

HELP & SHELTER REPORT ON GENDER-BASED VIOLENCE REDUCTION
WORK PLACE PROGRAMME 2012

Output 1: Enhanced capacity of governments and civil society to support women's empowerment as a means of reducing gender based violence, with an emphasis on sexual violence

Achievements

Activity 1: 350 employees/staff sensitized on issues of Gender, GBV, Domestic Violence, SRH, the Domestic Violence Act & the Sexual Offences Act

- A total of 353 persons, 155 females and 198 males benefited from thirteen (13) one day workshops sessions and four (4) 45 minutes sensitization sessions
- Six (6) workplaces were reached - Qualfon, Sterling Products, NIS (Georgetown and New Amsterdam), Macorp, Guyana Defence Force (Medical Corps), Community Policing Groups in Regions 2, 3, 4, 6 and 10
- Participants overwhelmingly said workshops increased their knowledge and understanding of Gender & Gender Roles, helped them to better understand the forms, causes and consequences of Domestic Violence, exposed many of them for the first time to information about the Domestic Violence Act & Sexual Offences Act and increased knowledge about sexual & reproductive rights and issues. Presentations, handouts and training materials were also found to be useful and effective.
- Eighty five percent (85%) of all workshops and sensitization sessions were evaluated through participant evaluation forms
- Workshops motivated participants to think about how they would use the information they received. Responses included for self development, sharing with spouses, family members, children, peers, workmates, church groups and in communities
- Participants were also asked to identify things they would do differently as a result of the workshop such as changing negative behaviour patterns. Many of the male participants were also able by the end of the workshops to recognize the importance of communicating emotions and how they felt about issues including when they felt hurt - **“Deal better with my spouse, speak about my hurts”**; **“Discuss more issues with my life partner, acknowledge concerns and be more emotional”**; **“Pay more attention to my partner’s physical and emotional feelings”**
- Participants also expressed commitment to helping other through counselling, implementing awareness training session and group sessions within their workplaces and using knowledge they acquired to further help their clients. **“I know where I need to report DV, I have a fair idea how to assist someone in one of the mentioned situations.” “ Will enable me to have more information to give clients”**
- Participants recognized the need to discuss and share accurate information about sex and sexuality with their children as well as desist from demanding or coercing

- their intimate partners for sex – **“Sit down and discuss about sex with my children”**; **“Stop bullying my partner for sex”** **“watch my sexual conduct”**
- The workshop was also successful in getting younger participants to understand the need to discuss expectation and values with partners before getting into relationships. **“Identify and discuss what I need in an ideal relationship before committing to one, avoid getting into relationship that is abusive, get involved in FP”**
 - Participants’ grasped ways in which gender discrimination and socialization patterns taught and passed on to our boy and girl children were contributing to gender based violence including domestic abuse and sexual abuse. **“By giving guidance and free choice to my children to choose life partners; erase male & female chores at home; be more open to talk about things”** **“respect women’s rights more.”** **“Socialize my sons differently, find out reasons for things that are deemed normal before implementing”**
 - We were also heartened by participants commitment to changing negative and abusive behaviours such as child abuse and domestic violence and the recognition of women as equal partners and treating them with respect **“Stop physically abusing (hitting/slapping) my children”** **“Reduce the amount of time I verbally abuse persons, start treating my partner with respect”** **“Learn to control my anger, stop saying abusive words to my children and my wife”** **“I will stop abusing my boyfriend”**
 - Through UNFPA office we were able to distribute posters and brochures on FP topics to 222 persons

Activity 2: Conducting of 2 peer educator/TOT (2) day workshops for capacity building & sustainability for selected employees/staff from each of the 7 identified private sector business places

- One Peer Educator/TOT workshop was held in the 4th quarter. A total of 16 participants, 9 women and 7 men from Qualfon, Sterling Products and NIS benefited from this workshop.
- Evaluation of the TOT workshop showed that 99% of all participants increased knowledge & understanding of the role and qualities of an effective facilitator and peer educator; domestic violence entrapment, profile of abusers, signs of domestic violence and services for addressing domestic violence.
- Participants found the topic of anger management and conflict resolution useful and informative both for family, intimate relationships and in workplace settings. This was the first time that many participants had been exposed to such topics.
- The workplace programme for domestic violence & sexual violence prevention which participants developed for their respective organizations was also highly rated and evaluated as being useful by 99% of all participants. as were facilitators, handouts and training materials.
- A draft policy on DV prevention was discussed and will be taken back to workplaces for further consultations, changes, endorsement and hopefully implementation.

- Some of the activities for work place programmes included hosting workshops, developing a work place policy on DV, showing movies; setting up of information booths; groups discussions; using dramatic skits, poems, presentations and role plays on DV at quarterly meetings; developing posters and organizing seminars to train other staff members

Challenges

- Some workplaces approached did not follow through on their commitment to sensitization sessions or workshops
- Workplaces often did not meet the targeted number of employees agreed upon
- Workplaces did not take advantage of individual counselling offered by Help & Shelter at the workplace
- Due to late disbursement of funds project activities were only able to start mid year. This made it challenging to reach our targets and conduct TOT workshops for selected participants
- The TOT workshop scheduled for GDF was cancelled due to anniversary celebrations and end of year Stand Down Mode in effect. This workshop is to be re-scheduled for early next year.
- We need to have more FP brochures for distribution at workshops

Recommendations

- To continue to work with new businesses and workplaces using a similar model and consolidate work done this year with current businesses & workplaces
- To expand workshops and programme into interior and hinterland areas with groups who do not benefit from such programmes
- To start programmes promptly near the beginning of the year