitize society on the concept of gender and its significance.

Mainstreaming gender and social inclusion implies understanding the connections between structural inequality and the vulnerabilities of marginalized groups as well as their view of themselves within society. For instance, people with disabilities often resent that categorization, as they know that their differences could imply greater stigma (Arnau, 2002).

Social stigma around HIV is related to gendered ideas about sexuality. A general perception is that persons living with HIV are "promiscuous" or "loose" and "wild" Extensive research (Kempadoo and Doezema 1998) illustrates that co-relating these negative stereotypes to this infection, reduces the ability of communities to practice self-care or community care. There is also the issue of self-patronization/self-discrimination in which persons living with HIV believe that because there is no cure, it is a death sentence. Additionally, persons living with HIV won't readily accept treatment because of the fear and shame around being considered worthless or inferior due to the social stigma around HIV/AIDS.

According to UNAIDS Discussion Document 1999, the impact of HIV and IDS on a country's economic growth is significant: shrinking profits in labor-intensive businesses, loss of productivity from cultivated land, and deteriorating public services such as health, welfare and education as personnel succumb to the disease. AIDS also undermines the future as families and communities struggle with the burden of sick people and orphaned children, building up debts and frequently having to remove children from school because of lack of funds or because the labor of even the youngest is needed to help the family survive.

Current approaches to HIV/AIDS prevention demonstrate that beyond solely personal risk behavior, there are contributing risk factors such as poverty, discrimination, lack of education or opportunity that encourage risky behavior and make it hard for people to protect themselves. One salient factor is the subordination of women that puts young females at even greater risk than

males. In some of the worst affected countries, HIVinfected women outnumber infected men (UNAIDS Discussion Document 1999).

In Guyana, as in most countries across the continent, there are stark differences between the provision of services and access to health and education between the urban and rural areas that disproportionately affect children and youth as pointed out by Lennox Shuman, from the National Toshao's Council. These differences are aggravated by the colonial history of the country as pointed out by Peter Persaud (TAAMOG) who also argued for including indigenous communities as a vulnerable group given their diverse needs as well as the poverty, inequality and lack of access to health care and education indicators in the Hinterlands Regions.

There are nine groups of Indigenous Peoples in Guyana - Wai Wais, Macushis, Patomonas, Arawaks, Caribs, Wapishana, recunas, kawaios and Warraus. Guyana's colonial history plays a significant role for these added vulnerabilities. Most of the Amerindian Population of the country lives in region 9. 44 percent of households in Region 10 are led by women in contrast to 8 percent in Region 9. This could be based in a series of factors ranging from migration (both internal as well as overseas). At a participatory level, there are only five women Toshao out of 219 Toshaos at a national level.   As these positions are highly politicized and tied to one of the political parties, these challenges limit Indigenous women's access to a candidacy as they need the community's endorsement. Based on this small number, it can be argued that there are social and structural barriers that limit the opportunities of rural women in actively participating and politically influencing their communities and homes (WFP, UN Women).

A gender and social inclusion framework also considers the needs of the elderly given the financial abuse and exploitation that many suffer and other contributing factors of poverty such as a lack of pensions or family support, and the challenges to sustaining a meaningful life including their need for entertainment.

4 INSTITUTIONAL AND NATIONAL ACTION PLAN FOR IMPLEMENTATION

4.1 OBJECTIVE 1: ERADICATE DISCRIMINATION (INEQUALITY OF OPPORTUNITIES AND INEQUALITY OF OUTCOMES)

OBJECTIVES	STRATEGIC LINES	POLICY PROPOSALS	INDICATORS	INSTITUTION RESPONSIBLE FOR IMPLEMENTATION
Eradicate discrimination	Public space as a means to promote social cohesion and inclusion	Create public recreational spaces in impoverished communities to promote social interaction and cohesion.	Percentage of public infrastructure with adequate means of access for persons with disabilities.	Local Governments
		Guarantee the unrestricted and secure access of vulnerable groups to public recreational spaces to promote social interaction and cohesion.		National Assembly
		Increase the presence and participation of women and girls, boys and vulnerable groups including Hinterland communities in public spaces.		Ministry of Social Protection
		Create recreational services in public spaces to promote participation of the elderly.		Ministry of Legal Affairs
	Preserving identity, diversity, recognition and acceptance	Increase participation of vulnerable groups in social policy-making and State representation.	Percentage of local governments that have adopted changes on local regulations to enhance secure and free access of vulnerable groups to public space.	Ministry of Labour
		Include references, identification, and recognition of vulnerable groups in educational materials within the school system.		Ministry of the Presidency
	Socio-cultural integration and combatting exclusion	Design and implement community planning to combat exclusion and increase social cohesion.		

		Include social and legal sanctions against discrimination and harassment directed at vulnerable groups.		
		Encourage the employment of individuals from vulnerable groups through financial incentives for employers that prioritize inclusion.	Percentage of public servants trained and understanding pertinent treatment of vulnerable groups.	
		Implement special protection measures and institutional protection to avoid economic exploitation of children and dangerous child labour conditions.		
		Review and reform administrative regulations to ensure priority attention and pertinent components for persons with disabilities.		
		Inform and educate the population on methods to dismantle communication barriers with persons with disabilities.		

4.2   OBJECTIVE 2: ELIMINATE ALL FORMS OF VIOLENCE

OBJECTIVES	STRATEGIC LINES	POLICY PROPOSALS	INDICATORS	INSTITUTION RESPONSIBLE FOR IMPLEMENTATION
Eliminate all forms of violence	Eradicate abuse and harassment	Eradicate all forms of harassment and psychological abuse of children, women, vulnerable groups and Hinterland communities.	Percentage of reparatory measures carried out to promote justice to victims	National Assembly
		Eradicate physical abuse, corporal punishment and physical and sexual violence of children, women vulnerable groups and Hinterland communities.		Ministry of Social Protection
		Eradicate economic, financial and violence against children, women vulnerable groups and Hinterland communities.		Ministry of Legal Affairs
		Increase social awareness and education regarding the rights of women, children, vulnerable groups and Hinterland communities.		Ministry of Labour
		Create a framework for the protection of women that includes legal reforms, adequate judicial measures and victims' assistance to eradicate physical and psychological abuse and harassment as well as physical violence and mutilation.	Eradication of early marriages.	Ministry of the Presidency
	Proper legal mechanisms and policy actions to eradicate violence and protect victims of violence	Reform legislation to eliminate discriminatory laws and regulations and include new legislation to punish hate crimes.		Judiciary
	Changing socio-cultural patterns, roles and relationships	Eradicate discriminatory and prejudicial social patterns that violate girls' rights, particularly early age marriage practices.	Percentage of hate crimes that have been resolved within the justice system	
		Eradicate discriminatory and prejudicial social patterns against vulnerable groups' rights with the aim of eliminating discrimination.		
		Eradicate discriminatory and prejudicial social practices that promote gender harassment in public spaces, schools and workplaces.		

OBJECTIVES	STRATEGIC LINES	POLICY PROPOSALS	INDICATORS	INSTITUTION RESPONSIBLE FOR IMPLEMENTATION
Women's and vulnerable groups' right to safe public spaces	Secure transportation for women and vulnerable groups	Provide affordable, reliable and secure transportation services and infrastructure for women, vulnerable groups and Hinterland communities.	Percentage of private transportation companies engaged in safe and inclusive transportation programs	Ministry of the presidency
		Create arrangements with transportation service providers and agencies to prioritize users such as pregnant women, children, the elderly and persons with disabilities.		Ministry of Legal Affairs
		Create inclusive transportation programs to ensure proper treatment of the LGBTQ population.	Percentage of public complaints regarding harassment and abuse in public transportation.	Ministry of Social Inclusion
	Inclusive infrastructure and communities	Renovate public infrastructure to facilitate accessibility and security for persons with disabilities, vulnerable groups and caregivers.	Percentage of local governments with new regulations favouring accessibility to public space	
		Review and modify public infrastructure to eliminate barriers in accessibility to people with disabilities.		

		Review and update local regulations to ensure that future infrastructure standards meet accessibility requirements for persons with disabilities.		
		Increase public awareness about access to and use of public spaces for persons with disabilities and vulnerable groups.		
		Ensure free and secure access to public spaces, by fostering mobility and diversity		

4.4   OBJECTIVE 4: PROMOTION OF ECONOMIC DEVELOPMENT AND INCLUSION

OBJECTIVES	STRATEGIC LINES	POLICY PROPOSALS	INDICATORS	INSTITUTION RESPONSIBLE FOR IMPLEMENTATION
Promotion of economic development and inclusion	National Insurance Plan for vulnerable groups	Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and an efficient and an obligatory national insurance plan with employers as well as the promotion of shared responsibility within the household and for the family.	Increase the coverage of the economically active population to the National Insurance Scheme of Guyana by 10 points in the urban area and 5 points in the rural area At least one legal reform will be approved in the year to guarantee coverage of the NIS to vulnerable groups (women with paid work at home, people with disabilities, others)	Minister of the Presidency Minister of Education Minister of Public Infrastructure Minister of Communities Minister of Social Cohesion Minister Tourism Minister of Investment & Business Minister of Indigenous People's Affairs Minister of Social Protection
		Generation of formal employment under adequate conditions (for example, a National Insurance Plan), especially for vulnerable groups (domestic workers, persons with disabilities, persons living with or affected by HIV/AIDS, Hinterland communities, etc.).	Increase the hiring of people with disabilities with NIS in at least 1 percent of the payroll in companies	
		Promote the creation of a legal framework and positive actions to integrate persons with disabilities, illiterate persons and women who leave the mining industry into the formal labor market, guaranteeing access to a national insurance plan.		
		Promote a financial analysis of the sustainability of the pension system focusing on the expansion of coverage for the elderly and persons with disabilities. This includes a review of the databases of contributors and employers as there are information problems that do not guarantee the right of pensioners.		
		Coordinate community plans for elderly feeding and greater presence of shelters for their care.		
		Promote pension payment plans to guarantee the rights of the elderly.		

		Promote regulatory changes for greater enforcement of the right of workers to insurance plan benefits, including the review of penalties applied to employers who neglect to pay insurance contributions for employees.	
		Among the mechanisms to prevent job insecurity, especially for vulnerable groups, promote regulations to ensure a decent salary, compulsory national security plan affiliation and the prohibition of mechanisms that threaten job security, support actions to facilitate work and control exploitation in rural areas.	
	Equal pay for equal work	Carry out direct actions for the generation of employment under equal conditions (work hours), reduction of poverty and social equity. The right to work is guaranteed in the Constitution and a mechanism of social integration. Public policy should promote the generation of decent, stable employment in a healthy environment.	At least one legal reform will be approved in the year that promotes the hiring of vulnerable groups in decision-making positions in companies.

Increase in 5 points the participation of women in public management positions (ministries, other public institutions) |
| | | Promote the legal framework to establish tax incentives for the private sector that promote employment of women, young people, and vulnerable groups in addition to including these employees in company decision-making. | |
| | Land and property ownership | Use inclusion criteria to promote the equitable distribution of land ownership and land titling, taking into consideration ancestral land as well as rural and hinterland regions, and the regulations of the extra lands fees. | At least one study on the cultural determinants in the gender difference of land tenure

At least one approved legal reform guaranteeing women's land tenure |
| | | Strengthen the land ownership registration processes to ensure both men and women can be included. | |
| | | Promote the use of publicly owned land in productive projects and projects for vulnerable groups | |

		Conduct specialized studies on the cultural factors that lead to a higher proportion of land ownership by men, including the ways communities organize land ownership.		
	Financial services and access to credit	Women and vulnerable groups' access to credit for new businesses, business services, training and access to markets, information and technology, particularly for low-income women, between the promotion and strengthening of cooperatives in rural areas that facilitate access to credit for ventures of vulnerable groups with low-interest rates or reasonable guarantees.	10 regions of Guyana have an enterprise financing program for vulnerable groups at preferential rates with the participation of local cooperatives	
	Economic empowerment: business ownership	Promote formal businesses owned by women and other vulnerable groups, especially with cooperative work and facilitating the access to seed fundsfor new entrepreneurship.	10 regions of Guyana have productive projects for vulnerable groups with the participation of local cooperatives A technical assistance program in productive enterprises implemented in 10 regions	
		Training and technical assistance for entrepreneurs, especially considering educational gaps, including illiteracy.		
		Promote productive community projects that include women, the elderly, people with disabilities and other vulnerable groups. The creation of food security projects will be a priority.		
	Inclusion in Trade, Industry, Mining, Commerce, and Tourism	Promote the inclusion of women and vulnerable groups in key economic sectors, specifically trade, industry, commerce, and tourism through training and mentorship programs.	A national network for hiring people with disabilities at the company level Implementation of a training program for vulnerable groups at the national level in competencies of sectors such as industry, commerce and tourism	
		Establish a network with the private sector to facilitate work access for vulnerable groups, especially persons with disabilities.		

4.5   OBJECTIVE 5: GOVERNANCE AND THE LAW (ACCOUNTABILITY AND PARTICIPATION)

OBJECTIVES	STRATEGIC LINES	POLICY PROPOSALS	INDICATORS	INSTITUTION RESPONSIBLE FOR IMPLEMENTATION
Governance and the Law	Political and Public Participation and Decision-Making)	Ensure effective participation of women and girls, boys and vulnerable groups including Hinterland communities in governance processes.	Percentage of representatives of vulnerable groups in every branch of the state	Ministry of the Presidency
		Promote an enabling political environment and commitments that reaffirm increased political will for the state to achieve gender equality in all sustainable development frameworks.		Ministry of Legal Affairs
		Create a campaign to promote a clear understanding of gender concepts and women empowerment as related to socio-economic development.		National Assembly
		Develop guidelines for gender mainstreaming into decision-making processes and public institutions.		Judiciary
	Legal framework and Rule of Law	Promote social accountability networks at all tiers of government and across all citizen representation structures, specifically women, girls, boys and vulnerable groups.		Ministry of Social Protection

4.6   OBJECTIVE 6: HEALTH, WELLNESS AND HEALTHCARE

OBJECTIVES	STRATEGIC LINES	POLICY PROPOSALS	INDICATORS	INSTITUTION RESPONSIBLE FOR IMPLEMENTATION
Health, wellness and healthcare	Sexual and reproductive health	Promote reproductive health programs and training with vulnerable groups for the prevention of teenage pregnancy and other sexually transmitted diseases (such as HIV) within the framework of respect for the liberties of Guyanese women.	Reduce by 10 points the national teen pregnancy rate in Guyana Implement awareness program in schools and colleges on sexual and reproductive health.	Minister of the Presidency Minister of Public Infrastructure Minister of Communities Minister of Social Cohesion Minister of Public Health Minister of Social Protection
		Encourage that teenage pregnant mothers are not discriminated in school and in the health care sector.		
		Sensitization and training on the risks of breast and cervical cancer.		
		Promote accessibility to health services in the Hinterlands Regions in coordination with the corresponding Ministry.		
	Elderly Care	Promote elderly care access to efficient services, especially in Hinterlands communities.	Increase the coverage of elderly people with pensions, particularly in the rural sector	
		Promotion of communities' geriatric centres to guarantee food and specific care that includes motivation.	At least one regional program implemented to generate community centers for geriatric care and visits to nursing homes	
		Deepen the analysis of cultural aspects that effect the elderly in the city and their quality of life.		
		Form community spaces for treatment and training in rehabilitation for the elderly.		
		Regulatory framework to sanction physical and psychological violence against the elderly.		
		Specialized training programs for geriatric care in coordination with the universities.		
	Maternal mortality	Promote actions for maternal health care - particularly in the poorest areas - to reduce maternal mortality, and support actions such as facilitating transportation for pregnant women through community participation.	Reduce maternal mortality by at least 10 percent.	
	Services for vulnerable groups and access to reliable and safe transportation, especially for pregnant women.	Promote access to medical treatments and supplies as well as information and knowledge, honouring local knowledge.	Implementation of at least one community transport program per region to support access of vulnerable groups to health services	
	New-born and mothers malnutrition	Promote community feeding programs for pregnant women and early childhood care programs.	Decrease malnutrition of children under 5 years of age in Guyana by at least 2 percent	

Health care services	Promote in-home programs for the care of the elderly and people with disabilities, such as caregiver training on health care and nutrition. Training caregivers to foster better understand how to deal with the issues of the elderly.	Implementation of at least one in-house care program per region for vulnerable groups.
	Promote specialized care and sustainable independent living spaces for the elderly and persons with disabilities.	
Services for victims of violence	Define required services for women and girls, boys, and vulnerable groups including hinterland communities who are victims of violence in health institutions.	Implementation of an articulated plan for the prevention of violence against vulnerable groups
	Promote further access and coordination including the dissemination of information to guarantee inclusion of women and girls, boys, and vulnerable groups including hinterland communities.	
Mental health and substance abuse	Implement national programs for the care of women, children and other vulnerable groups including men, in treatment of addictions (alcohol and drugs).	Implementation of an articulated plan for mental health care for vulnerable groups

Implement a drug use prevention program for vulnerable groups in the 10 regions |
	Implement national programs for the care of women, children and other vulnerable groups including men in the treatment of mental health that includes depression and anxiety.	
	Promote psychology education at the post-secondary level. Improve and promote psychosocial assessment capabilities with trained providers.	
	Educational awareness / awareness about the importance of mental health and its implications in schools with the educational community (family, teachers, students) and with victims of violence.	
	Training / awareness of the public and private sector on fatigue and the trauma of stress suffered by both mental health patients and caregivers.	
Virus and infections	Foster programs that enable mothers to attend to family members affected by viral infections such as HIV / AIDS.	An HIV prevention plan at the national level, with the participation of schools implemented

A plan to prevent diseases such as malaria, tuberculosis, dengue, others implemented |
| | Educational awareness and delivery of information and information to families and society to learn more about the virus. | |
| | Secure access to information and services on diseases such as malaria, dengue, etc. which are prevalent in the mining communities and hinterland regions - include vampire bats, rabies, tetanus and snakebites. | |

4.7   OBJECTIVE 7: AGRICULTURE, THE ENVIRONMENT, AND CLIMATE CHANGE

OBJECTIVES	STRATEGIC LINES	POLICY PROPOSALS	INDICATORS	INSTITUTION RESPONSIBLE FOR IMPLEMENTATION
Agriculture, the environment, and climate change	Food security	Safeguard the nation's food security through the recovery of land with the participation of small producers, women and other vulnerable groups through training and technical assistance with gender approach.	Implement at least one planting program for traditional Guyana products with small producers

Implement a program in each region for environmental protection and the promotion of productive activities | Minister of the Presidency
Minister of Agriculture
Minister of Public Infrastructure
Minister of Communities
Minister of Social Cohesion
Minister of Investment & Business
Minister of Indigenous People's Affairs
Minister of Social Protection |
| | | Promote sustainable agriculture (green economy) at the national level with small producers and the mitigation of environmental impacts through the promotion of large-scale agricultural activities. | | |
| | Access to credit | Promote microcredit lines for small producers, women and other vulnerable groups, particularly in undertakings that generate added value or associative projects in the different regions of the country. | 10 regions have micro credit lines for small producers in coordination with Cooperatives

10 regions have credit lines for the acquisition of land by vulnerable groups | |
		Promote sustainable credit plans for productive projects aimed at Indigenous women, single mothers, mothers of people with disabilities who do not have assets (such as land), whose collateral for credit are supported by community support or other mechanisms that are not considered by private banks.		
		Promote credit plans for the acquisition of land that support production and internal commerce amongst indigenous women, victims of violence, single mothers and mothers of people with disabilities.		
	Water and sanitation	Coordinate the execution of infrastructure projects to guarantee access to potable water and improved sanitation systems at a national level that allow for the extension of coverage.	Increase potable water and sewerage coverage in the rural sector by at least two points	
	Climate change and disaster risk	Promote gender and inclusion mainstreaming in climate change adaptation and mitigation strategies, including disaster risk management	At least one conservation program with vulnerable groups in the 10 regions implemented

At least one early warning program with vulnerable groups implemented | |
| | | Strengthen programs for the allocation of community lands that prioritise conservation areas. | | |
| | | Promote conservation programs with indigenous communities, particularly around protected areas, through technical assistance and training to communities for the development of productive activities (fishing, agriculture and mining) and climate change awareness. | | |

		Assess the vulnerability of agricultural production systems to variability and climate change.	
		Raising awareness among the population about the effects of climate change, particularly on vulnerable groups, and the effects of climate change on access to drinking water.	
		Promote sustainable forest management, sustainable productive practices, forest conservation and recovery of degraded areas with small producers, especially women, especially to recover mining and forest areas.	
	Renewable energy	Promote the use of renewable energies in agricultural projects and water treatment jointly with communities.	10 regions implement agricultural projects with the use of renewable energy with the participation of small farmers
	Inclusion in the mining Industry	Promoting an inclusion perspective in the development of the activities and the inclusion of women in decision-making in the mining industry through training and mentorship programs and equal salary.	Implementation of at least one program with companies working in mining to integrate vulnerable groups such as women into decision-making positions
		Safeguard the safety of vulnerable groups that work in mining activities through measures with companies that work in the sector. Permanent monitoring of employees' health.	
		Training in alternative economic activities for women working in mining and financial support through cooperatives.	

4.8 OBJECTIVE 8: EDUCATION, TRAINING AND SKILLS DEVELOPMENT

OBJECTIVES	STRATEGIC LINES	POLICY PROPOSALS	INDICATORS	INSTITUTION RESPONSIBLE FOR IMPLEMENTATION
Education, Training and Skills Development	Literacy	Elimination of illiteracy at the national level in all districts.	Decrease the rate of illiteracy in young women by at least 5 points Decrease the illiteracy rate in older adults (men and women) by less than 5 points	Minister of the Presidency Minister of Education Minister of Public Infrastructure Minister of Communities Minister of Social Cohesion Minister of Indigenous People's ffairs Minister of Social Protection
	Educational curriculum with inclusive criteria and sensitization	Revision and design of the curriculum with emphasis on inclusion issues, acceptance of difference and gender approach, and life skills.	A curriculum designed to attend to diversity At least 90 percent of public schools implement the curriculum and their teachers are trained on a permanent basis	
		Sensitization of teachers and parents about inclusive criteria.		
	Accessible educational institutions for vulnerable groups.	Coordinate with authorities to adapt the educational institutions' infrastructure with the support of communities.	At least 80 percent of educational institutions have adaptations to ensure educational inclusion	
	Primary and secondary education	Guarantee the access of women, children and other vulnerable groups to an inclusive, non-discriminatory, non-oppressive, safe and quality primary and secondary education.	Decrease the educational dropout rate by at least 2 percent. Increase access to primary education by at least 5 percent.	
		Coordinate mechanisms to guarantee access to quality education that includes infrastructure and transportation.		
		Incorporation of out-of-school youths/youth drops outs (reintegration)		
	Higher education	Promote recognition of educational quality at the university level (scholarships and incentives for women and persons with disabilities), including in professions in which women are under-represented.	Increase access to higher education by at least 2 percent	
		Establish technical training centres at the national level for the promotion of employment and livelihood.		
	Digital gap	Develop technology hubs in the communities to promote educational programs in schools to provide access to technology for students and the community (including parents and the elderly).	Increase Internet use in Guyana by at least 2 points	
	Specialized education	Promote access to specialized and technological education centres for vulnerable groups.	At least one specialized education program for vulnerable groups implemented	

		Promote educational programs through technological means that facilitate access to formal and non-formal education for vulnerable groups (women, the elderly and persons with disabilities).		

4.9 OBJECTIVE 9: SECURITY, HUMAN RIGHTS AND JUSTICE (PEACE AND CONFLICT)
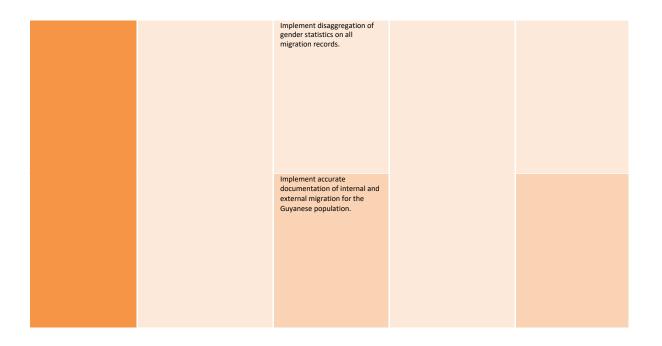
OBJECTIVES	STRATEGIC LINES	POLICY PROPOSALS	INDICATORS	INSTITUTION RESPONSIBLE FOR IMPLEMENTATION
Security, Human Rights and Justice (Peace and Conflict)	Human trafficking and organized crime (illegal drug and arms trade)	Identify and monitor current trends in human trafficking.	Number of human trafficking, and organized crime felonies denounced over Number of cases resolved in judicial system	Ministry of Social Protection
		Mainstream gender into all national processes enforcement and implementation of a national plan of action for human, arms and drug trafficking.		Judiciary
		Create educational programs on conflict resolution for girls, boys, youth and vulnerable groups including Hinterland communities.		Ministry of the Presidency
		Create an educational awareness campaign to eliminate gun traffic, gun possession and gun violence.		Ministry of Legal Affairs
	Access to justice	Develop education programmes on legal matters to promote access to justice options for women and vulnerable groups including Hinterland communities.	Percentage of judiciary officers trained on human rights and inclusion	Law enforcement force
		Develop gender and equality training for public service providers within the justice system.		

		Collaborate with mandated agencies and contribute to the facilitation of processes that will ensure peace and security, particularly for women, girls, boys, persons with disabilities and other vulnerable groups.		
		Create disciplinary sanctions to justice providers that deny access to justice or discriminate LGTBI participants in judicial services.	Number of sanctioned faults/number of misconduct reports for discrimination	
		Implement emergency response actions to benefit women, girls, boys, persons with disabilities and other vulnerable groups.		
	Human mobility and integration	Develop educational campaigns around safe human mobility and human rights.	Percentage of public expenditure in creating inclusive environments	
		Introduce local programs for appropriate insertion of migrants into communities.		

		Implement disaggregation of gender statistics on all migration records.		
		Implement accurate documentation of internal and external migration for the Guyanese population.		

4.10   OBJECTIVE 10: MEDIA AND INFORMATION

OBJECTIVES	STRATEGIC LINES	POLICY PROPOSALS	INDICATORS	INSTITUTION RESPONSIBLE FOR IMPLEMENTATION
Media and Information	Programming content and advertising	Reform the legal framework to ensure advertising that is free from violence and gender stereotypes.	Percentage of national media that engaged in violence free content policy.	Ministry of the Presidency
	Media Violence	Implement partnering with local media to stop the promotion of reinforcement of stereotypes, re-victimization and violence.		Ministry of Social Protection
		Promote regulatory institutions for control and sanctioning of the diffusion of violent content in the media.		Ministry of Legal Affairs
	Generate information at the national level with a gender perspective.	National and regional information on the inclusion of a gender perspective for government initiatives (including planning and budgeting), especially gender disaggregated data.	Percentage of national statistics that provide disaggregated data for policy making	
		National and regional statistics on complaints about news and media that violates women's rights.		
		Promote access to accurate, timely, and accessible information that is sensitive to the needs of women and girls, boys, vulnerable groups including Hinterland communities, including language, literacy and disability.		

APPENDIX 1: DEFINITIONS OF TERMINOLOGIES USED

ACCESSIBILITY: is often used to focus on people with disabilities and their right of access to entities, often through use of assistive technology. In the context of disability rights, accessibility refers to the *ability to access* the functionality, and possible benefit, of some system or entity and is used to describe the degree to which a product such as a device, service, environment is accessible by as many people as possible. While accessibility is often used to describe facilities or amenities to assist people with disabilities, as in *wheelchair accessible*, the term can extend to denote Braille signage, wheelchair ramps, elevators, audio signals at pedestrian crossings, walkway contours, website design, and so on. Accessibility for persons with disabilities also emphasizes equal access to social, political, and economic life which includes not only physical access but access to the same tools, services, organizations and facilities that all persons in a society have access to.

ACCESS AND CONTROL: Inequality between women and men may limit women's access to, and control over, resources and benefits. In some cases, women may be able to use certain resources but not exercise any control over them; i.e. to determine how they will be used and compel others to respect this decision. With control, women can play their part in ensuring that resources and benefits are distributed fairly among men and women.

AFFIRMATIVE ACTION: is a set of administrative practices, guidelines and policies intended to redress the disadvantages of past and present discrimination experienced by historically excluded groups such as racial minorities or women in education and employment.

AIDS: Acquired immunodeficiency syndrome is a term which applies to the most advanced stages of HIV infection.

AUTONOMY: Much of what development work strives for is to foster independence among individuals, groups, organizations; that is, the ability to define oneself, the capacity to speak on one's own behalf. utonomy is a type of independence founded on the idea that human beings have the right to decide to choose certain influences over their lives and reject others.

CAPACITY BUILDING FOR GENDER EQUALITY: refers to building and/or enhancing the knowledge, skills and ability of individuals, institutions, groups and organisations to perform functions, solve problems, and set and achieve gender equality objectives in a sustainable and transformative manner.

CARE WORK: may be very broadly defined as the work of looking after the physical, psychological, emotional and developmental needs of one or more other person(s). Care recipients are generally identified as infants, school-age children, people who are ill, persons with a disability, and elderly people. Care providers typically include public and private health services, state-regulated or public-sector social workers, public or private care-provider agencies, enterprises of employment, voluntary and community organisations, faith-based organisations or networks, and relatives and friends. Different settings and modalities of care work apply to each of these categories.

CHILD LABOUR: is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that:

- is mentally, physically, socially or morally dangerous and harmful to children; and
- interferes with their schooling by:
- depriving them of the opportunity to attend school;
- obliging them to leave school prematurely; or
- requiring them to attempt to combine school attendance with excessively long and heavy work.

In its most extreme forms, child labour involves children being enslaved, separated from their families, exposed to serious hazards and illnesses and/or left to fend for themselves on the streets of large cities - often at a very early age. Whether or not particular forms of *work* can be called *child labour* depends on the child's age, the type and hours of work performed, the conditions under which it is performed, and the objectives pursued by individual countries. The answer varies from country to country, as well as among sectors within countries.

CHILD MARRIAGE: a child marriage is any legal or customary union between two people where at least one of the parties is below the age of 18. According to the human rights standards enshrined in the Convention on the Rights of the Child (CRC) and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), child marriage is a form of harmful practice.

CIVIL AND POLITICAL RIGHTS: is a set of individual and collective rights related to citizenship and social and political democracy. They include the right to life and liberty as well as the freedom of association, opinion, and expression.

COLONIALITY OF GENDER: is a concept developed by feminist philosopher María Lugones, which she defines as "*the analysis of racialized, capitalist, gender oppression*", while the process of potentially overcoming this practice can be defined *as decolonial feminism*. Central to these terms is the definition and recognition of indigenous social structures and their relation to land, and the articulation of how these epistemologies occupy an oppositional consciousness to colonial systems of social, sexual,

ecological, spatial, and temporal hierarchy. María Lugones describes this difference as the *oppressing ←ï resisting* relationship.

COMMERCIAL SEX: is the exchange of money or goods for sexual services. It always involves a sex worker and a client, and it frequently also involves a third party.

CYBER-VIOLENCE AGAINST WOMEN AND GIRLS: is gender-based violence that is perpetrated through electronic communication and the internet. Although cyber violence can affect both women and men, women and girls experience different and more traumatic forms of cyber violence. There are various forms of cyber violence against women and girls, including, but not limited to, cyber stalking, non-consensual pornography (or revenge porn), gender-based slurs, hate speech and harassment, *slut-shaming*, unsolicited pornography, sextortion, rape threats and death threats, and electronically facilitated trafficking.

DIRECT DISCRIMINATION: occurs where one person is treated less favourably on grounds such as sex and gender, age, nationality, race, ethnicity, religion or belief, health, disability, sexual orientation or gender identity, than another person is, has been or would be treated in a comparable situation. Less favourable treatment of a woman on grounds of pregnancy or maternity leave is direct discrimination against women.

DISABILITY: is an impairment that may be cognitive, developmental, intellectual, mental, physical, sensory, or some combination of these. It substantially affects a person's life activities and may be present from birth or occur during a person's lifetime. *Disabilities* is an umbrella term covering impairments, activity limitations, and participation restrictions. An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations.

ECONOMIC, SOCIAL AND CULTURAL RIGHTS: A set of individual and collective socioeconomic rights asserted over the power of money in economic life, which contribute to economic democracy and greater social equity.

ELDER ABUSE: a single, or repeated act, or lack of appropriate action, occurring within any relationship where there is an expectation of trust and which causes harm or distress to an older person. Elder abuse can take various forms, such as physical, psychological, emotional, sexual or financial abuse. It can also be the result of intentional or unintentional neglect.

EMPOWERMENT: the process by which those who have been denied the ability to make strategic life choices acquire such an ability. The ability to exercise choice

incorporates three inter-related dimensions: resources (defined broadly to include not only access, but also future claims, to both material and human and social resources); agency (including processes of decision-making, as well as less measurable manifestations of agency such as negotiation, deception and manipulation); and achievements (well-being outcomes).

EQUALITY: Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents and believing that no one should have poorer life chances because of where, what or whom they were born, what they believe, or whether they have a disability. Equality recognises that historically, certain groups of people with particular characteristics e.g. race, disability, sex and sexuality, have experienced discrimination.

EQUAL ACCESS TO JUSTICE: means the right of individuals and groups to obtain a quick, effective and fair response to protect their rights, prevent or solve disputes and control the abuse of power through a transparent and efficient process, in which mechanisms are available, affordable and accountable, and conducted on the basis of equality. States have obligations under international law to ensure access to justice.

EQUAL PARTICIPATION IN POLITICAL AND PUBLIC AFFAIRS: people's involvement in all decisions concerning them. The right to directly and indirectly participate in political and public life is important in empowering individuals and groups and is one of the core elements of human rights-based approaches aimed at eliminating marginalization and discrimination. Participation rights are inextricably linked to other human rights such as the rights to peaceful assembly and association, freedom of expression and opinion and the rights to education and to information.

EQUITY: Equity refers to fair opportunity for everyone and is the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically.

FEMICIDE: the killing of women and girls on account of their gender, perpetrated or tolerated by both private and public actors. It covers, inter alia, the murder of a woman as a result of intimate partner violence, the torture and misogynistic slaying of women, the killing of women and girls in the name of so-called honour and other harmful-practice-related killings, the targeted killing of women and girls in the context of armed conflict, and cases of femicide connected with gangs, organised crime, drug dealers and trafficking in women and girls.

FEMINIZATION OF POVERTY: This term refers to the fact that poverty is more prevalent among women than men around the world. The majority of the 1.5 billion people living on no more than a dollar a day are women.

FINANCIAL ABUSE: Financial abuse occurs when someone controls a person's financial resources without the person's consent or misuses those resources. Financial abuse includes, but is not limited to:

- Not allowing the person to participate in educational programs;
- Forcing the person to work outside the home;
- Refusing to let the person work outside the home or attend school;
- Controlling the person's choice of occupation;
- Illegally or improperly using a person's money, assets or property;
- Taking funds from the person without permission for one's own use;
- Misusing funds through lies, trickery, controlling or withholding money;
- Not allowing access to bank accounts, savings, or other income;
- Giving an allowance and then requiring justification for all money spent;
- Persuading the person to buy a product or give away money;
- Selling the house, furnishings or other possessions without permission;
- Forging a signature on pension cheques or legal documents.

FORCED MARRIAGE: refers to the intentional conduct of forcing an adult or child to enter into a marriage. It is a marriage lacking the personal expression of the full, informed and free consent of one or both of the parties. Such marriage includes, inter alia, child marriage; arranged marriage officiated without the consent of the interested parties; marriages contracted in order to circumvent immigration rules, i.e. without any genuine marital intent; forced marriages used by armed groups during conflict or used as a means for a girl to escape post-conflict poverty; and marriage in which one of the parties is not permitted to leave or end it. Forced marriage, in its most extreme form, can involve threatening behaviour, abduction, imprisonment, physical violence, rape and, in some cases, murder. Forced marriage is a form of violence against women and girls and a harmful practice that often results in women and girls lacking personal and economic autonomy, in attempts to flee, or in self-immolation or suicide to avoid or escape the marriage.

GENDER: refers to the attitudes, roles, behaviours and values that a given community or society associates with a person's biological sex. Behaviour that is compatible with cultural expectations is referred to as gender-normative; behaviours that are viewed as incompatible with these expectations constitute gender non-conformity.

GENDER AND DEVELOPMENT (GAD): The gender and development (GAD) approach focuses on the socially constructed basis of differences and unequal relations between women and men. It emphasises the need to challenge existing gender roles and relations and recognises women's and men's contribution to development.

GENDER AUDIT: is a tool and a process based on a participatory methodology to promote organizational learning at the individual, work unit and organizational levels on how to practically and effectively mainstream gender. It establishes a baseline; identifies critical gaps and challenges; and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality. A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues. It monitors and assesses the relative progress made in gender mainstreaming and helps to build organizational ownership for gender equality initiatives and sharpens organizational learning on gender.

GENDER-BASED VIOLENCE (GBV): describes any violence rooted in gender-based power inequalities and gender-based discrimination that is targeted at individuals or groups on the basis of their gender. GBV is manifested through a multitude of actions, including forced or child marriage, dowry-related violence, trafficking in persons, female genital mutilation/cutting (FGM/C), female infanticide, rape as a tactic in conflict situations, violence directed at lesbian, gay, bisexual and transgender (LGBT) individuals, sexual violence, economic abuse, psychological abuse, verbal abuse and laws and regulations that limit women's and girls' rights and access to services in relation to men's. GBV is often divided into two interlinked categories, interpersonal and structural/institutional violence. Interpersonal violence refers to an act of economic, sexual, psychological or other violence perpetrated by an individual against another individual. Structural/institutional violence refers to any form of structural inequality or institutional discrimination that maintains a person in a subordinate position, whether physical or ideological, to other people within her family, household or community. Both types involve the prioritisation of hegemonic masculinities above the rights of other gendered identities, including women's. These practices are not only violations of the human rights of the individuals affected but are also an instrumentalist approach to sustain the status quo and the hierarchy of gender identities. Women living in poverty are particularly vulnerable, as they face high levels of structural violence, including difficulty accessing health and legal services needed to address the effects of interpersonal GBV.

GENDER BINARISM: is the classification of sex and gender into two distinct, opposite and disconnected forms of masculine and feminine. Gender binary is one general type of a gender system. Sometimes in this binary model, *sex*, *gender* and *sexuality* are assumed by default to align.

GENDER EQUALITY: This refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.

GENDER EQUITY: Gender equity is the process of being fair to women and men. Women and men should not only be given equal access to resources and equal opportunities, but they should also be given the means of benefiting from this equality. Gender equity implies fairness in the way women and men are treated. The different life experiences and needs of men and women are taken into consideration and compensation is made for women's historical and social disadvantages. The lower status of women in society often constitutes a handicap and provisions should be made to redress this inequality before they can take advantage of the opportunities provided. Gender equity thus serves to level the playing field and empower women. Equity is essential to achieve true equality.

GENDER EXPRESSION: refers to an individual's presentation — including physical appearance, clothing choice and accessories — and behaviour that communicates aspects of gender or gender role. Gender expression may or may not conform to a person's gender identity.

GENDER INEQUALITY INDEX (GII): The GII is an inequality index. It measures gender inequalities in three important aspects of human development—reproductive health, measured by maternal mortality ratio and adolescent birth rates; empowerment, measured by proportion of parliamentary seats occupied by females and proportion of adult females and males aged 25 years and older with at least some secondary education; and economic status, expressed as labour market participation and measured by labour force participation rate of female and male populations aged 15 years and older. It measures the human development costs of gender inequality. Thus, the higher the GII value the more disparities between females and males and the more loss to human development.

GENDER MAINSTREAMING (GM): is the process of ensuring that the needs, interests, perspectives and knowledges of diverse groups of men and women are integrated into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting equality between women and men, and combating discrimination. Gender

mainstreaming must be implemented both institutionally and operationally to be successful.

GENDER-NEUTRAL LANGUAGE: Language that is not gender-specific and which considers people in general, with no reference to women and men.

GENDER-RESPONSIVE BUDGETING (GRB): Gender responsive budgeting brings together two issues that are not commonly associated with one another: gender equality and public financial management. GRB argues that gender equality principles should be incorporated into all stages of the budget process. GRB initiatives seek to improve the results of budgets in general, and gender equality and women's empowerment. They focus on key economic and social matters that are often overlooked or obscured in conventional budget and policy analysis, and decision making.

GENDER ROLES: refer to social and behavioural norms which, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine the traditional responsibilities and tasks assigned to women, men, girls and boys. Gender-specific roles are often conditioned by household structure, access to resources, specific impacts of the global economy, occurrence of conflict or disaster, and other locally relevant factors such as ecological conditions. Like gender itself, gender roles can evolve over time, in particular through the empowerment of women and transformation of masculinities.

GENDER-SENSITIVE MONITORING: A periodic follow-up conducted during the implementation of a policy or programme. This includes collection of data and information based on the defined indicators, in order to verify whether goals and measures are being achieved. Gender-sensitive monitoring allows gaps and difficulties to be identified and redressed as soon as possible, so that necessary changes to accomplish what has been planned can be made.

GENDER STATISTICS: Statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life. Gender statistics are defined by the sum of the following characteristics: (a) data are collected and presented disaggregated by sex as a primary and overall classification; (b) data are reflecting gender issues; (c) data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; and (d) data collection methods take into account stereotypes and social and cultural factors that may induce gender biases.

GLOBALIZATION: is a process of interaction and integration among the people, companies, and governments of different nations, a process driven by international trade and investment and aided by information technology. This

process has effects on the environment, on culture, on political systems, on economic development and prosperity, and on human physical well-being in societies around the world.

HETERONORMATIVITY: the institutions, structures of understanding and practical orientations that make heterosexuality seem not only coherent - that is, organised as a sexuality - but also privileged. Heteronormativity enforces not only strict norms about sexuality but also reinforces strict gender roles within society.

HIV: The human immunodeficiency virus infects cells of the immune system, destroying or impairing their function. Infection with the virus results in progressive deterioration of the immune system, leading to immune deficiency. The immune system is considered deficient when it can no longer fulfil its role of fighting infection and disease.

HOMOPHOBIA: an umbrella term for a range of negative attitudes (e.g., fear, anger, intolerance, resentment, erasure, or discomfort) that one may have towards members of the LGBTQ community. The term can also connote a fear, disgust, or dislike of being perceived as LGBTQ.

HYPERMASCULINITY: is a psychological term for the exaggeration of male stereotypical behaviour, such as an emphasis on physical strength, aggression, and sexuality.

INCLUSIVE GROWTH: is economic growth that creates opportunity for all segments of the population and distributes the dividends of increased prosperity, both in monetary and non-monetary terms, fairly across society.

INDIGENOUS KNOWLEDGE: Local and indigenous knowledge refers to the understandings, skills and philosophies developed by societies with long histories of interaction with their natural surroundings. Other names for it include: local knowledge, folk knowledge, people's knowledge, traditional wisdom or traditional science. This knowledge is passed from generation to generation, usually by word of mouth and cultural rituals, and has been the basis for decision-making about fundamental aspects of day-to-day life including but not limited to agriculture, food preparation, health care, education, conservation and the wide range of other activities that sustain societies in many parts of the world. This knowledge is integral to a cultural complex that also encompasses language, systems of classification, resource use practices, social interactions, ritual and spirituality. Indigenous people have a broad knowledge of how to live sustainably. However, formal education systems have disrupted the practical everyday life aspects of indigenous knowledge and ways of learning, replacing them with abstract knowledge and academic ways of learning. Today, there is a grave risk that much indigenous knowledge is being lost and, along with it, valuable knowledge about ways of living sustainably.

INDIRECT DISCRIMINATION: Indirect discrimination occurs when a particular law, practice, procedure, policy or programme appears to treat everyone equally, but has a discriminatory effect on a protected group when implemented.

INSTITUTIONAL VIOLENCE/STRUCTUAL VIOLENCE: Structural violence refers to systematic ways in which social structures harm or otherwise disadvantage individuals by preventing them from meeting their basic needs. Structural violence is subtle, often invisible, and often has no one specific person who can (or will) be held responsible. Some examples of structural violence may include, ageism, classism, elitism, ethnocentrism, nationalism, racism, and sexism.

INTERSECTIONALITY: it is not enough to know that one is discriminated against on the basis of their gender; intersectional theory holds that factors such as race, sexuality, gender identity, immigration status, age, Indigenous status, disability, socio-economic status, religion, and others aid in determining the forms of discrimination different groups of women, men, boys and girls face as well as the political, social, and historical (colonialism and imperialism) forces that that impact a group and subsets within that group.

MASCULINITIES - POSITIVE AND CONSTRUCTIVE MALE IDENTITIES: Masculinities include individual and collective processes of transformation of attitudes, values and behaviours that manifest themselves in men's relationships with women and with other men in their daily life. Around the world, there are multiple men and men's organizations working to transform gender relations, prevent discrimination against all groups of people, and promote more inclusive and less hierarchical economies. They realize the negative impact that inequality has on the family, the workplace and society in general. These constitute as opportunities for coalitions with other men and women to bring about change.

PARTICIPATORY APPROACH: An approach that allows for participation by communities and individuals in the design of more effective and efficient projects, reflecting the needs and priorities of local communities.

POLICY DEVELOPMENT: The activity of developing policy generally involves research, analysis, consultation and synthesis of information to produce recommendations. It should also involve an evaluation of options against a set of criteria used to assess each option.

PRACTICAL GENDER NEEDS (PGNs): are identified by women within their socially defined roles, as a response to an immediate perceived necessity. PGNs usually relate to inadequacies in living conditions such as water provision, health care and employment, and they do not challenge

gender divisions of labour and women's subordinate position in society.

PRIVILEGE: operates on personal, interpersonal, cultural, and institutional levels and gives advantages, favors, and benefits to members of dominant groups at the expense of members of target groups. Privileges are unearned, and they are granted to people in the dominant groups whether they want those privileges or not, and regardless of their stated intent due to socialized power.

RIGHTS-BASED APPROACH (RBA): A human rights-based approach is a conceptual framework for the process of human development that is normatively based on international human rights standards and operationally directed to promoting and protecting human rights. It seeks to analyse inequalities which lie at the heart of development problems and redress discriminatory practices and unjust distributions of power that impede development progress.

RESULTS-BASED MANAGEMENT (RBM): A management philosophy that emphasizes development results in planning, learning, reporting, and implementation. This systematic emphasis on results helps to guide programming and optimize value.

SEX: refers to a person's biological status and is typically categorized as male, female or intersex. There are several indicators of biological sex, including sex chromosomes, gonads, internal reproductive organs and external genitalia.

SEXUAL ORIENTATION: Sexual orientation refers to the sex of those to whom one is sexually and romantically attracted. Categories of sexual orientation typically have included attraction to members of one's own sex (gay men or lesbians), attraction to members of the other sex (heterosexuals), and attraction to members of both sexes (bisexuals). While these categories continue to be widely used, research has suggested that sexual orientation does not always appear in such definable categories and instead occurs on a continuum.

SEX WORK: is the provision of sexual services for money or goods.

SEX WORKERS: are people who receive money or goods in exchange for sexual services, and who consciously define those activities as income generating even if they do not consider sex work as their occupation.

SOCIAL EXCLUSION: Social exclusion is a process and a state that prevents individuals or groups from full participation in social, economic and political life and from asserting their rights. It derives from exclusionary relationships based on power.

SOCIAL INCLUSION: a socially inclusive society is one that respects all citizens, meets their basic needs, and promotes

their full participation in economic, social and political life, regardless of differences. Social inclusion is about ensuring equality and working against discrimination of all types.

SUSTAINABLE DEVELOPMENT: is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. For sustainable development to be achieved, it is crucial to harmonise three core elements: economic growth, social inclusion and environmental protection. These elements are interconnected and are all crucial for the well-being of individuals and societies.

SUSTAINABLE DEVELOPMENT GOALS (SDGS): otherwise known as the Global Goals, are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. These 17 Goals build on the successes of the Millennium Development Goals, while including new areas such as climate change, economic inequality, innovation, sustainable consumption, peace and justice, among other priorities to be attained by 2030. The goals are interconnected - often the key to success on one will involve tackling issues more commonly associated with another.

THEORY OF CHANGE (ToC): is essentially a comprehensive description and illustration of how and why a desired change is expected to happen in a particular context. It is focused in particular on mapping out or "filling in" what has been described as the "missing middle" between what a program or change initiative does (its activities or interventions) and how these lead to desired goals being achieved. It does this by first identifying the desired long-term goals and then works back from these to identify all the conditions (outcomes) that must be in place (and how these related to one another causally) for the goals to occur.

TRIPLE ROLE OF WOMEN: Women's work includes reproductive work (domestic work, child caring and rearing, adult care, caring for the sick, water and fuel related work, health related work), productive work (work for income and subsistence, including work in informal sector enterprises either at home or the neighbourhood, formal employment) and community managing work (includes activities primarily undertaken by women at the community level around the provision of items of collective consumption). This gender division of labour perpetuates women's subordination and prevents them from realizing their full potential and enjoying their human rights.

WORKPLACE VIOLENCE: is any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behaviour that occurs at the work site. It ranges from threats and verbal abuse to physical assaults and even homicide. It can affect and involve employees, clients, customers and visitors.

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Sources: Adapted from Guidelines on Gender-Neutral Language in UNESCO (1999), Transforming a Rape Culture in Buchwald, E., Fletcher, P.R., and Roth, M. (2005), Sustainable Development Goals in UNDP (2018) retrieved from http://www.undp.org/content/undp/en/home/sustainable-development-goals.html, Joint General Recommendation/General Comment No 31 of the Committee on the Elimination of Discrimination against Women and No 18 of the Committee on the Rights of the Child on harmful practices in CEDAW and CRC Committees (2014), Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence and its Explanatory Memorandum in Council of Europe (2011), Forced Marriages in Council of Europe Member States: A Comparative Study of Legislation and Political Initiatives in Edwige Rude-Antoine (2005), Measuring a Macho Personality Constellation in Mosher D. L., and Sirking M. (1984), Guidelines for Psychological Practice with Lesbian, Gay, and Bisexual Clients in the American Psychological Association (2012), Sexual behavior in the human female in Kinsey, A. C., Pomeroy, W. B., Martin, C. E., & Gebhard, P. H. (1953),   new paradigm for understanding women's sexuality and sexual orientation in Peplau, L. A., & Garnets, L. D. (2000), World report on disability in World Health Organization and The World Bank (2011), Sex Workers: part of the solution an analysis of HIV prevention programming to prevent HIV transmission during commercial sex in developing countries in Overs, C. (2002), Concepts and definitions in the European Institute for Gender Equality   retrieved   from   http://eige.europa.eu/gender-mainstreaming/concepts-and-definitions, Report on the OECD Framework for Inclusive Growth in OECD (2014), Cyber violence against women and girls in European Institute for Gender Equality (2017), Ending Violence against Women and Girls: Programming Essentials in United Nations (2013), Glossary of Gender and Development Terms in Toolkit on Mainstreaming Gender Equality in EC Development Cooperation (Chapter 1, section 3) in European Union (2005), Glossary of terms and tools in WHO (2011), DFID Social Exclusion Review in Beall, Jo and Laure-Hélène Piron (2005), Learning and Knowing in Indigenous Societies Today in Bates P., Chiba, M., Kube, S. and Nakashima, D. (2009), Working with Indigenous Knowledge: A Guide for Researchers in Grenier, L. (1998), Pilgrimages/Peregrinajes: Theorizing Coalitions Against Multiple Oppressions in Lugones, María. (2003), Gender Equality Glossary in UN Women Training Centre retrieved from https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36, Reflections on the measurement of women's empowerment in Kabeer, N. (2001), Gender Equality and Social Inclusion - Key Concepts in Cuso International (2016).

APPENDIX II: LIST OF PERSONS CONSULTED

JEAN LA ROSE, merindian Peoples' ssociation - Executive Director
LAURA GEORGE, merindian People's ssociation - Governance and Rights Coordinator

ELLEN ODWIN, Bartica Support Group for Persons with Disabilities - President

AYO DALGETY-DEAN, Blossom Inc. - Founder and Managing Director

DIANNE MADRAY, CADVA - Program Director
TIFFANY JACKSON, CADVA - Coordinator

ELON McCURDY, Caribbean Youth Environment Network - Guyana National Coordinator

ASTELL COLLINS, CARICOM - Youth Advisor within PANCAP Coordinating Unit

ALEEMA NASIR, CIOG - Head of Women's rm (N COS)
KHAKAN RAMJOHN, CIOG - General Secretary

ASHOME CLARKE, ChildLink Guyana - Project Officer
OMATTIE MADRAY, ChildLink Guyana - Director

NICOLETTE ROACH, Citizens Against Rape - Founding Member
DR. RAQUEL THOMAS-CAESAR, Citizens Against Rape - Founder

ROSEMARY BENJAMIN-NOBLE, Citizens Bank Guyana Inc. - Senior Manager

SEAN WELCOME, Civil Defence Commission - Major

DIANNE BALRAJ, Conservation International - Environmental Policy Coordinator

CLINTON WILLIAMS, Council for Technical and Vocational Education and Training - Chairman

TARIQ WILLIAMS, Cuso International - Regional Program Advisor
VANESSA THOMPSON, Cuso International - Programme Manager
INDRANIE PERSAUD, Cuso International - Program Support and Finance Officer

MELINDA JANKI, de Caires Fitzpatrick and Karran - Attorney-At-Law

RENATE JORDON, Diamond Special Needs School - Acting Headmistress
WENDY GRIMMOND WEBSTER, Diamond Special Needs School - Principal

WALTON EDWARDS, Disabled Peoples Network - President

ROYSTON SAVORY, Family Awareness Consciousness Togetherness - Counsellor
VISHNU DOERGA, Georgetown Chamber of Commerce and Industry - President
KRYSTEN SEWETT, Georgetown Chamber of Commerce and Industry - Executive Director
PATSY RUSSELL, Georgetown Chamber of Commerce and Industry - Cuso International Volunteer, Entrepreneurship Advisor

VALRIE GRANT, GeoTechVision - Managing Director

COMPTON WILSON, Guyana Association for the Visually Impaired - Vice President

DEBORAH RAMOTAR-SKEETE, Guyana Book Foundation - Administrative Coordinator

MIRIAM CORLETTE, Guyana Business Coalition on Health Awareness - Programme Coordinator

LEON WALCOTT, Guyana Council of Organisations for Persons with Disabilities - Chair
THERESA PEMBERTON, Guyana Council of Organisations for Persons with Disabilities - Treasurer
CECIL MORRIS, Guyana Council of Organisations for Persons with Disabilities - Vice Chairman

MIRIAM HINDS, Guyana Foundation Sunrise Center - Manager
SUSAN ISAACS, Guyana Foundation Sunrise Center - Managing Director

MERLE MENDONCA, Guyana Human Rights Association - Coordinator

PARMANAND SUKHU, Guyana Justices of the Peace and Commissioners of Oaths to Affidavits Association - Justice of the Peace

ANDREA MAHAMMED, Guyana Lands and Surveys Commission - Senior Land Use Planner
JAMES SINGH, Guyana Lands and Surveys Commission - Commissioner of the Guyana Forestry Commission
OLETA WILLIAMS, Guyana Lands and Surveys Commission - Project Associate

COLIN KLAUTKY, Guyana Organization of Indigenous Peoples - Coordinator

MAXINE GRAHAM, Guyana Police Force - Assistant Commissioner

COLLEEN McEWAN, Guyana Rainbow Foundation - Director
MAEVE RAMSAY, Guyana Rainbow Foundation - Chairperson
SHIRLINA NAGEER, Guyana Rainbow Foundation

RAP KHAFRA, Guyana Rastafari Council - General Secretary

CHELAUNA PROVIDENCE, Guyana Responsible Parenthood Association - Programme Manager
PATRICIA SHEERATTAN-BISNAUTH, Guyana Responsible Parenthood Association - Executive Director

CRACEY FERNANDES, Guyana Sex Worker Coalition - Co-Chair
MIRIAM EDWARDS, Guyana Sex Worker Coalition - Director

MARK LYTE, Guyana Teachers Union - President

DEVNAND MILTON, Guyana Trans United - President
TWINKLE BISSOON, Guyana Trans United - Administrative and Communications Officer
QUINCY 'GULLIVER' McEW N, Guyana Trans United - Founder and Executive Director

URIKA PRIMUS, Guyana Women Miners Organisation - President
MARIAN CHARLES, Guyana Women Miners Organisation - Member

RAWLE SMALL, Habitat for Humanity Guyana Inc. - National Director

DANUTA RADZIK, Help and Shelter - Educator and Women's Rights Advocate

MARGARET KERTZIOUS, Help and Shelter - Coordinator

SHONDELL BUTTERS, Hope for All - Director and Project Manager

SAIRA ALLI, Indian Action Committee - Secretary/Coordinator
EVAN RADHAY PERSAUD, Indian Action Committee - Executive Member

NEIL BACCHUS, Indigenous People's Commission - Chief Executive Officer

MAXINE PARRIS, Inter-American Institute for Cooperation on Agriculture - Agricultural Health Specialist

WENDELL JEFFREY, Inter-Religious Organization - Public Relations Officer
RAYMOND MOORE, Inter-Religious Organization - Member
STANLEY BOODIE, Inter-Religious Organization - Member
RONALD McGARELL, Inter-Religious Organization - Chairman

GLADYS ACCRA, Joshua House Children Centre - Administrator

PATRICK KYAMBADDE, Kanuku Mountain Community Representative Group - Cuso International Volunteer, Business Development Advisor
RUDOLPH ROBERTS, Kanuku Mountain Community Representative Group - Program Manager

JENNIFER REDDY, Kuru Kuru Training Centre - Cuso International Volunteer, Education Manager

SYDNEY SCOTT, Kuru Kuru Training Centre - Centre Administrator

GLORIA JOSEPH, Lifeline Counselling Services - Executive Director

JUNE JULIEN, Linden Supporting Efforts for the Empowerment of Persons with Disabilities - Assistant Secretary/Treasurer

TRACY GENTLE, Midwives Association of Guyana - President

MIKHAIL AMSTERDAM, Ministry of Agriculture - Fisheries Officer
SHARON FAREED, Ministry of Agriculture - Principal Assistant Secretary

AVONIE LEKHA-WEST, Ministry of Business and Tourism - Senior Registry Supervisor

CAROL PRIMO, Ministry of Citizenship - Head of Immigration Support Services

NICOLE WILSON, Ministry of Communities

MELISSA CARMICHAEL, Ministry of Education - Director of Culture, Youth and Sport

HENRY BUTTS, Ministry of Finance - Finance Secretary
IAN MANIFOLD, Ministry of Finance - Bureau of Statistics, Head of Surveys
SEMONE HENRY, Ministry of Finance - Senior Personnel Officer

SHARMAYNE BALRAM, Ministry of Foreign Affairs - Foreign Service Officer
TROY TORRINGTON, Ministry of Foreign Affairs - Head of the Department of Multilateral and Global Affairs

ANIL ROBERTS, Ministry of Indigenous Peoples' ffairs - Principal Regional Development Officer
JUDE DA SILVA, Ministry of Indigenous Peoples' ffairs - Programme Coordinator
PAULINE WELCH, Ministry of Indigenous Peoples' ffairs - Senior Welfare Officer

JOAN ANN EDGHILL-STUART, Ministry of Legal Affairs - State Council SIMONA BROOMES, Ministry of Natural Resources - Honourable Minister SIMONE BENN, Ministry of Natural Resources - Workers Representative on the Guyana Forestry Commission

AVONEL CORRICA, Ministry of Public Health - Advocacy and Communications Officer of the National Commission on Disability
DR. UMADAI RATTAN, Ministry of Public Health - Obstetrician at Georgetown Public Hospital Corporation

MARISSA MASSIAH, Ministry of Public Infrastructure - Human Resources and Administrative Manager

CLEMENT HENRY, Ministry of Public Security - Project Manager of the Citizens Security Program
GLADWIN SAMUELS, Ministry of Public Security - Director of the Guyana Prison Service
MARK SMITH, Ministry of Public Security - Cadet Officer of the Guyana Prison Service
SHIREEN ANDREWS, Ministry of Public Security - Principal Assistant Secretary General Administration

DEBORAH McNICHOL, Ministry of Public Telecommunications - Permanent Secretary

PAMELA NAUTH, Ministry of Social Cohesion - Technical Officer

CLEVELAND HUTSON, Ministry of the Presidency - Liaison Officer at the Office of the Presidency

ABIKE BENJAMIN-SAMUELS, Ministry of Social Protection - Deputy Director of Social Services
AKILAH DORRIS, Ministry of Social Protection - Manager of the Sexual Offences and Domestic Violence Policy Unit
AMNA ALLY, Ministry of Social Protection - Honourable Minister
ANN GREENE, Ministry of Social Protection - Director of the Childcare and Protection Agency
CHARLES OGLE, Ministry of Social Protection - Chief Labour Occupational Safety and Health Officer of the Department of Labour
DIEGO ALPHONSO, Ministry of Social Protection - Senior Gender Official of the Gender Affairs Bureau
EVERETTE DeLEON, Ministry of Social Protection - Chairperson of the National Commission for the Elderly
HAZEL HALLEY-BURNETT, Ministry of Social Protection - Gender Consultant
HYMAWATTIE LAGAN, Ministry of Social Protection - Senior Gender Official of the Gender Affairs Bureau
INDRA RAMCHARRAN, Ministry of Social Protection - Assistant Chief Probation and Social Services Officer
LINDSWORTH CASTELLO, Ministry of Social Protection - Technical Officer of the Board of Industrial Training
RICARDO BANWARI, Ministry of Social Protection - Assistant Chief Probation and Social Services Officer and Secretary for the National Commission for the Elderly
TANISHA WILLIAMS-CORBIN, Ministry of Social Protection - Coordinator of the Trafficking in Persons Unit
TIFFANY VASQUEZ, Ministry of Social Protection - Public Relations Specialist
VALERIE MOORE, Ministry of Social Protection - Chief Recruiter of the Central Recruitment and Manpower Agency
WHENTWORTH TANNER, Ministry of Social Protection - Director of Social Services

ASHTON SIMON, National Amerindian Development Foundation - President

ASHLEY HINDS, National Assembly of the Parliament of Guyana - Systems Development Officer
DEBRA CADOGAN, National Assembly of the Parliament of Guyana - Head of Committees Division
ETON MOSES, National Assembly of the Parliament of Guyana - Documentation Officer
HERMINA GILGEOURS, National Assembly of the Parliament of Guyana - Deputy Clerk of the National Assembly
JOCETTE BACCHUS, National Assembly of the Parliament of Guyana - Clerk of Committees
SHERENE WARREN, National Assembly of the Parliament of Guyana - Clerk of Committees
SHERLOCK ISAACS, National Assembly of the Parliament of Guyana - Clerk of the National Assembly
SONIA MAXWELL, National Assembly of the Parliament of Guyana - Assistant Head of the Committees Division

LENOX SHUMAN, National Toshaos Council - Vice Chairman

ANTHONY ANDRIES, North Rupununi District Development Board - Chairman

SHERIDA YOUSEF, Office of Climate Change - Technical Coordinator

SHEILA VEERASAMMY, People's Progressive Party/Civic (PPP/C), Opposition Member of Parliament (MP)

INGRID GOODMAN, Personal Achievement to Overcome Individual Struggles - Executive Director

CLARENCE YOUNG, Phoenix Recovery Project - Coordinator

ALLISTER COLLINS, President's Youth ward Republic of Guyana - Executive Officer

DEVON SEERAM, Private Sector Commission - Economist

JOHN QUELCH, PUSH Foundation - Chief Executive Officer

KAREN de SOUZA, Red Thread - Founder

AMAR PANDAY, Rights of the Child Commission - Chief Executive Officer

BERTHO ROBERT, Salvation Army Guyana - Assistant Administrator
ULRICK THIBAUD, Salvation Army Guyana - Administrator of the Salvation rmy's Drug Rehabilitation/Men's Social Service Centre

NATEICA GARRAWAY, Sexual and Reproductive Health and Rights Adventures - Volunteer
DR. PATRICEE DOUGLAS, Sexual and Reproductive Health and Rights Adventures - Founder

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ERNESTINE LEONARD, Society Against Sexual Orientation Discrimination - Human Rights Coordinator
JOEL SIMPSON, Society Against Sexual Orientation Discrimination - Managing Director
VALINI LEITCH, Society Against Sexual Orientation Discrimination - Human Rights Coordinator

CARDIS DICK, Sophia Training Centre - Centre Administrator

NICHOLAS FREDERICKS, South Central Indigenous Peoples Development Association - Toshao of Shulinab Village

ALEX FOSTER, St. Francis Community Developers - Chief Executive Officer

CLAUDETTE GLASGOW, St Mark's Mothers Union - Secretary

PETER PERSAUD, The Amerindian Action Movement of Guyana - President

RAMONA ROOKHUM, The Guyana Association of Women Lawyers Association - President

JUANITA BURROWES, United Bricklayers - Director

LAWRENCE LACHMANSINGH, United Nations Development Programme - Peace and Governance Advisor

PATRICIA GITTENS, UNICEF - Child Protection Officer

AUDREY BENN, University of Guyana - Coordinator of Social Work
NORWELL HINDS, University of Guyana - President of the Student Society
DR. PAULINE BULLEN, University of Guyana - Director of the Institute for Gender Studies

GOLDIE SCOTT, Volunteer Youth Corps Inc., Guyana - Chief Executive Officer
JORDAN RUDDOCK, Volunteer Youth Corps Inc., Guyana - Cuso International Volunteer, Business Development Advisor
SIMONE SILLS, Volunteer Youth Corps Inc., Guyana - Program Manager
MARIAN WHITE, Volunteer Youth Corps Inc., Guyana - Cuso International Volunteer, Career Guidance Program Officer

CLEVELAND ROSE, Vryman's Erven Training Centre - Supervisor

GORDON ROBERTS, Witness Project International (Guyana) - Team Leader

ANN GREENE, Women Across Differences - Logistics Officer
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CAROLINE MACISAAC, Women Across Differences - Cuso International Volunteer, Advocacy Advisor
CLONEL SAMUELS-BOSTON, Women Across Differences - Coordinator
DENESE GRIFFITH, Women Across Differences - Fundraising Chairwoman

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INDRA CHANDERPAUL, Women and Gender Equality Commission - Chairwoman
RENATA CHUCK-A-SANG, Women and Gender Equality Commission - Commissioner

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KIMBERLY COOK, Youth With a Mission Guyana - Missionary Director

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