

**CANADA-CARIBBEAN GENDER EQUALITY  
PROGRAM**

**(CGEP)**

**PROJECT REPORT**

**JULY 2009 – JANUARY 2010**

# **END OF PROJECT REPORT FROM PARTNER ORGANISATION**

## **HELP & SHELTER**

**Project Title: Counseling, Counseling Training and Organizational Capacity Building Project**

**CGEP Reference number: 0901**

**Statements (Presentation of the final report/supporting documents): Monitoring & Evaluation Reports (hard copies attached)**

**Signature (Persons who signed the Contribution Agreement with CIDA):**

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**DATE: 27<sup>th</sup> January, 2010**

## Report Contents

### 1. Comparative table

ANTICIPATED		ACHIEVED	
Outcomes	Indicators	Outcomes	Indicators
Expanding the provision of counseling services to rural areas	It was anticipated that 250 persons including 50 men in Moruca and Leguan would have accessed Help & Shelter’s counseling services within 6 months of the project.	<p>Increased access to quality counseling service in rural areas</p> <p>Greater community satisfaction with the presence of a counselor who visited the 2 regions</p>	<p>The number of adult clients seen on DV issue at Leguan Magistrates Court were 5 – 4 female and 1 male.</p> <p>In Moruca the reported cases seen were 56 adults; 29 women and 27 men</p> <p>And in New Amsterdam for November 10 reported adult cases-8 women and 2 men and December 5 adult cases – 4 women and 1 male</p> <p><b>See hard copy of M</b></p>

<p>At the end of the project the recipients of the training and technical guidance would have acquired techniques and skills that will allow them to enhance their work significantly.</p> <p>It was also expected that the 35 persons who were trained in institutional capacity building that they will in-turn sensitize and estimated 180 to 240 more persons concerning gender-based violence</p>	<p>Training should have been conducted with 16 staff/peer educators from Hope for All over a 4 months period with a follow up on supervision and technical assistance to recipients/trainees.</p> <p>The training in institutional capacity building should have been conducted with 35 persons from the identified NGO's (FACT and Comforting Hearts) in Berbice over a 4 months period.</p>	<p>Increased knowledge and skills among the trainees</p> <p>Improved access to quality service at Hope for All for clients</p> <p>A number of persons trained from different target groups to work in the region</p> <p>Increased knowledge and skills among staff and volunteers</p> <p>Greater community satisfaction with information on gender-based violence as it relates to other social ills</p> <p>Improved access to quality service when dealing with gender-based/domestic violence</p>	<p><b>&amp; E the overall report.</b></p> <p>Eighteen (18) persons participated and completed the program – 16 females and 2 males</p> <p><b>See hard copy of M &amp; E final report</b></p> <p>Twenty-two staff and volunteers attended the first 3-days workshop conducted from the 5<sup>th</sup> to 7<sup>th</sup> November 2009 and 18 staff and volunteers attended the 2 days follow up workshop on the 8<sup>th</sup> and 9<sup>th</sup> December 2009 at FACT organization</p>
<p><b>Outputs</b></p> <p><b>1</b> Provision of counseling</p>	<p><b>Indicators</b></p> <p>It was anticipated that 250 persons</p>	<p><b>Outputs</b></p> <p>Empowerment of clients as to choose the right</p>	<p><b>Indicators</b></p> <p>56 adult cases were recorded as</p>

<p>service in Moruca and Leguan</p>	<p>should have accessed this service</p>	<p>options given during the counseling session</p> <p>Increased knowledge of material information on child abuse and domestic violence</p>	<p>reported – 29 females and 27 men were seen by the counselor in Moruca while in Leguan only 5 adult cases were recorded- 4 females and 1 male</p>
<p><b>2</b> Provision of training in counseling</p>	<p>Training was to be done with 16 staff/peer educators from Hope for All for 4 months with follow up on supervision and technical assistance to the recipients/trainees</p>	<p>Staff, volunteers, police officers, IDCE resource persons, community leaders, staff from Suddie hospital and others were trained to be counselors</p> <p>Improved knowledge and skills among staff and volunteers at Hope for All and other trainees</p>	<p>A total of 18 persons graduated as counselors- 16 females and 2 males. 4 females and 1 male graduated with distinction; 8 with credit and 5 passes</p>
<p><b>3</b> Institutional capacity building with 2 organizations in Region 6</p>	<p>The training should have been conducted with 35 persons from the identified NGO's (FACT and Comforting Hearts) in Berbice during a 4 months period.</p>	<p>Increased knowledge and skills among the staff and volunteers</p> <p>Improved counseling skills and information on DV and child abuse</p> <p>Better understanding to deal with personal issues in terms of self-development</p>	<p>The institutional capacity workshops conducted at FACT and Comforting Hearts in Berbice Region 6, recorded a total of 22 and 18 staff and volunteers from FACT attended the 1x3 days and 1x2 days workshop respectively with 17 females and 5 males and 15 females and 3 males</p>

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## 2. Technical Summary

Assessment of results in terms of:

### i) Project objectives

Basically, the objectives of the original project are:

To educate and empower people to adapt peaceful and non-violent means for resolving conflicts in their lives and to peruse healthy relationships which are based on mutual respect and appreciation of human rights. An objective assessment of the results of this project will certainly reveal that its broad objectives have been achieved. In this context, as a result of the strengthening and expansion of counseling and referral services provided by the project, only 76 new clients/victims were counseled during the six month period. From feedbacks received both from clients themselves and their counselors, even though the percentage of total beneficiaries reached is low as compared to the anticipated figure, it was evident that considerable mutual satisfaction continued to be generated from the counseling and referral services offered by the project.

The end product of the counseling service in Moruca was that the counselor had to resort to conducting group sessions since persons were not accessing the service at the multi-purpose building, the venue identified for this activity. A change of relocating the service from Leguan to New Amsterdam took place due to similar problems in Moruca.

The short term objective of the project was to significantly increase the level of awareness and thereby reduce the high incidence of violence against women through training and capacity building of three NGO's existing in and working with three or more community-based groups in several communities.

Further, in the sphere of institutional capacity building and counseling training, as a consequence of the project, this resulted in more than 66 persons including community workers (teachers, police officers, Voluntary Counselling Testing /HIV counselors, IDCE resource persons, members of religious organizations) and community leaders from Hope for All and other persons from Region 2, Essequibo; 18 persons successfully completed the counseling training program with 5 graduates' gaining distinctions.

The staff and volunteers from FACT and Comforting Hearts organizations were actually sensitized on the issue of gender-based and domestic violence through the 2 -3 days and 2-2 days follow up capacity building workshops. Hundreds of pamphlets, brochures and flyers dealing with domestic violence were reproduced and distributed within the identified groups during the life of the project.

Moreover, relevant project activities provided opportunities for generation of considerable public discussion and awareness on a much wider scale thereby influencing greater support for combating gender-based violence and for victims of abuse to move on with their lives in the context of responding to the challenges associated with gender equity and empowerment. From feedbacks received, from evaluation on project activities conducted after each activity in regions 2 and 6, there has been some measure of appreciable qualitative change in the behaviour of the beneficiaries generally towards adopting non-violent methods of resolving conflict.

All in all, for all practical purposes through the successful coordination of relevant project activities resultant networking capacity and collaboration was effectively strengthened with Hope for All organization in Essequibo, the Commander of police responsible for Region 2, the Legal Aid Clinic, the religious and community groups in the region. There is regular contact with the beneficiaries from Fact and Comforting Hearts who were awarded certificates of participation from the capacity building workshops and who have also recommended that a counseling training be conducted with each organization (similar to the one conducted with Hope for All) at the earliest opportunity.

## **ii) Cost-effectiveness**

In relation to cost effectiveness, an objective assessment of the results would definitely reveal that they were achieved in the most cost-effective manner. Allocated funds appropriately expended for the implementation of project were quite adequate to defray costs as proposed.

For activities executed under the project at the first disbursement cost of G \$7,628,850 the impact of their results would certainly have generated socio-economic benefits, which in value by far exceeds the related costs. In the final analysis, however, the actual value of the said benefits that will accrue to the beneficiaries and their co-partners at large in the context of gender equity improvement in the quality of life and the resolution of conflict through peaceful means, though great they are, can never be captured by any financial or economic rate of return calculation.

## **iii) Potential for results and/or benefits to be sustained**

Describe how the benefits of the project will continue after its completion.

There is a very great potential for the benefits of the project to be sustained through obligation of the existing partners who has now benefited from training and institutional capacity building. Continued

financial assistance from external sources for the conduct of the same activities in other regions and with other sister's organizations would certainly be a benefit for Help & Shelter.

#### **iv) Beneficiary participation**

- Identify and quantify beneficiaries (individual or groups, where possible, disaggregated by sex and by other relevant characteristics) and benefits received.

For the counseling service 31 adult males have accessed the service and 45 adult female. The training of counselors in collaboration with IDCE in Region 2 Essequibo 16 female and 2 males graduated as counselors with 4 female and 1 male graduating with distinctions. The institutional capacity building workshops conducted with FACT and Comforting Hearts recorded a total of 17 female and 5 male successfully participated in the workshop and were honored with a certificate of participation. Comforting Hearts participation recorded a total of 18 females and 5 males who also successfully participated in the workshops and who were also awarded certificate of participation. All participants and beneficiaries were empowered in relation to choosing options to resolve their conflicts; participants were able to develop, improve and acquire new skills to effectively perform their duties as is expected of them.

- Discuss levels and types of participation, effectiveness of mechanisms used to integrate beneficiaries, contribution of participants to project outcomes and evaluation activities.

#### **\*Effectiveness of mechanisms used to integrate beneficiaries:**

To outline the effectiveness of mechanisms or strategies used to integrate beneficiaries, the broader external environment of the project and the risks inherent within it would have to be clearly expounded.

- In the first place, certain entrenched attitudes, practices and beliefs permeate the Guyanese society through religion, culture and social behaviours are based on negative gender and power relations. This situation is definitely aided by a lack of understanding of the provisions of basic human rights. The provision of the extended face-to-face counseling and referral services were provided by 3 part-time counselors who were contracted by Help & Shelter for the conduct of this activity in Regions 1 – Moruca; 3 days per month and Region 2 –Leguan; 4 days per month where a male and female counselor worked in the Magistrates Court on the Island. The locations at which the counseling was provided were available to us rent-free by our local networking partners. We had also established a support group of networking partners including the probation department, health clinics, the police and other NGO's. Printed public educational materials, including a flier advertising the new rural counseling services were distributed as widely as possible in the areas with the assistance of the regional counselors and networking partners. Banners advertising the information of the service were made and placed in strategic positions in both regions.

#### **\*The levels and types of participation by the beneficiaries:**

- The participation of project beneficiaries can essentially be classified as existing at three distinct levels and as such the nature of their involvement can be accordingly defined. Firstly, at the primary level, there exist the clients, victims or survivors and perpetrators of domestic violence – women, children, youths and men who would have primarily benefited from face-to-face counseling or referral services. Of course, these participants constitute the principal target group and also included in this category are all those individuals who would have become knowledgeable of or sensitized concerning the issues of gender-based violence generally, the use of non-violent means for conflict resolution, the Domestic Violence Act and the legal protection its implementation affords. Very poor results came out from the total number of persons that were counseled as compared to the anticipated target of 250 including 50 males.
- Secondly, the category of the project beneficiaries participating at the secondary level are practically the staff and volunteers from Hope for All, the participants from IDCE Essequibo, the police and community leaders all identified as front-line workers; and the staff and volunteers from FACT and Comforting Hearts who have also benefited from the institutional capacity building workshops. These individuals were specifically targeted to benefit from relevant training to increase the level of awareness to gender-based/domestic violence issues and to violence generally prevailing in the society in which they operate. This particular type of training given was intended to equip them to interact and respond with greater knowledge and sensitivity to the issues of gender-based and domestic violence and child abuse inherent within their communities and the communities they work with.
- Thirdly, at the tertiary level, there operated the project staff – Coordinator, Accountant, Counselors/Volunteers, M & E Officer and the facilitators/trainers. These identified project operatives who functioned at this level necessarily had to interface with one another on a regular basis in order to produce desired results that had implications for the other categories of participants. At different times, on a continual basis they also interacted directly with both primary and secondary level participants in terms of offering direct guidance and in training/workshop or public education activities.

**v) Innovation and creativity**

Describe any new ideas and approaches used to achieve the results.

As regards creativity for institutional capacity building with two NGO's, effective use was made of audio-visual methods for recording and presenting drama of incidents and facilitators presentations of gender-based violence and their resolution in the context of the administration of the Domestic Violence Act and the new sexual offences legislation.

**vi) Prudence and integrity**

Describe how project fund and resources were used.

All the resources (financial, human and material) of the project were used with outmost prudence and integrity. Funds allocated and disbursed for the project were expended and utilized strictly in accordance with the project purpose. This was at all times done in the most transparent and cost effective manner that was definitely consistent with proper accounting principles and practice. Human resources utilized on the project were judiciously deployed and managed to produce the desired results. All this took place in an internal project environment where maximum economic use was made of all materials appropriately procured.

#### **vii) Strengthening of executing institutions**

Describe how the institution was strengthened as a result of the project.

Help & Shelter has been strengthened as a result of the project in a number of ways:

- The staffing requirement of Help & Shelter was not only sustained through project funding, but the counseling service was also expanded into 2 rural areas.
- Greater public awareness of Help & Shelter and the services provided as a result of the institutional capacity building with 2 organizations in region 6 and the training of counselors in region 2.
- Experience gained in coordinating and monitoring project activities has resulted in enhanced project management capability.

#### **viii) Unexpected results**

The project produced few unexpected results. The counseling service did not attract the number of persons as anticipated, so there was also a shift of the service from Leguan to the Transitional House in New Amsterdam, Berbice, Region 6. Another unexpected result was the number of staff/volunteers from Hope for All who had registered for the training program. The expected number was 16 but 12 persons from this organization had registered and who attended the program and so alternative arrangements had to be put in place to include persons from IDCE, the police, religious groups and community leaders, thus a total of 20 registrants. This was indeed a significant achievement for which credit has to be given not only to the tutor at IDCE in Essequibo for her demonstrated interest and commitment to the project work, but also to the project coordinator who recognized that the involvement of several target group would have afforded individuals the full scope for appropriate self development and the acquisition of basic skills.

### **3. Other Accomplishments**

- Materials and brochures were re-produced
- New Services/Products Developed – DVD on the institutional capacity building workshops with FACT and Comforting Hearts.

- Networking and Partnership Established or Strengthened: **with Hope for All in Essequibo; Transitional House in New Amsterdam, Berbice; Comforting Hearts in New Amsterdam, Berbice and FACT in Springlands, Corriverton, Berbice.**

#### **4. Project Management**

Discuss the overall execution of the project in terms of the Project Schedule (on time, delays), Project outcomes (to what extent achieved), Monitoring and Evaluation activities and Project Budget (anticipated versus actual cost, reasons for discrepancies)

Project activities commenced during the month of August 2009 when initial disbursement of project funds was received. But there was a lull in the intensity of institutional capacity building activities due to the advent of the USAID/GHARP planning phase of their program. Fact and Comforting Hearts are funded by this donor agent and so there was a shift of the time-line for the conduct of activities with the two organizations.

Notwithstanding this, however, the overall implementation of the project activities were executed in a timely manner consistent with revised planning and related outcomes. Also, in the context of actual expenditure vis-à-vis anticipated costs of the project, no real discrepancy arose. In general terms, the entire project was successfully managed and implemented largely through the enterprising initiatives of the Coordinator and the cooperative support of its staff members and volunteers all operating under the watchful eyes of the board of directors.

It should be noted that in no small measure the positive ability of the Coordinator to promote and sustain good staff relations thereby influencing team building, was evidently a contributing factor to the successful management of the project.

#### **5. Lessons Learned**

Describe lessons learned by the executing Organisation and beneficiaries (where applicable) and how they might be applied, by the Executing Organisation or by others, particularly with respect to:

- **responses for advancing the strategic interest and rights of women involved in the project;**

One of the important lessons learnt by the Executing Agency is that it cannot provide a one- stop service or act in isolation in advancing the strategic interest and rights of women. There is need for continued networking with other organizations such as the Legal Aid Clinic through which clients can have access to or benefit from effective legal representation at reasonable costs.

Another lesson learnt from the experience was that collaboration must to be maintained with the Government departments such as the Ministry of Labour, Human Services and Social Security, Regional

Administrative Offices, the Guyana Police Force and the organizations that have benefited from the program.

- **institutional capacity building (in terms of technical and/or management capacities)**

Another important lesson gained from the project is that given the peculiar socio-economic and political conditions inherent in Guyana, any Non-governmental Organization such as Help & Shelter will always be continuously dependent on the support of International Donor Agencies. Core funding is required on an on-going basis and can certainly have implications for further strengthening of the institutional capacity, technical and managerial and for training, public education/advocacy and outreach programmes.

- **the planning , implementation and/or evaluation of gender equality activities;**

Experience has shown that for successful planning, implementation and evaluation of gender equity activities, effective networking has to be done with other organisations such as the Amerindian Peoples Association, The Ministry of Human Services & Social Security, the Regional Executive Officers, the police and the Regional Welfare Officers.

- **the sustainability of the project results and benefits; and**

It is in this area of institutional capacity building that perhaps the most sustained action has taken place. Help & Shelter has produced brochures, pamphlets, posters, videos that exposed the causes and consequences of gender-based violence and increased the knowledge of victims concerning legal services and their human rights.

An important lesson learnt also by the executing agency is that for project results and benefits to be sustained, additional external funding is absolutely necessary. This, in conjunction with required networking is a critical factor influencing relevant sustainability.

- **Executing Organization and Gender Management and administration practices.**

Experience has taught the Executing Agency that whilst administering the Gender Equality fund project, care always has to be taken to ensure that in the execution of its activities, no gender bias is perceived by the primary participants as being projected. This means that although on a comparative scale for domestic violence cases, there are usually more female than male victims, yet the issue of male victims or even female perpetrators would have to be addressed with equal importance. Hence the terminology used to express the issue is that of gender base violence.

## 6. Other

The Executing Organisation may wish to bring to attention other issues, including the implications of the project for the institution's future activities, and/or to policy and practices, etc.

Help & Shelter as the executing organization of this project wishes to bring attention to the fact that although the CIDA/GEF project has now come to an end, there is a significant demand for activities to be conducted with other NGO's and for the counseling service to continue in Berbice.

### APPENDIX A: CGEP SUB-PROJECT BENEFICIARY ANALYSIS

Beneficiary Reached – Target Population				
People Reached	Direct #		Indirect #	
Sex				
Male 27+2+3+1+2+1+5+5	46			
Female 29+34+8+4+17+17	105			
Not disaggregated				
Age				
Children 0-17 -6				
Youth 18-30				
Adult 31-60				
Elderly 61+				
Not disaggregated				
Locality				
Rural				

Urban				
Peri-urban				
Not disaggregated				

Beneficiary Reach Characteristics

Disabled

Food insecure

Homeless

Indigenous

Internally Displaced

Landless

Minority Ethnic/Religious groups

Out-of-school

Poor

Refugees

Unemployed

Victims of Conflict

Victims of Natural Disaster

Victims of Human Disaster