



Rights of the Child Commission

**Five Year Strategic Plan
2012-2016**

The Rights of the Child Commission
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Foreword

It gives me great pleasure to present the Strategic 5-year Plan of the Rights of the Child Commission (RCC). This Plan represents a significant milestone in the work of the RCC as it brings into greater focus the work of the Commission while simultaneously establishing the direction and pace of the work of the Commission over the next five years. The strategy provides a coherent policy statement which reflects the aspirations and concerns of children themselves and those who care about them. It focuses on how to make positive changes in the lives of all children over the next 5 years. The Strategy takes account of the very broad scope of children's issues.

The Strategic 5 year Plan which was prepared by the RCC with technical and financial support from the United Nations Children's Fund (UNICEF) seeks to establish a process where children are afforded the opportunity and assisted to contribute in a positive meaningful way towards their own development; with necessary support from the family, government and the wider society. The RCC envisages a Guyana where all children are cherished and respected and brought up in an environment which enhances their positive development and a happy and fulfilling childhood.

Undoubtedly, the Commission with its mandate and support from the Government, the United Nations Children's Fund and other Supporters is in a unique position to influence the lives of children throughout Guyana. Consequently I wish to emphasise the critical role we, the Members and Staff of the Commission in partnership with Government, Civil Society, Development Organisations, parents and children would have to play in ensuring the successful execution of this Plan.

I am satisfied that the effective execution of this Plan will certainly go a long way in our efforts to promote, establish and maintain the rights of our children.

I wish to also take this opportunity to express our appreciation and gratitude to UNICEF, the Government of Guyana and all those who coordinated and contributed to the preparation of this Plan.

I wish to solicit your continuous support and assistance as we embark on this journey to improve the lives of our children.

A Nasir .

Aleema Nasir Chairperson - Rights of the Child Commission

1 October 2012

List of Acronyms

CERD	Convention on the Elimination of All Forms of Racial Discrimination
CRC	Convention on the Rights of the Child
CEDAW	Convention on Elimination of All Forms of Discrimination Against Women
ERC	Ethnic Relations Commission
FBO	Faith Based Organisation
GBA	Guyana Bar Association
GLAC	Guyana Legal Aid Clinic
GoG	Government of Guyana
GRC	Guyana Red Cross
GSA	Guyana School of Agriculture
GW	Guyana Water Inc.
GWLA	Guyana Women's Lawyers Association
HDI	Human Development Index
HR	Human Rights
HRC	Human Rights Commission
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic Social and Cultural Rights
IICA	Inter-American Institute for Cooperation on Agriculture
IPC	Indigenous Peoples Commission
IPED	Institute of Private Enterprise Development
IRFP	Iwokrama Rain Forest Programme
MDG	Millennium Development Goals
MoA	Ministry of Agriculture
MoAA	Ministry of Amerindian Affairs
MoE	Ministry of Education
MOF	Ministry of Finance
MoH	Ministry of Health
MoHA	Ministry of Home Affairs
MoLA	Ministry of Legal Affairs
MoLG	Ministry of Local Government
MoLHSSS	Ministry of Labour, Human Services and Social Security
NGO	Non- Governmental Organisation
OPCAC	Optional Protocol on Children Involved in Armed Conflict
OPSC	Optional Protocol on the Sale of Children
RCC	Rights of the Child Commission
SitAn	Situation Analysis
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNFPA	United Nations Population fund
UNICEF	United Nations Children' Fund
WGEQ	Women and Gender Equality Commission

1. Executive Summary

This 2012-2016 Strategic plan for the Rights of the Child Commission (RCC) provides for, among other things, the framework for action that seeks to facilitate/guide the implementation of the constitutional mandate of the Commission- and- to that end -contribute to greater results for children throughout Guyana.

Note must be made, that this plan is for the RCC - it is not a plan of action for children, nor does it seek to articulate actions that are within the purview of State actors (e.g. direct service delivery). The plan is guided by and uses as its key tools/strategies the core functions as articulated in accordance with its constitutional mandate. These are as follows: **promoting and advocating** for the rights of children- including with particular emphasis on the “best interestss of the child “principle as provided for in Article 38 B of the Guyana Constitution, **monitoring** the rights of children (in accordance with the Guyana Constitution and its laws, in particular children’s laws, and with regard to the Convention on the Rights of the Child and its two Optional Protocols¹) and **investigating and making recommendations** on policies, procedures and practices of organisations, bodies and institutions in order to promote and protect the rights of the child.

Every partner - Government, Civil Society, Development agency, other Rights Commissions, Media, Family and child can contribute to fulfilling the actions set out in this plan whether through individual or collective advocacy with the Commission. To that end, the RCC will, among other measures, have to be both physically and geographically accessible to all children and proactively reach out to all groups of children, in particular the most vulnerable and disadvantaged, such as (but not limited to) children in care or detention, children from indigenous groups, children with disabilities, children living in poverty, child labourers, children infected and affected by HIV, street children and children with special needs in areas such as culture, language, health and education. This also means that the RCC will devise specially tailored consultation programmes and imaginative communication strategies to reach this population given the multi-dimensional nature of issues which affect children, especially those children who are considerably prone to a greater degree of vulnerability due to geographic location/isolation (place of residence), children who reside in poor households, children who may be discriminated against due to gender and or status (e.g. disabled children), and/ or made doubly vulnerable due to their culture, racial, ethnic or religious affiliations and sexual orientation (especially in the case of adolescents).

To that end, the plan is divided into the following areas:

- i. **Introduction:** this provides a background on the Rights Commissions, outlines the constitutional and founding principles of the RCC and provides a summary of the key clientele of the Commission;
- ii. **Vision and Mission Statement:** the mission and vision statement of the RCC has as the common thread, the need for equity in the delivery of the rights agenda for children;
- iii. **Overview of Children’s rights-** in the context of the Plan and work of the Commission;
- iv. **Strategic Analysis of both the “internal and external” environment** that will influence the work of the Commission. The Commission will need to work with both “traditional” and “non-traditional” partners who are actively engaged in fulfilling children’s rights and to engage those individuals/organisations who are not in engaged in the process so far; and
- v. **Key Strategies and Priorities of the RCC:** use of evidence-based advocacy and research, forging partnerships, alliances, and joint ventures, capacity building, targeted volunteer engagement strategies; promotion of governance and leadership; Law/Policy reform to support the rights of children; monitoring/investigation; strengthening of planning function of the RCC; and enhancing/promoting the image of the RCC.

¹ Guyana has ratified the Convention on the Rights of the Child and the Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict and the Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography

It is indispensable that promotion and protection of children's rights is "mainstreamed" and that all existing institutions work closely together to improve the lives of children and action the objectives under this plan. To that end, the RCC will work towards this plan being known and owned by everyone. The estimated cost (in financial terms) of ensuring achievement of the key objectives set out in the plan is USD100,000. per year. The RCC will work with the Government of Guyana and developmental partners to bring available resources (including strong technical support) towards implementing this plan.

2. Introduction

The Commission

Guyana's Constitutional Reform process of in 1999 led to the creation of the "Rights Commissions". By Act No. 5 of 2001. Article 212G of the Guyana Constitution states: "*There are hereby established the following Commissions, the goals of which are to strengthen social justice and the rule of Law.*" These Rights Commissions include the Indigenous People's Commission, the Human Rights Commission, the Rights of the Child Commission, the Ethnic Relations Commission and the Women and Gender Equality Commission. Further, the Constitution mandates that a "Commission shall be independent, and shall discharge its functions fairly." To that end, each Commission has general functions:

- 1) to monitor and review all existing and proposed legislation, policies and measures for compliance with the objects and matters under its purview and report the need for any amendment to any legislation to the National Assembly;
- 2) to educate the public regarding the nature and content of matters under its purview;
- 3) to carry out or cause to be carried out research and studies concerning the observance of matters under its purview and report the findings and recommendations thereon to the National Assembly;
- 4) to investigate complaints of, or initiate investigations into, violations of the rights under its purview;
- 5) to resolve disputes or rectify acts or omissions by mediation, conciliation or negotiation;
- 6) to take appropriate action on behalf of persons whose rights have been, or are being or are likely to be violated;
- 7) to liaise with governmental or non-governmental organisations, and other relevant bodies to address the complaints and concerns of persons regarding matters under its purview;
- 8) to enlist the aid of such persons as may be necessary to give expert advice in order to facilitate its functions;
- 9) to prepare and submit reports to the National Assembly pertaining to any convention, covenant or charter relating to the objects of a Commission; and
- 10) to do all other acts and things as may be necessary to facilitate the efficient discharge of its functions.

Constitutional and Founding Principles of the Rights of the Child Commission

Act No.5 of 2001, Article 212U, provides for the establishment of the Rights of the Child Commission through an agreed consensual parliamentary mechanism. By way of Act No. 8 of 2001, Article 119C provides for the establishment of the Parliamentary Standing Committee to address matters relating to the appointment of the Commissions established under the Constitution.

Accordingly in March 2010, twelve(12) Commissioners were appointed through the National Assembly to

execute the constitutional mandate of the RCC as provided for in Article 212 V to:

1. promote the rights and interests of, respect for the views of children;
2. ensure that the rights and interests of children are taken into account at all levels of government, other public bodies, and private organisations when decisions and policies affecting children are taken;
3. monitor compliance and make recommendations for the compliance with international instruments to which the Government accedes from time to time, including those already acceded to and which relate to the purpose of the Commission;
4. consult and participate in the preparation of the Annual Report on the Rights of the Child to be submitted by the Government to the United Nations Committee on the Rights of the Child;
5. ensure that children have effective means of redress if their rights are being violated; and,
6. monitor, evaluate and make recommendations on policies, procedures and practices of organisations, bodies and institutions in order to promote the rights of the child.

Subsequent to the appointment of the Commissioners, in 2010 a Chief Executive Officer (CEO) was recruited as part of the RCC Secretariat in order to carry out its functions. At the time of writing this document, the RCC is working on filling key positions including those for an Investigative Officer and an Administrative Assistant.

Since its appointment, the Commission receives an annual budget and physical accommodation through the government and hires its own staff.

Our Clientele

The clients of the Commission are principally the children of Guyana. The clients include the following:

- The government, central and local, and state agencies
- Independent constitutional bodies
- Communities
- Individual persons with complaints
- Private companies and public corporations
- Civil Society Organisations
- Religious Institutions
- The general public

3. Vision and Mission Statement

The Vision

The vision of the RCC is that within the next five (5) years children will be made more **visible and their lives improved** through ensuring that the best interests of the child is realised in the legal and policy context, institutional structures and at the level of service delivery. In addition to the best interests of the child, as a guiding principle, the Commission will ensure that there is an equity focus to its work to ensure that the

rights of children who are vulnerable, excluded and/ or marginalised (for instance whether as a result of gender, geographic isolation, socio-economic status, HIV/AIDS status, sexual orientation and/or culture) are improved.

Mission Statement

To that end, the RCC will use its constitutional mandate as the guiding mission statement and the principles as articulated in the Convention on the Rights of the Child² and, in so doing, maintain its impartiality and independence for the respect, promotion and protection of the human rights of children.

4. Overview: Context of Child Rights in Guyana

The latest available comprehensive situational analysis (SitAn) of children and women in Guyana was completed in April, 2011³ and it provides an overview of the situation regarding children's rights to survival, development, protection, and participation. The main report that presents statistical evidence of the progress Guyana has made with regard to the implementation of the Millennium Goals is the Guyana Progress report 2011 launched in September 2011.⁴ This document serves as one of the key bases for understanding the level of poverty, access to education and health, gender equality etc. The RCC draws information from policies and programmes instituted by government and a number of reports - including those from both Government and Non-Governmental organisations as part of the overall analysis.

Guyana's under 18 years population is approximately 300,000⁵ persons with the majority of children residing on the coast (Region 4). The fastest growing ethnic group is the Amerindian population that has moved from 6% of the population to 9% in 2002 and is expected to have surpassed 10% in 2010. The 2012 Census will provide a new base line and data that will be useful to the country in general and the RCC in particular.

In the United Nations Development Programme (UNDP), Human Development Index (HDI), (a composite of health, education, and income indicators), Guyana ranks 117th out of 187 countries moving from a low human development rate in 1990 of 0.489 to a medium human development rate in the 2011 report with 0.633. It is recognised that the country has made considerable progress toward its MDG targets related to primary education, gender equality of girls at the primary and secondary educational levels, poverty reduction, reduction in infant and child mortality, empowerment of women, and environmental sustainability⁶.

Further, the legal and policy framework for children's rights has been established by the **Childcare and Protection Agency Act**, and six (6) other pieces of legislation enacted in the 2005 - 2011 period. The GoG established the Child Care and Protection Agency as the umbrella agency responsible for implementing child-related policies, defined children in need of protective intervention and promoting children's rights (**Protection of Children Act**), abolished status offences, modernized the legal framework for adoption (**Adoption Act**), bestowed equal rights on all children irrespective of how they were conceived (**Status of Children Act**), modernised the legal framework on sexual offenses (**Sexual Offences Act**) and trafficking in persons (**Combating of Trafficking in Persons Act**), provided a solid legal basis for protecting the rights of people with disabilities (**Persons with Disabilities Act**) and the protection of children in residential care (**Child Care and Development services Act**) and modernised custody and maintenance laws(**Custody, Care, Guardianship and Maintenance Act**). Other legislation needed for consistency with the CRC is expected in the near future e.g. in the area of juvenile justice.

2 <http://www2.ohchr.org/english/law/crc.htm>

3 Situational Analysis of Children and Women in Guyana (UNICEF Guyana, April 2011)

4 Ministry of Finance website publications of the report- <http://www.finance.gov.gy/>

5 The 2002 Census stated that the total population from 0-19 years was 336,724; the demographic projections from 2005 to 2025 estimates that the total population in that age group is 321,197 due to smaller families. See www.statisticsguyana.gov.gy

6 http://www.guyana.org/MDG_Full_Report.pdf

Key national policies related to children's rights include the national health strategy and related policy statements on nutrition, maternal and neonatal health, and mental health; the national education strategy and related policy on school health, nutrition, and HIV&AIDS; a policy on orphans and vulnerable children; and a domestic violence policy.

The main overarching development policies include the Poverty Reduction Strategy Programme, 2010-2015, the Low Carbon Development Strategy, and the National Competitiveness Policy. These policies underpin Guyana's commitment to a pro-poor pro-growth policy while diversifying its economy, creating an environmentally responsible and climate-resilient development, and to equal access to goods and services and investment in social services.

Moreso, in terms of meeting its obligations under the treaty bodies Guyana submitted its Combined **second to fourth periodic reports of States parties in April 2010**⁷ to the UN Committee on the Rights of the Child. This report was examined by the Committee and a List of Issues⁸ was subsequently prepared. Guyana will be reviewed by the Committee in January 2013.

With regard to fulfilling the agenda for children and in the context of the work of the CRC, note must be made that while there are well-known successes within the CRC core area (survival, development, protection and participation) a number of challenges remain. Promoting and finding solutions to these challenges through advocacy will be of part of the Commission's work for the next five (5) years.

A snapshot - Children's Rights to Survival (health, nutrition and water and sanitation).

The immediate causes of maternal and child mortality are largely preventable. Maternal and neonatal deaths are mainly associated with quality of care issues, and accidents, suicide, and homicide become increasingly prevalent causes of death as children get older.

Children represent a very small proportion of HIV cases, and mother-to-child transmission has declined rapidly in recent years as a result of the free Prevention of the Mother to Child Transmission programme and the free ART programme in the public health sector. However, note should be taken that with the reduction of global funds available to combat HIV/AIDS, Guyana's programmes are at risk. During the consultation on this plan, it was also observed by stakeholders that there is a need for increased data about HIV among children/young people and on HIV Infection among children; further work to reduce stigma and discrimination related to HIV/AIDS; tackle pregnancy among adolescents; and work to address youth sexuality (including access to condoms and adolescent friendly services.)

Guyana's immunisation programme is one of the successful programmes and the challenge is to ensure that these rates are maintained. The country therefore generally does not face a problem with vaccine-preventable diseases.

Mental health issues have been poorly acknowledged until recently, and Guyana appears to have high rates of suicide and substance abuse, but not among children⁹.

All types of interventions are affected by human resource constraints, shortages of medical equipment and supplies, and information gaps. Guyana has high overall coverage of antenatal care, attendance by health professionals at deliveries, and deliveries in health facilities, but the quality of perinatal care is a concern, and postnatal care is minimal. Recent initiatives to monitor maternal and neonatal deaths and improve perinatal information are promising. The Integrated Management of Childhood Illness (IMCI) approach is implemented countrywide at the facility level, and community-based IMCI is being introduced.

Disparities are evident in health and nutrition outcomes and the services provided. In general, the disadvantaged groups of children and women are those in rural and interior areas, those of Amerindian ethnicity, and those with low levels of (maternal) education and household wealth, but there are exceptions. Afro-Guyanese children have the highest rates of infant and under-five mortality.

7 http://www2.ohchr.org/english/bodies/crc/docs/CRC.C.GUY.2-4_en.pdf

8 http://www2.ohchr.org/english/bodies/crc/docs/CRC_C_GUY_Q_2-4.pdf

9 SitAn, 2011- p. 29

Young children who are poor, Amerindian, and living in the interior are better fed than others, though inadequate feeding is the norm for all groups. The coastal and largely urban Region 4 has the highest HIV prevalence. Suicide is most prevalent in coastal Region 6. Gender disparities, where they exist, are largely in favour of females.

In general, levels of household wealth and poverty influence almost all aspects of the realisation of children's rights in Guyana.

The root factors influencing the realization of children's rights in Guyana, as identified in the SitAn process, are the same for all rights. These are income, poverty, and unequal access to services; unpredictable weather patterns due to climate change, emergencies, and disaster management; social and cultural norms and values; and the isolation and remoteness of many hinterland communities. Some of the underlying factors - such as migration patterns and teenage pregnancy - are also relevant to all rights. Abuse and violence, nutritional status, substance abuse, and knowledge and awareness are other cross cutting factors.

The immediate factors are often, but not always, specific to one category of rights. Acute respiratory infection, vector-borne diseases and accidents, are examples of immediate factors influencing child mortality and thus the realization of the right to survival.

With Guyana making good progress in also meeting the MDG of universal primary enrolment and reduced numbers of incomplete education at that level, means that the availability and accessibility of children to the right to education . Government programmes of universal school vouchers and school feeding programmes for all children in the lower primary levels, have helped in achieving these successes.

Levels of empathy and the nature of interpersonal relations in families and communities are among the immediate factors influencing the prevalence of violence, abuse, and exploitation and therefore children's realization of their right to protection. Opportunities for recreation and for participation in national policy development and community dialogue are immediate factors influencing children's expression, access to information, and freedom of association, which are the key issues for the right to participation.

A snapshot- children's right to development (education, including early childhood development)

Guyana has made substantial progress in providing access to primary education and ensuring equity in primary enrollment. Gender parity has been achieved, and the Government expects that primary education will be universal by 2015. The challenge is to ensure universal secondary school enrollment and completion as drop outs or repeaters at the primary level now stand at 3% whilst the largest number of dropouts is at the 15 year old cohort and most evident among males. The quality of education is a matter of concern in Guyana and throughout the Caribbean.

The prevalence of corporal punishment and other violence in schools, a shortage of trained teachers, inadequate water and sanitation facilities, and a disconnection between the curriculum and the interests and practical needs of students and new graduates, are some of the factors compromising the quality of education. The challenges to quality are evident in standardized test results, literacy levels among primary school graduates, and student attendance. The quality concerns are well recognized in Guyana¹⁰.

Disparities in the coverage of early childhood development programmes are seen by place of residence, household wealth, and ethnicity. Children in urban and coastal areas appear to be advantaged relative to those residing in the hinterland. Whilst nursery school education is not compulsory under the Education Act, the MICS 2006 found that 57% of urban children of ages 36-59 months were enrolled in preschool programs whereas only 47% of rural children were enrolled. As new nursery schools have been built in every Amerindian village and coastal village from 2006 to 2011, these figures will have improved. The proportions were 52% and 37% for children of coastal and interior areas, respectively. A study of day care programs and play groups for children of ages 0-3 years similarly found that children from urban and relatively densely populated rural areas were more likely to participate¹¹.

10 Ibid, p. 69

11 Kellman, William (for the Municipal Day Care Services of the Mayor & City Council of the City of Georgetown, Guyana and UNICEF) (2009), A Situation Analysis of Early Childhood Development in Guyana.

Primary attendance and completion rates, however, are less encouraging. Based on studies and consultations with stakeholders, the Ministry of Education has highlighted absenteeism (of both students and teachers) as one of the main challenges for 2008-2013¹². Further, in Guyana, secondary education covers 78% of the relevant age cohort.¹³ Dropout rates appear to peak in the transition from primary to secondary school. The national education strategy identifies this transition as a particular challenge, especially for boys in Region 4 and Georgetown.

Disparities along regional, socioeconomic, ethnic, and gender lines are pronounced at the secondary level. MICS 2006 found that urban children had a higher net enrollment rate (79%) than did rural children (66%), and children living in coastal areas had a higher rate (70%) than children living in the interior (63%). For children whose households are in the poorest quintile, net secondary enrollment was just 54%, compared to 85% for those in the richest. More educated mothers are more likely to have children who enrol in secondary school; the rate for children whose mothers have upper-secondary or post-secondary education was 82%, whereas the rate for children of mothers with a primary school education was only 61%. In terms of ethnicity, Afro-Guyanese children showed the highest enrollment rate (81%), followed by mixed children (70%), Indo-Guyanese children (64%), and Amerindian children (56%). The gender disparities that emerge at the secondary level are in favor of girls. This seems to be a characteristic of the Caribbean region as a whole. Children in the interior of Guyana have typically been the most disadvantaged in terms of education and moreover with respect to children with disabilities and their rights in general. Many of their communities are in remote areas, some of which are inaccessible to the rest of Guyana except by air. Reaching them with educational services is an enormous challenge for the Government.

Finally, with regard to water and sanitation, The Education Sector Policy on School Health, Nutrition and HIV&AIDS requires schools, education departments, the 10 Administrative Regional Democratic Councils, and the Ministry of Education to “create a safe and sanitary environment in which ... gender segregated sanitary facilities and clean water points are installed in appropriate ratio to the number of children and maintained in good working order.” The Ministry of Education upgraded the utilities and sanitation facilities of one-quarter of the country’s primary and nursery schools under its previous strategic plan (2003-2007). Training workshops to raise the awareness of school communities on good water, sanitation, and hygiene practices accompanied the upgrading of facilities. Nonetheless, the Ministry found that the sanitation facilities of about half of the country’s schools still needed upgrading at the start of the current national education strategy. The Ministry aims for 70% of schools to meet sanitation standards by 2013 and intends to establish a monitoring program for water and sanitation in schools¹⁴.

The new challenge that the education sector faces as secondary schools have been built in Amerindian areas (moving from one in 1992 to 13 today), is an explosion of Amerindian children over 11 years old accessing secondary schools for the first time in Guyana’s history. All the dormitories that are compulsory for the construction of these schools are now filled to capacity. Thus, the Ministry of Education is preparing a new special budget and programme to build more secondary schools in the interior and more dormitories. The new peri-urban centres that are merging due to the government housing programme will also require new schools as the country’s demographics change. This 5 year plan will address these issues.

Snapshot- Children’s right to protection (protection from abuse, violence, exploitation and neglect)

The Guyana Constitution and the Convention on the Rights of the Child obligate government to take all appropriate legislative, administrative, social, and educational measures to protect children from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse. The Convention also requires governments to take all available measures to ensure that all children’s rights are respected, protected, and fulfilled (Article 4). This includes an obligation to review existing laws and make amendments where they are needed for the country to meet the minimum standards set in the Convention.

12 Government of Guyana (Ministry of Education) (2008), Strategic Plan 2008-2013: Meeting the Quality Imperative.

13 Government of Guyana (Ministry of Education) (2008), Strategic Plan 2008-2013: Meeting the Quality Imperative.

14 SitAn, p. 82

In Guyana, anecdotal evidence suggests a prevalence of abuse - especially physical, sexual and emotional abuse¹⁵. Physical punishment of children is common. The prevalence of abuse appears to increase with the age of the child up to a point and then to decline before the child reaches adulthood. Children with disabilities are highly vulnerable to all types of abuse. Staying in school may protect children from violence and abuse to some extent.

The prevalence of child labour is controversial, reflecting different definitions and perceptions of child labour. Domestic work and work for family businesses or farms are the main areas where children are economically active. Some child sexual exploitation reportedly takes place in the mining camps and urban clubs and bars, and exploitative sexual relationships between girls and older men have become a concern.

Children in contact with the law are vulnerable to rights violations. Deprivation of liberty remains a common form of punishment for child offenders, and, until recently, many children have been incarcerated for status offenses, especially wandering. Overall, service delivery in the child protection sector appears to have been weak. New institutional and legislative frameworks have laid the groundwork for improvements¹⁶.

Other child protection areas, including child labour, trafficking in persons, birth registration (especially as a cross-cutting rights issue), children in residential care/children in alternative care, children without adequate parental care and lack of a culture of fostering children, also suffer from the deficiencies in research/data in order to intensify action to meet the rights of children both in local law and under the CRC. It is recognised that progress has been made in these areas for example through the new laws passed to address these issues, but there is still a considerable amount of work to be done- especially at the level of institutions and with children and families themselves as the first line of prevention.

Snapshot-Children's right to participation (right to be heard, right to access information, freedom of association).

In Guyana, traditions that exclude children from “big people talk” and view youth with distrust have presented challenges for the relatively new movement toward promoting children's right to participation. In 2004 the U.N. Committee on the Rights of the Child expressed concern that children in Guyana “have limited opportunities freely to express their views in schools, courts or within the family.” In its 2010 report to the Committee, the Government provides numerous examples of initiatives undertaken subsequently to facilitate child participation. It observed, however, that “meaningful child participation can only occur when children are provided with the necessary information to understand their rights and responsibilities and the issues affecting them, and with the means to respond. These prerequisites do pose challenges to their fulfilment based on limited resources and competing demands.”

Many of the social concerns that young people have in Guyana (and that adults have about them)—such as teenage pregnancy, involvement in crime, and drug and alcohol abuse—may relate to barriers they face in realizing their right to participation. Children and young people who lack the opportunity or incentive to participate in secondary or technical education, to pursue gainful and legitimate employment, to engage in sports and other constructive activities in their communities, and/or to contribute their views to decision making at the community or national level, are likely to become discouraged and disaffected.

Vulnerability to violence and abuse, a propensity to find solidarity with others in socially harmful activities, and recourse to negative forms of recreation may then follow. Even if this pattern applies to only a small proportion of young people, it can reinforce negative views of youth among adults, which are likely to further reduce their opportunities for participation. Young people who lack opportunities to exercise their right to participation are also less likely to feel a sense of community or national pride and more likely to migrate, thereby contributing

15 As a result of the low levels of reporting and the limited quantity and quality of data on child abuse, it is impossible to know with certainty how prevalent child abuse is in Guyana and what the rising number of reported cases means. The observed increases in reporting could reflect very different phenomena—a rising incidence of child abuse, an increase in public awareness and openness about the problem, and/or increasing confidence in the system of justice, the police, and other agencies to which reporting takes place. This is an area where further research is needed.

16 SitAn, p. 94

their skills and energies to other parts of the country or the world. A sense of hopelessness is widely perceived among youth in Guyana and the Caribbean region, and low levels of participation in community and national life may contribute to this phenomenon.¹⁷

Three programmes that should be highlighted are (i) the National Youth Parliament managed and organized by a youth NGO for the last twelve (12) years which brings youth from ages 17- 25 from various regions to debate an agenda which they design and determine and manage themselves; and (ii) the President's Youth Award: Republic of Guyana (a licensed operator of the Duke of Edinburgh International Youth Award Scheme) which was formed in 1998 and has brought thousands of young people from the ages of 14 to 25, male and female, from all ten (10) Administrative Regions, as participants who have received the bronze, silver and gold awards; and (iii) the August holiday children's camps for children between the ages of 11 and 16 years held across the entire country and funded by the Ministry of Culture, Youth and Sport where they learn sport, team building, appreciating their heritage, diversity and about their country.

Additionally, the extent to which Guyana's children realize their right to express opinions and be heard is reflected in media content, schools' commitment to the participation of children, the channels for children and young people to influence the development of national and local policies, studies that assess children's perspectives, and the mechanisms for children's voices to influence decisions that directly affect their lives.

The Government should be encouraged to expedite efforts to complete drafting a new National Youth Policy and a new National Sports policy should be expedited.

Environmental Analysis

The Commission, as an institution has a number of strengths and weaknesses - this relates to its "internal" environment and must be addressed since it affects the extent the RCC can be able to fulfil its mandate. Further, in addition to the context for child rights articulated above - awareness of the "external" environment is also important in the context of fulfilling its mandate. To that end, a SWOT analysis is summarised below and some detail is offered on the current "internal environment".

The Internal Environment

Current human and financial resources

The statutory composition of the Commission provides for no less than ten (10) and no more than fifteen (15) members - including the Chairperson, Deputy Chairperson and the Commissioners. Currently the Commission is comprised of twelve (12) members, who are drawn from a number of Government and Non-Governmental Agencies with various backgrounds including health, education, law and social work as determined by the Parliamentary Committee of Appointments. Note, that the Commission is supported by a Chief Executive Officer (CEO), but at the time of writing this document (September) does not have the full complement of staff members (Investigation Officer and Administrative Assistant) in order to facilitate much of its core work. As with the other Commissions, most of the Commissioners have full-time jobs - which may at times hinder the work of the Commission. Nevertheless, based on the commitment to the Commission's mandate, the allocation of monthly stipends and the direction provided by the Strategic Plan, it is expected that many of the "teething" issues of this new commission will be solved. Moreover, the Commission will need its core component of staff, and additional staff, in the future as it evolves and works avidly to realize its mandate.

As a Commission, RCC follows all the accounting procedures of the Government, and therefore relies on the Government of Guyana's (GoGs) financial management system. All financial transactions are approved by

¹⁷ Consultations for the SitAn reinforced concern about a sense of hopelessness among youth, which is identified in much of the literature. See, for example, University of the West Indies (for Government of Guyana/UNDP Project "Enhance Public Trust, Security and Inclusion") (2009), Baseline Survey Report, and CARICOM Commission on Youth Development (2010), Eye on the Future: Investing in YOUTH NOW for Tomorrow's Community.

the Ministry of Finance, and are subject to external audit as determined by the Government. In 2010, the GoG spent GUYD 9.8m to establish the offices of the Rights Commissions (basic furnishings and some equipment) and the Commission's first proposed budget was submitted in FY2011 of GUYD 43.2m. However, there was an actual allocation of GUYD15m to the RCC, out of which GUYD 12.5 was utilised for employment cost and only GUYD 2.5m remained for programming. This amount was used for the National Children's Parliament and the remaining activities for 2011 were made possible through the support of UNICEF which has to date invested an approximate cost of USD 75,000 in the RCC's core work from August 2011- in the areas of advocacy, research and capacity building for the Commissioners.

For FY2013, the proposed budget is GUYD 102,327,260. GUYD 21,203,876 is directly related to employment costs and payment for the stipends to the Commissioners-including a possible increase in staff complement and the use of short-term consultants for specialised tasks- for instance in the area of research are perceived. Note that GUYD 69,623,384 is being requested for actual execution of the FY2013 work plan and capacity development, while GUYD 11,500,000 is being requested for capital expenditure.

Resource Mobilisation and partnerships

Outside of the GoG allocation, RCC since its formation, has been able to mobilise both technical and financial support mainly through technical and financial contributions of UNICEF to support key areas of its programming- including capacity building (child rights), advocacy on birth registration and juvenile justice. The other source (potential) of funding is through the European Union, where the RCC submitted a concept note for consideration under the theme of "child rights promotion". Further the RCC - as well as the other Commissions- has been involved in advocacy in the other UN agencies as a means of accessing financial resources to offset costs to facilitate its "internal" strengthening, in part, in pursuance as part of the objectives articulated under the current United Nations Development Assistance Framework. 2012-2016.

Outside of resource mobilisation efforts, there is also solid recognition that partnerships at every level are essential, and also as part of partnership building/strengthening efforts, it is also important for partners to understand the role of the RCC - mainly that the RCC is not an NGO, nor does it replace the work of the Government.

Policy- making and day-to day management

The Commissioners collectively constitute the policy-making body of the Commission. The day-to-day management of the Commission is carried out by a CEO (as mentioned above, an Administrative Assistant is yet to be appointed). The CEO also coordinates the implementation of the policy decisions.

Accessibility and participation

The RCC will have to be geographically and physically accessible to all children - this means a greater investment in monitoring the situation of children and child rights in Guyana and a proactive approach to reaching out to all children in Guyana, in particular the most vulnerable and disadvantaged. These include (but are not limited to) children in care or detention, children from minority and indigenous groups, children with disabilities, children living in poverty, child labourers, street children and children with special needs in areas such as culture, language, health and education. Further, to ensure the participation of children in this process, children's councils (for students at the High School level) can, as an example, be formed in schools as part of tailored consultation programmes and imaginative communication strategies to ensure that the views of children are incorporated in all monitoring and reporting efforts. Finally, as a means of facilitating access to children and familiarising them with their rights, the Commission may need some investment in equipment/logistics to offset the costs of monitoring in and around the capital city and outside of Georgetown.

Reporting and Independence

The RCC has the right to report directly, independently and separately on the state of children's rights to the public and to parliamentary bodies. As referenced above - under resource mobilisation and partnerships - the

Commission has also taken the lead in fundraising efforts to support programme implementation, but still (as with most Commissions through the world) relies on Government support to offset its operational costs. The Commission enjoys a pluralistic representation of the various elements of civil society involved in the promotion and protection of human rights and is guided by the Constitution. The RCC recognises that one of the potential sources of support and greater partnership is the private sector both at the national, regional and community levels and in this period will make efforts to build better working relations with this potential partner.

Public Awareness on the role of the RCC

The Commission recognises that there is a need for considerable investment in order to ensure that the public is aware of the role of the Commission as guided by the Constitution. Note must be made that the Commission is not a Government Agency, does not replace the work of the Government, nor is it an NGO. The primary role of the Commission (as a constitutional entity) is to monitor/investigate, promote and advocate for the rights of children in Guyana.

Strengths	Weaknesses
<ul style="list-style-type: none"> • Solid legal framework and mandate, given that the RCC is established by the constitution and the appointment is by way of a Parliamentary resolution. • Multi-sectoral representation (Commissioners from various agencies/sectors- including representation from the other Rights' Commissions) • Interest in development agencies to support the work of the RCC and other Commissions as evident, for example, by the United Nation Development Assistance Framework, 2012-2016 (UNDAF) • Existing strong partnership and support from UNICEF. • Establishment of four (4) subcommittees to execute work of the RCC within stipulated areas of its mandate. • "Free" Services to the public. • Support of the Government within available resources for the Commission to function 	<ul style="list-style-type: none"> • Weak data collection system • Small Size of Personnel/Staff (1 person-CEO to support the secretariat as of September 2012)GoG budget limited to meet the responsibilities as set out in the mandate. • Limited understanding by some partners on the role of the RCC. • Inadequate provision of resources - especially for grassroots outreach. • Incomplete process in grievance and conflict resolution procedures. • Weak institutional capacity – at some levels of the Commission to execute its mandate. • Lack of adequate staff (as of August 2012 there is no Investigative Officer) • Lack of information system for data gathering, analysis and dissemination of information by RCC.
Opportunities	Threats
<ul style="list-style-type: none"> • Willingness of line Ministries/agencies to collaborate and partner to effect the mandate of the Commission. • Interest in development agencies to support the work of the RCC as evident by the United Nations Development Assistance Framework, 2012-2016 (UNDAF)¹⁸. • Close collaboration with other Commissions due to the interdependent nature of human rights and cross-cutting mandates. 	<ul style="list-style-type: none"> • Weak coordination among agencies and data collection mechanisms for monitoring. • Geographical locations of villages and high transportation costs and long overstay pose difficulty for effective monitoring- especially with regard to children's issues in the interior. • Limited resources to effect plan and mandate of the RCC.

Box 1: SWOT Internal Environment-RCC

¹⁸ UNDAF Outcome 3- Inclusive Governance. One key output is " Strengthened institutional capacity of Rights Commissions". Also UNDAF Outcome 4- Human and Social Development.

Strengths	Weaknesses
<ul style="list-style-type: none"> • Legal framework (international and local HR Conventions and declarations, including “package of legislation” for children- Protection of Children Act, Status of Children Act, Childcare and Protection Agency Act, Adoption of Children Act, Age of Consent, Child Care and Development Services Act, Custody, Care, Guardianship and Maintenance Act, Sexual Offences Act) ✓ Endorsed the Declaration on the Rights of Indigenous Peoples ✓ Signed the Convention on the Rights of Persons with Disabilities ✓ Ratified the Convention on the Rights of Migrant workers and their families • Guyana’s ratification of the CRC and 2 Optional Protocols of the CRC ✓ Ratified the CEDAW ✓ Ratified the ICCPR ✓ Ratified the ISESCR ✓ Ratified the CERD ✓ Guidance on interpretation of specific articles of CRC based on General Comments¹⁹ • Existence of highest political will to support the work of the RCC 	<ul style="list-style-type: none"> • Greater need for understanding of local and international laws/policies needed by both duty-bearers and rights-holders to advance implementation. • Limited up-to-date data (including evaluation reports) available on children’s issues for effective advocacy and follow-up. • No clear articulation of a multi-sectoral response to children’s issues from line Ministries- the approach is sometimes ad-hoc. • Need for improvement in governance and accountability mechanisms at the local government level as medium for rights fulfillment- especially for children • General low level of strong collaboration with critical institutions to effect the mandate. • Current lack of strong partnership with the media mainly to disseminate information on the RCC. • There is no protocol for the RCC to access the reporting system at community levels to ensure reporting of child rights violations.

19 The Committee on the Rights of the Child publishes its interpretation of the content of human rights provisions, in the form of General Comments on thematic issues. The Committee has issued General Comments on the following subjects: The aims of education, The role of independent human rights institutions, HIV/AIDS and the rights of the child, Adolescent Health, General measures of implementation for the Convention on the Rights of the Child, Treatment of unaccompanied and separated children outside their country of origin, Implementing child rights in early childhood, The right of the child to protection from corporal punishment and other cruel or degrading forms of punishment, The rights of children with disabilities, Children’s rights in Juvenile Justice, Indigenous children and their rights under the Convention, The right of the child to be heard and The rights of child to freedom from all forms of violence.

Opportunities	Threats
<ul style="list-style-type: none"> • General willingness of line Ministries and other CSO partners to collaborate with RCC to fulfill its mandate. • Interest in development agencies to support the work of the RCC as evident by the United Nations Development Assistance Framework, 2012-2016 (UNDAF). • Engagement/collaboration of both GoG and NGOs focused on children issues. • High public expectations from the population for the effective delivery of the mandate of the Commission. • Willingness of the Commissioners to build their own capacity on child rights issues and commitment to the work of the Commission 	<ul style="list-style-type: none"> • Weak coordination among agencies and data collection mechanisms for monitoring with the RCC. • Limited systems in some agencies which may hinder the timely and speedy investigations of actions on the part of the RCC when a complaint is tabled. • Geographical locations of villages and high transportation costs pose difficulty for effective monitoring and compound issues of access and availability of services. • Inadequate logistics and equipment for communication and limited infrastructure at regional and district levels. • Shrinking global aid environment will likely weaken the HR agenda, single donor/development support dependence to effect the plan/mandate of both the RCC with cross-cutting issues that affect children's rights- to date only UNICEF has supported the work of the RCC and the IPC and Increasing operational costs of the RCC due to inflation and low budgetary allocation. • The new development in Parliament where the GoG 2012 Budget was cut including allocations for the Ethnic Relations Commission.

Box 2: External Environment in relation to the mandate of the RCC.

5. Key Strategies and Priorities of the RCC

A number of priority areas and key strategies were identified by the RCC as a means of fulfilling its responsibilities. With respect to the five-year period RCC will need/employ and support for the following interlinked strategies/priorities:

- **Use of evidence-based advocacy and research** including Advocacy “*Inside*”- (Meeting with Government officials, Legislators, Providing Information to Legislative Offices, negotiating with policymakers and organisations concerned with human rights issues, following-up on the implementation of Annual Reports to Parliament) and “*Outside*”- (Media Advocacy, Coalition-building, Letter Writing, E-advocacy). **Research and analysis** (including data collection for evidence based programming, surveys, (including the support of disaggregated data) and support for the Government’s Integrated Management Information System.
- **Forging Partnerships, Alliances, and Joint Ventures** to increase mission and sustainability to promote the rights of children, creation of formal and informal partnerships- with regional and neighbourhood councils at local government levels and communities for the support of children’s rights to survival and development protection and participation. Further, the creation of partnerships for both fundraising and maximisation of financial and technical expertise, will be critical.
- **Capacity Building(advocacy/promotion) - including “service” delivery capacity** of the RCC including development of protocols for complaints mechanism and redress and develop better working linkages with local government, Ministries and Ministers as both duty-bearers and rights holders.
- **Targeted Volunteer Engagement Strategies** – leveraging results in areas, for example where no qualified personnel is existent to allow access and utilisation of basic social services and training on legal rights and responsibilities - as an example.
- **Assess and advocate Law/Policy reform to support the rights of children where necessary**
- **Monitoring/Investigation** – as a means of making recommendations to improve the lives of the people.
- **Strengthening of planning function of the RCC** - including linking with national budget processes.
- **Enhancing/promoting the image of the RCC** - In addition to the capacity issues, children and the public must have the trust and confidence in the RCC to deliver the results. impartially. To this end, it must also ensure that the work of the Commission is known through the issuance of annual public reports and that follow-up action(s) on those reports is/are taken.

As a means of accomplishing these objectives as referenced earlier, “internal” strategic objectives of the Commission and implementation of those objectives must also be considered. These include the following:

- Review of exiting human, physical and financial strength of the RCC to meet its mandate and the strategic priorities as outlined in this plan- including the development and use of a training plan for the RCC.
- The provision of capital items support(vehicles and equipment), supporting access to difficult areas and community workers and gradual increase of the staff complement of the RCC to satisfy the demand of the need for some specialized skills and additional resources in remuneration.
- Develop/improve systems for greater accountability of the work of the Commission (including self-assessments and close monitoring of both the plan and annual activities)
- Improve strategies for meeting “clientele” of the RCC
- Develop fundraising/mobilisation strategy as a means of facilitating action
- Develop/promote/enhance image of the Commission

6. Conclusion

Advocacy is and will remain one of the most essential strategies that the RCC will use to realise its vision and mandate. This means that RCC will have to continue to strengthen its “internal” environment by ensuring that there is credibility, skills, leadership, partners and networks from all levels—including children- as an advocacy base, and sufficient resources to deliver on its mandate. In addition, ensuring that the “Secretariat” (mainly the administrative and investigative mechanisms) is fully in place and operational to support the work of the Commission and establishing synergies with the other Rights’ Commissions in light of the cross-cutting issues –e.g. children and women (Women and Gender Equality Commission²⁰) and indigenous people and children (Indigenous Peoples Commission²¹) and children and discrimination with the Ethnic Relations Commission which would arise in the work of all the Commissions.

The RCC recognises that once the chairperson of the Human Rights Commission is appointed the secretariat functions of the HR Commission will contribute to greater coordination among all the rights commissions and expansion of capacity through core functions.

It must be reemphasised that RCC is a constitutional body with a specific mandate and cannot and will not replace the mandate of the Government and line Ministries.

To that end, the focus of this first strategic plan of the RCC has been to ensure that the activities (as outlined in the results matrix below) are in consonance with its Constitutional mandate and that this plan provides a starting point/ road map for both the continuation of work started in 2011 (for instance- advocacy in the area of universal birth registration and Making Children Visible - Call to Action by Political Parties) and ‘new” work which must be immediately commenced, as a means of facilitating the objectives of this plan. The plan will be reviewed on an annual basis, and activities contained in the plan will be further detailed as part of our core work that must be included in our annual work plans that will in turn be reviewed on an bi-annual basis.

To this end and in summary our focus will be on:

- Promotion of Child rights (key elements of this include: ensuring that both duty bearers and rights-holders are aware of and can claim their rights and establishment of a complaints and reporting mechanism);
- Monitoring compliance with respect to international instruments which Guyana has acceded (key elements include that there is harmonisation among policy, law and practice in the areas of survival, health, protection and participation);
- Promoting the Rights of Children - including at policy levels and in Government decisions (key elements of this include ensuring that the Commission monitors and participates in the process of, State Party Reports, responses to lists of Issues and Concluding Observations of all international instruments affecting children to which the GoG has acceded to and which relates to the purpose of the Commission, and review and report on the Government’s implementation and monitoring of the state of children’s rights, seeking to ensure that statistics are appropriately disaggregated and other information collected on a regular basis in order to determine what must be done to realize children’s rights.
- Fundraising/resource (technical and financial) - to ensure that the Commission has adequate capacity and resources to fully execute its mandate and meet the goals under the plan - with a focus especially on ensuring that the rights of those children who are most at risk, vulnerable and marginalised are met.

20 Note the interrelated elements between CEDAW and the CRC

21 Please see General comment, no 11, Ibid

7. RCC Results Matrix (2012-2016)

Mandate	Expected Out-puts	Expected Out-comes	Indicators, baselines and targets	Indicative Resources by programme component per years in millions- Guyana dollars				
				2012	2013	2014	2015	2016
Promotion of Child Rights ²²	Children in Guyana are aware of their rights and promoting their rights in institutions (including schools, youth parliamentarians and CSOs).	Children and key duty bearers are aware, knowledgeable and promoting their rights	<p>Advocacy agenda of the RCC finalised, implemented and reviewed in annual work plans on a yearly basis for active child- rights promotion with both rights- holders and duty bearers.</p> <p>Baseline:</p> <ul style="list-style-type: none"> Advocacy agenda/plan (including research agenda not available). <p>Target:</p> <ul style="list-style-type: none"> Detailed advocacy agenda in place (2012) with targets for child rights promotion (2012-2016) implemented from 2013. Annual Report issued on "Child Rights in Guyana" (2013-2014) General Days of "discussion" held with key duty bearers (including parliamentarians) on child rights. Statutory Reports submitted by the RCC to Parliament. Partnerships with Child Rights formalised/recognised with key agencies- including with "non-traditional" partners. <p>Assist in the formulation of programmes for the teaching of, research into and integration of children's rights in the curricula of schools and universities and in professional circles children and communities on promotion of child rights.</p> <p>Baseline:</p> <p># of programmes available in schools and Universities on child rights (none)</p> <p>Target:</p> <p>At least one programme available in schools and at the University of Guyana (2014)</p>	3	70	100.	85.	55
	Establishment of a complaints mechanism with tracking system within the RCC to gather data (existing and new) on specific children's issues.	Duty bearers and Rights holders have trust and confidence in the RCC and within their communities.	<ul style="list-style-type: none"> Internal process for the receipt, recording, investigation and resolution of complaints developed and implemented Conduct inquiries on matters relating to children's rights (ongoing) Undertake investigations into any situation of violation of children's rights, on complaint or on their own initiative, within the scope of their mandate (ongoing) <p>Baseline: no system/process available</p> <p>Target: process developed and system functioning (2012)</p>	3	20	20	20	20

22 Related functions to the RCC- 1. promote the rights and interests of, respect for the views of children; ensure that the rights and interests of children are taken into account at all levels of government, other public bodies, and private organisations when decisions and policies affecting children are taken

Mandate	Expected Outputs	Expected Outcomes	Indicators, baselines and targets	Indicative Resources by programme component per years in millions- Guyana dollars				
				2012	2013	2014	2015	2016
Promoting the Rights of Children - including at policy levels and in Government decisions ²³	Best interests of the Child Principle incorporated and used in policy/legislative design, finance and implementation of policy and other decisions affecting children.	Results for children improved/accelerated through the consistent utilisation of best interests of the child.	<ul style="list-style-type: none"> Comprehensive review of all legislation, policy (including pending policy) and practice (e.g. care and protection, employment, education, health and juvenile justice) of key institutions to ensure/ provide recommendations for prioritizing/utilising the "best interests" of the child. <p>Baseline: No comprehensive review available of the best interests of the child principle.</p> <p>Target: Report of Review available with recommendations and monitoring framework (2013) Recommendations adopted by key agencies and monitored by RCC (2014-2016)</p> <ul style="list-style-type: none"> Review of budgetary analysis and resources for children. <p>Baseline: 1 Report available</p> <p>Target: Report tabled, discussed and recommendations monitored (2013).</p> <ul style="list-style-type: none"> Development of package of user-friendly legislation/policy for children and all those working with children. <p>Baseline: 1 User-friendly version of the "Protection of Children Act" published</p> <p>Target: User friendly versions of at least 3 pieces of legislation available for duty-bearers and rights holders.</p>	1	2	2	2	2

23 Related functions to the RCC-ensure that the rights and interests of children are taken into account at all levels of government, other public bodies, and private organisations when decisions and policies affecting children are taken; monitor, evaluate and make recommendations on policies, procedures and practices of organisations, bodies and institutions in order to promote the rights of the child ; monitor, evaluate and make recommendations on policies, procedures and practices of organisations, bodies and institutions in order to promote the rights of the child.

Mandate	Expected Outputs	Expected Outcomes	Indicators, baselines and targets	Indicative Resources by programme component per years in millions- Guyana dollars				
				2012	2013	2014	2015	2016
Monitor compliance and make recommendations for the compliance with international instruments ²⁴	All international instruments relating to children monitored with recommendation (s) on compliance documented and tracked on a yearly basis by the RCC.	Harmonisation of national legislation, regulations and practices with the Convention on the Rights of the Child, its Optional Protocols and other international human rights instruments relevant to children's rights and promote their effective implementation, including through the provision of advice to public and private bodies in construing and applying Conventions	<ul style="list-style-type: none"> Monitor and participate in the process of, State Party Reports, List of Issues and Concluding Observations of all international instruments affecting children to which the GoG has acceded and which relates to the purpose of the Commission. Review and report on the Government's implementation and monitoring of the state of children's rights, seeking to ensure that statistics are appropriately disaggregated and other information collected on a regular basis in order to determine what must be done to realize children's rights. <p>Baseline: Guyana's combined second to fourth periodic reports to the CRC (2010) List of Issues from the Committee on the CRC (2012) Agreement/system in place of monitoring treaty obligations with follow-up actions. (No agreement/system in place.)</p> <p>Target: Agreement system in place for monitoring compliance and making recommendations (2013-2016)</p> <ul style="list-style-type: none"> Support the GoG through advocacy in all efforts to comply with international agreements relating to children. e.g. CRC and all stages of the reporting process. Promote discussion on and utilisation of CRC Concluding Observations for Guyana as part of child rights advocacy. Support all efforts to ensure that international agreements to which the GoG has acceded are widely known and disseminated throughout the country. <p>Baseline: no programme in place</p> <p>Target: Programme for dissemination of the International agreements (e.g. CRC) in place, and programmes for understanding its principles available and implemented in key ministries and with media.</p>		10	10	10	10

24 Related function to the RCC- 3. monitor compliance and make recommendations for the compliance with international instruments to which the Government accedes from time to time, including those already acceded to and which relate to the purpose of the Commission; 4. consult and participate in the preparation of the Annual Report on the Rights of the Child to be submitted by the Government to the United Nations Committee on the Rights of the Child; ensure that children have effective means of redress if their rights are being violated

Mandate	Expected Out-puts	Expected Out-comes	Indicators, baselines and targets	Indicative Resources by programme component per years in millions- Guyana dollars				
				2012	2013	2014	2015	2016
Fundraising	Funding needs meet to facilitate the work of the Commission for the next 5 years	Financial and Technical Expertise in place to support the work of the RCC	Proposals developed for externally funded projects through partnering with UN, Government Agencies, NGOs, Research Institutions and communities on joint initiatives. Baseline: formal partnership in place with UNICEF Target: formal Partnerships in place with all UN and Agencies		.5 (development of strategy)			
			Actively engage partners- especially in review and planning meetings of the UN to ensure that there is a children's component - with respect to equity.					
			# of jointly developed proposals: Baseline: 0 Target: at least 3 jointly developed proposals per year with agreements on possible pooled funding.					
Operational and Capital	Operational and capital needs met to support the functions of the Commission	RCC Secretariat fully operational	Access to transportation available to support work in and out of G./town- (including through joint sharing mechanism with other Commissions and GoG) Baseline: Transportation costs provided through private taxi services for G/town only. Target: Streamlined approach to transportation costs to save time and efficiency- especially with respect to monitoring		1	1	1	1

8. Annex 1- Table 1 List of Stakeholders consulted/involved in review process

AREA	STAKEHOLDER ORGANIZATION(S)/PERSON
Childhood Survival - Primary Health care (pregnancy, birth, childhood nutrition)	<ol style="list-style-type: none"> 1. Public Health Clinics 2. Ministry of Health Clinics, 3. Maternal and Child Health Department
Early Childhood Education	<ol style="list-style-type: none"> 4. Guyana Responsible Parenthood Association, 5. Ministry of Education Pre-Nursery and Nursery School Administration
Community support for child upbringing and nurturing	<ol style="list-style-type: none"> 6. Early Childhood Association, 7. Municipal Day Care Centres 8. Ministry of Health Youth Friendly Services, 9. Ministry of Education Guidance and Counseling Unit, 10. Schools Welfare Officer, 11. Muslim Youth Organization, 12. Guyana Council of Churches 13. Anglican Diocesan Youth Centre 14. Roman Catholic Diocesan Youth Unit 15. Hindu Dharmic Sabha
Youth development support	<ol style="list-style-type: none"> 16. CIOG 17. Ministry of Health Primary Health Care Services – Food & Nutrition Unit 18. Breast Feeding Unit 19. Adolescent Health Unit

Legal environment

20. Ministry of Home Affairs

21. Registrar General's Office

22. Guyana Police Force (Office of the Commissioner of Police)

23. Ministry of Human Services and Social Security (Adoption Board)

24. Guyana Association of Women Lawyers

25. Guyana Bar Association

Children in difficult circumstances –poverty, crime, out of school etc. Street Children,

26. Ministry of Culture Youth Division (NOC),

27. Probation and Welfare Department, Ministry of Human Services,

28. Head, Child Protection Agency

29. Child Protection Agency -Official responsible for monitoring orphanages,

Physically and otherwise challenged children

30. Child Protection Agency - Drop In Centre

31. National Commission on Disability, Ptolemy Reid Centre

Development Agencies

32. All UN Agencies

33. RCC

NGOs

34. Red Thread,

35. Help and Shelter,

36. Guyana Human Rights Association

37. Family Planning Association

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