

# Progress in Guatemala country in 2022

Data as of:  
3 May 2024

## OUTCOME XM-DAC-41146-GTM\_D\_1.1

**By 2025, the prioritized population will have greater access, under conditions of equality and security, to spaces for political, and civic participation at the national and local levels, promoting urban and rural development from different spaces. (UNSDCF Pillar 3. Strong institutions. Outcome 3.3.)**

UN Women Guatemala is progressing satisfactorily towards the goal that women and girls have full and equal participation in leadership and decision-making and for them to benefit from gender-sensitive governance. During 2022, the following two results related to the strengthening of capacities of public institutions, and of women and their organizations, stand out: First, The Platform of Indigenous Women -PMI-, is a body that facilitates mechanisms for political and social dialogue at the highest level between indigenous women and State institutions, the private sector, and the international community to contribute to the exercise of the rights of women and indigenous peoples. Currently, 230 indigenous female leaders from Guatemala make up the PMI, a number that has been increasing since its creation in 2019 (50 female leaders started in 2019; by 2020 there were 75 leaders; 125 leaders by 2021, and 230 female leaders by 2022). This has been possible thanks to the technical and financial support provided by UN Women to the Platform from 2019 to date. In 2022 the Platform of Indigenous Women achieved the following results: (1) The self-management capabilities of the PMI were strengthened, as evidenced by the start of the legal constitution process for the Platform through the public incorporation as a Non-Governmental Organization (NGO), the appointment of legal representatives, and the development and approval of the PMI's 2022-2023 Work Plan. (2) 155 indigenous women from 12 women's organizations and different indigenous peoples (Mayans, Xinkas, and Garifunas), have greater knowledge of leadership, governance, and women's rights; thanks to the realization of two national meetings. (3) The PMI established strategic partnerships to solidify its role as a key player and representative of women and indigenous peoples. These results are expected to contribute to the exercise of individual and collective rights and increase the political and civic participation of indigenous women. The second notable result is the Protocol to address violence against women in the political and electoral sphere, and the update of the Gender Equality Policy, which was carried out and presented by the Supreme Electoral Tribunal (TSE), thanks to the technical assistance provided by UN Women and the International Foundation for Electoral Systems (IFES). Specifically, UN Women Guatemala contributed by providing support through a participatory process that included the criteria, priorities, and vision of the TSE Magistrates, directors, and technical and operational team, which allowed for the inclusion of the principles of gender equality, ethnic equity, and the principle of non-violence against women. With the implementation of the Protocol and the updating of the Policy, it is expected that the promotion of conditions of equality and non-discrimination in the daily dynamics of political activities and during electoral processes will be achieved to improve the political participation of women. One of the lessons learned from the year's work is that UN Women's technical and agency capacity to carry out advocacy at the highest level has the potential to support the advancement of the women's agenda. Finally, it is important to mention that the Theory of Change of this result was carried out in a participatory manner in 2021 as part of the process of formulating the Strategic Note 2022-2025 currently in force in the Guatemala Country Office.

## OUTCOME XM-DAC-41146-GTM\_D\_2.1

**By 2025, the Guatemalan State will increase the access of the prioritized population**

**to decent work, productive means, and economic services at the national and local levels, adequate for competitiveness and the climate business, within a framework of inclusive, sustainable, socio-economic development. (UNSDCF Pillar 1. Economic development. Outcome 1.1.)**

UN Women Guatemala in 2022, made satisfactory progress towards the economic empowerment of women, through the promotion of better policies, plans and strategies to promote job opportunities and income generation for women. The three main results of the year being: the launch of the Trifinio Institutional Policy for Gender Equality, the formulation of the project for the formalization of the National Alliance for the Economic Empowerment of Women and the expansion of the number of private companies committed to address gender gaps. The Trinational Commission of the Trifinio Plan launched the Institutional Policy for Gender Equality as part of the actions prioritized by the Vice Presidents of El Salvador, Guatemala, and Honduras. The Policy seeks to contribute to inclusive and sustainable development in the Trifinio Plan, by mainstreaming gender equality in its work for the next five years. The policy was technically and financially supported by the Women's Local Economy and Territory Program (MELYT) with funding from the Italian Cooperation Agency (AICS) and implemented by UN Women El Salvador, Guatemala, and Honduras. Honduras, El Salvador, and Guatemala Women's Network (HOSAGUA) and UN Women's Guatemala supported the construction and validation of this process. In addition, The Ministry of Economy – MINECO– of Guatemala prepared a project document for the formal creation of the National Alliance for the Economic Empowerment of Women thanks to the direct technical support of UN Women through personnel financed with CORE resources, the project contains a framework of results defined for the years 2023-2025 and includes the budget designation and human resources of the Ministry for its implementation. Although the document was finalized in 2022, it is expected to be approved by the Guatemalan Secretariat for Planning and Programming of the Presidency (SEGEPLAN) in the first quarter of 2023. Moreover, a virtual Platform for the collection, analysis, and visibility of the contributions of the Alliance signatories was designed by the Ministry of Economy and UN Women <https://empoderamientoeconomico.org/>. The creation of the alliance has the potential to benefit at least 2.8 million women who are active in the economy. Concerning the private sector, 7 new companies have signed the seven Principles for the Empowerment of Women (WEPs) in Guatemala during 2022, for a cumulative total of 45 Guatemalan companies committed to promoting gender equality and the empowerment of women in the workplace, the market and the community thanks to the alliance between the Global Compact and UN Women. One of the lessons learned during 2022 is that the strategy of forming alliances with state entities, the private sector, academia, international cooperation, and Civil Society Organizations, allows for the sum of efforts and work around a common objective, increasing the multiplier effect of actions to advance towards economic empowerment of women. It is important to mention that the Theory of Change of this result is part of the 2022-2025 Strategic Note of the Country Office, which was formulated and approved in 2021.

#### **OUTCOME XM-DAC-41146-GTM\_D\_3.1**

**By 2025, State institutions will improve access to justice, dignified and transformative reparation, comprehensive protection, and prevention of violence against women, youth, adolescents, and childhood. (UNSDCF Pillar 4. Peace, security and justice. Outcome 4.2.)**

Area 3 Ending Violence against Women (EVAW) in 2022 had no budget, nor scheduled activities, it was included in the 2022-2023 Biannual Work Plan because it is scheduled to open in 2023. Therefore, it is not possible to report this result in 2022.

#### **OUTCOME XM-DAC-41146-GTM\_D\_4.1**

**By 2025, the strengthened State institutions will increase citizen security, access to justice, and the transformation of conflicts, seeking greater coordination at the national and local levels. (UNSDCF Pillar 4. Peace, security and justice. Outcome 4.1.)**

UN Women Guatemala made considerable progress in this result during 2022 and maintains its efforts to ensure that State institutions increase citizen security, access to justice, and the transformation of conflicts, ensuring the participation and leadership of women in processes of construction and maintenance of peace and defense of human rights. During 2022, the following three results stand out: The Public Ministry – MP– appropriated tools, capacities, and technical resources for: (i) due diligence in the investigation of femicide and crime scene management by training 90 prosecutors and crime scene specialists from the Prosecutor's Office against Crime of Femicide of the MP and (ii) the hiring of suitable personnel to investigate cases of Femicide and other forms of violence, through the competency profile and the design of psychometric evaluations with a gender perspective for 5 job profiles in the Prosecutor's Office against the Crime of Femicide. The Attorney General's Office and the Judicial Branch showed a strong political commitment to the Women's Peace and Security Agenda by developing coordinated actions to increase women's access to justice through the development of inter-institutional training, with the support of UN Women. The 2022-2027 Action Plan of the National Policy for the "Prevention of Violence and Crime, Citizen Security and Peaceful Coexistence"; 2014-2034 (PONAPRE), was updated by the Ministry of the Interior (MINGOB) thanks to the interagency technical assistance provided by Group of Peace, Security, and Justice Results of the Cooperation Framework led by UN Women and articulated with UNDP, UNFPA, PAHO/WHO, OHCHR, and UNICEF. The Presidential Secretariat for Women –SEPREM– of Guatemala strengthened its capacities to deliver the confidential report of the UNCT for the 85th meeting of the CEDAW Committee and the follow-up plan to the final observations of the Committee and implemented, as well as to coordinate the Inter-Institutional Roundtable on Women, Peace, and Security (MIMPAZ), thanks to the technical support of UN Women. It is noteworthy that the Theory of Change for this outcome was developed through participation in 2021 as part of the creation of the 2022-2025 strategic plan for the Guatemala Country Office, which was approved in 2022. The most significant lesson learned from the year is that through collaborative, coordinated, and connected efforts, we are able to have a wider impact, strengthen our leadership position, and make greater strides toward achieving shared goals.

#### **OUTCOME XM-DAC-41146-GTM\_O\_1**

**Ensure a responsible organization through principle-based performance: UN Women is a responsible and trustworthy development organization that manages its financial resources, among others, with integrity and consistency to its programmatic ambitions and fiduciary obligations.**

UN Women Guatemala continues to improve its effectiveness in the execution of financial and programmatic resources, mitigating security risks for the work team and the office, as well as closely monitoring compliance with the financial year. The main results achieved in 2022 were: Reviewed and implemented the MOSS and MORSS Business Continuity Plan, ensuring that the SRMM (Security Risk Management Measures), BCM (Business Continuity Management), and OSH (Occupational Safety and Health) components are effectively integrated. The SAFER app for cell phones was successfully implemented in the Guatemala Country Office, which will help facilitate the monitoring of official missions. Security and Safety Compliance Survey completed with a Score for Guatemala CO of 97%. 3 people from the UN Women team improved their security capabilities by participating in the WSAT – Security Awareness for Women Training and in the XV SSAFE Course. Ensured an adequate migration of the operational processes to the new Quantum platform, thanks to the participation of a person from the operations team in LAC Quantum Training: Travel and Procurement Modules. This has allowed the knowledge acquired to be replicated by the entire CO team.

**Promotion of partnerships and resources; effectively influencing impact and scale:  
UN Women effectively leverages and expands its partnerships, communications, and advocacy capacities to increase support and funding for the gender equality program, while ensuring sustainable resources for the fulfillment of its own mandate.**

During 2022, UN Women Guatemala has effectively leveraged and expanded its alliances by increasing support and funding for the gender equality agenda, one of the main results being the mobilization of USD 4,668,269 through 11 new programs: 1. Weaving the participation and development of the political and economic capacities of indigenous women in Guatemala (Indigenous Foundation – FSC-IPARD) 2. PDI Guatemala (FAO – UN to UN) 3. Building capacities to facilitate gender-inclusive climate change adaptation and mitigation in Guatemala (GREEN CLIMATE FUND) 4. Enabling a financially inclusive ecosystem that contributes to the reduction of gender gaps in access to capital and markets in the Northern Triangle. Government of Luxembourg 5. Addressing electoral conflict from a comprehensive perspective (Peacebuilding Fund) \$500,118 USD. 6. Creating the infrastructure to sustain peace (PBF – INFRAPAZ) 7. Memory and truth: Alliances between young pioneers and women peacebuilders (Government of Catalonia) 8. Promoting Localized Gender Accountability to Address Inequality and GBV in Humanitarian Crisis (Government of Germany) 9. Women Weaving Lives Free of Violence: A Community-Based Program to Strengthen Protection and Livelihoods for Women and Girls (CARE-BHA) 10. Strengthening the actions of the Inter-institutional Roundtable on Women, Peace, and Security, MIMPA (GPI2.0) 11. Transformative Reparation for a Culture of Peace (PBF) Likewise, in relation to the private sector, the number of companies that have signed the Women's Economic Empowerment commitment – WEPs promoted within the framework of the alliance between the Global Compact and UN Women was increased (7 new companies in 2022 for a total of 45 companies). 5 member companies of the private WEPs carried out institutional action plans to address internal gender gaps, including: Association of Exporters of Guatemala (AGEXPORT), Banco Agromercantil (BAM), Banco de Desarrollo Rural (Banrural) Biotrash, and XUMAK. In addition, 20 private companies received training and attended the series of workshops to strengthen their knowledge to design gender strategies. Regarding the specialized gender group within the G-13 donor group, in 2022 it was led by the Swedish Embassy and UN Women served as the Technical Secretariat. In this Group, opportunities for collaboration and joint advocacy were strategically and technically analyzed, to improve efforts to incorporate the gender perspective at different levels and work topics. Finally, UN-Women took advantage of its communications and advocacy capabilities to make visible the situation of violence against women and girls, and renewed commitments from United Nations agencies, embassies, international cooperation agencies, State institutions, organizations from civil society, the private sector, and academia, who joined the United Nations Secretary General's UNITE Campaign to end violence against women (November 25 and 16 days of activism) in Guatemala. In 2022, 16 strategic interagency events articulated with the Agencies of the United Nations System were planned and implemented. As part of the activities of the UNETE Campaign, the special HeForShe event held in conjunction with the OCR stands out, where the Guatemalan actor Benjamín Levy was the spokesperson. UNETE: activismo para poner fin a la violencia contra las mujeres y las niñas | Naciones Unidas en Guatemala

**Fostering the transformation of the organization towards feminist excellence: UN Women strategically plans and transforms its business model to generate impact at scale, through agile and ethical leadership rooted in a culture of continuous improvement.**

UN Women Country Office in Guatemala promotes planning, monitoring, evaluation and knowledge management as fundamental pillars for the high quality of programs and the transformation of the

organization towards excellence. The main results achieved in 2022 are highlighted below:

- Approval of the Strategic Note of the Guatemala Country Office by the Secretary of Planning and Programming of the Presidency of the Republic of Guatemala – SEGEPLAN. 2022 being officially the first year of its implementation in the country.
- Monitoring, Evaluation, Research Plan –MERP– 2022 was developed satisfactorily. Donor and corporate monitoring reports were prepared and submitted on time and with high quality.
- The final evaluation of the Project Creating new avenues of resilience to sustain peace from Kaqchiquel, Q'eqchi's and mestizo women, was developed in compliance with UN Women standards and with the support of the Regional Office.
- Biannual Work Plan 2022–2023 of Guatemala updated and approved by HQ. The main findings of the final evaluation of the Project Creating new avenues of resilience to sustain peace from Kaqchiquel, Q'eqchi' and mestizo women, developed in the first quarter of 2022 are:
  - The project was innovative in Guatemala by introducing and addressing the issue of gender violence against women in digital spaces.
  - The project made it possible to create intergenerational alliances between women from different territories and for women to position themselves and demand a better response from the authorities to gender violence, including cybernetic violence.
  - The project contributed to the women's peace and security agenda by focusing on strengthening their leadership as change agents and peace builders.
  - One of the strengths of the project was linking a diverse set of United Nations institutions, organizations and agencies.
  - The project managed to make the women leaders with whom it worked aware of the importance of linking economic autonomy with the strengthening of their sociopolitical leadership, their capacity for advocacy and political participation in various spaces.
  - One of the main impacts of the Project was its ability to raise awareness and provide women with tools to address the problem of cyber violence.

#### OUTCOME XM-DAC-41146-GTM\_O\_4

**Fostering an empowered workforce and promoting an inclusive UNW culture: With its unique and inclusive culture, UN Women is an employer of choice with a diverse and high-performing atmosphere that embodies UN values.**

UN Women Guatemala has consolidated for years a highly specialized, diversified, and efficient work team committed to supporting the development of UN Women's mandate efficiently, specifically during 2022 the following advances stand out: A permanent dialogue between the representative and the entire work team to encourage staff and provide advice. This has been sustained in the second half of the year through weekly individual meetings, biweekly coordination meetings, and biweekly technical and operational committee meetings. The knowledge of the UN Women Guatemala Country Office team in financial, administrative and audit processes was strengthened according to institutional guidelines, thanks to the strategic advice provided by the Operations Manager of UN Women in Ecuador. In particular, a process analysis was carried out to identify optimization and efficiency improvement points. As a result, training activities and guide instruments are being integrated to strengthen knowledge in the processes. A functional analysis of labor competencies in the UN Women Guatemala Office was carried out to have a better vision of the necessary adjustments in the work team to adapt the functions to the current and future context, which allows the country office to strengthen its governance. and work efficiently. All team members made and implemented a work plan which includes a training plan section. Likewise, they received continuous feedback during the year and their respective annual performance evaluation to encourage continuous improvement. Awareness of a healthy mind and the general mental well-being of the entire work team has been fostered, encouraging the active participation of the staff in workshops organized by headquarters on mental well-being. The continuity of the operation of the Country Office and the operations processes was guaranteed. An inclusive culture for Persons with Disabilities was promoted by supporting the implementation of the UNDIS Strategy led by the OCR. The following could be said in regard to the framework: (1) UN Women Guatemala signed the interagency commitment to guarantee the Rights of Persons with Disabilities, within the framework of the commemoration of the Day of Persons with Disabilities on December 2, 2022. (2) The inclusive communication campaign #ConVoz (#withvoice) was



designed and implemented by interagency to promote the inclusion of Persons with Disabilities and prevention of violence against Women and Girls with Disabilities, a campaign led by UN Women in coordination with OHCHR, UNFPA, and OHCHR. (3) Participation in the training workshop on the incorporation of accessibility criteria in bidding processes and contracting of goods and services led by the interagency group Operations Management Team (OMT).

#### OUTCOME XM-DAC-41146-GTM\_O\_5

**Effective products and services, as well as programmatic norms and coordination processes: UN Women efficiently and effectively fulfills corporate processes that promote the integrated implementation of its normative, operational, and coordination mandate at headquarters, regional, and national levels, including through shared services.**

In 2022, UN Women Guatemala efficiently and effectively complied with the corporate processes to fulfill its mandate. The CO provided strategic support and advice to the UNCT to improve the incorporation of the gender perspective, exercising a leadership role in the following three interagency spaces: Specialized Gender Group (GEG) in 2022, was led by UN Women and co-led by UNFPA, achieving the following results: i) recognition of the Guatemalan UNS agencies that implemented gender equality projects and the empowerment of women through the "Protagonists of change for gender equality" award from the United Nations System in Guatemala (SNU), an initiative led by the Office of the Resident Coordinator (OCR) and UN Women <https://www.undp.org/es/guatemala/noticias/reconocimiento-del-sistema-de-naciones-unidas-en-guatemala-2022-protagonista-de-cambio-por-la-igualdad-de-genero> The Terms of Reference of the Interagency Gender Group were updated and the Work Plan for 2023 was proposed in compliance with global standards and procedures, thanks to the Webinars promoted by the UN Women Regional Office. iii) made visible the situation of inequality and exclusion of women in Guatemala and promoted the renewal of commitments, through the planning and implementation of strategic interagency activities within the framework of the United Nations Campaign of the Secretary General of the United Nations to put an end to violence against women (November 25 and the 16 days of activism). iv) Confidential report of the UNCT for the 85th meeting of the CEDAW Committee was carried out with the technical support of the GEG. UNSDCF Peace, Security and Justice Results Group in 2022 was led by UN Women, achieving the following results: i) the Ministry of the Interior (MINGOB) updated the 2022-2027 Action Plan of the National Policy for the Prevention of Violence and Crime Citizen Security and Peaceful Coexistence (PONAPRE) thanks to the interagency technical assistance (UN Women, UNDP, UNFPA, PAHO/WHO, OHCHR and UNICEF) provided. ii) A specific subgroup on Violence against Women, Girls, and Adolescents was generated for the implementation of the Cooperation Framework thanks to UNFPA and UN Women (Leader and Co-leader) and the participation of UNDP, UNODC, OHCHR, UNICEF, UNESCO, UNAIDS, and OCR. In the humanitarian sphere, UN Women, as Leader of the Gender Working Group of the Humanitarian Country Team (EHP) and co-leader of the UNS Protection Group together with UNHCR, has actively worked to facilitate the incorporation of the gender perspective and the rights of Women in the Guatemalan Humanitarian Response. The main results of the year are: i) the Humanitarian Need Overview -HNO- updated in 2022, which has a gender and human rights approach. ii) the updated Protection Analytical Framework (PAF) in Guatemala, which incorporates gender analysis and General Recommendations # 30 (on women in conflict, post-conflict and conflict resolution) and # 33 (on Women's Access to Justice) of the CEDAW Committee.