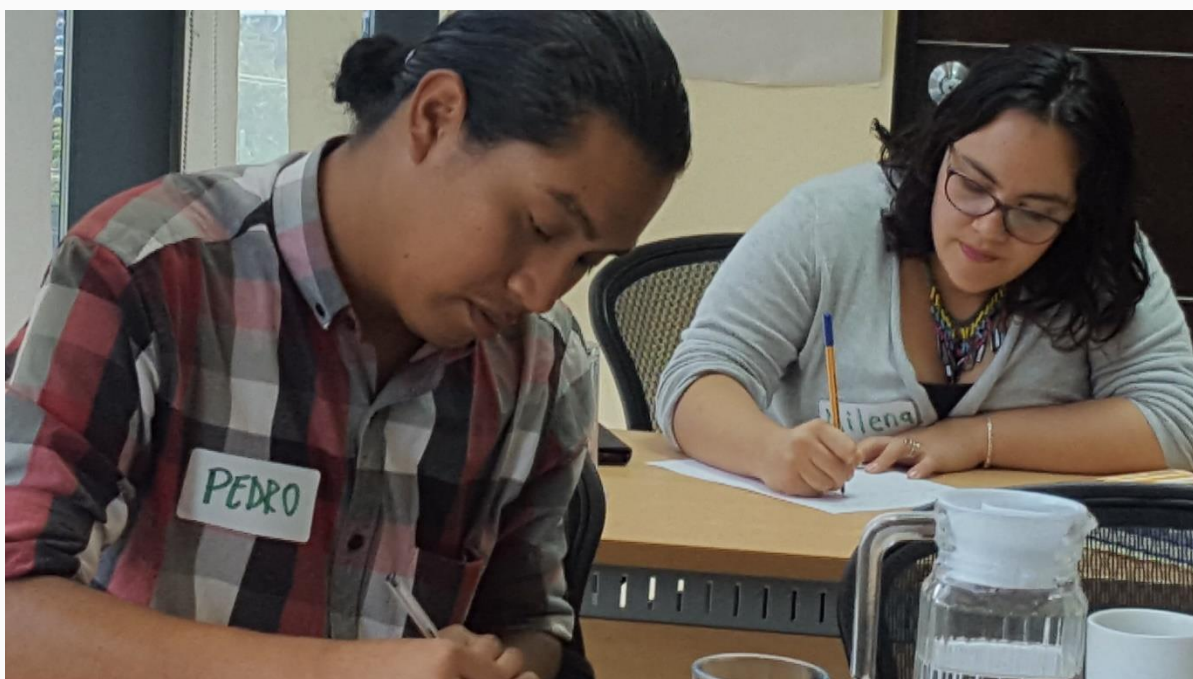




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Working with Youth to Increase Their Role and Participation in Guatemalan Politics

Youth-led and youth-focused programs face particular challenges in the realm of inclusion, as youth may be confronted with barriers to agency, access and power related to age as well as a multiplicity of other

identities. To their credit, youth are often remarkably creative at overcoming such barriers. In Guatemala, for example, revelations in 2015 about the extent of political corruption have generated social and political movements in which youth have played a significant role, from establishing more youth organizations to preparing to play their part in the next election cycle in 2019.

To support this increased interest among youth to get involved in Guatemala's political dynamics, the USAID-funded *Harnessing Emerging Political Leaders (EPL)* project is creating a multi-layered network of diverse youth leaders to catalyze civic and political change at municipal and national levels by 2022. As a first step in implementing EPL, IREX conducted a gender and social inclusion analysis among youth in Guatemala to surface key commonalities and challenges facing diverse groups of youth throughout the country.

The analysis included review of secondary data as well as primary data collection among ladino, indigenous and LGBTI youth using key informant interviews (66% of whom were female) and focus groups (40% of whom were female), including members from a local youth leadership organization working with issues of gender and social inclusion.

Some of the main findings of IREX's Gender and Social Inclusion Analysis include:

- a. Youth have no trust in political parties and feel exploited by them during the election season.

All the youth, including male, female, ladino, indigenous and LGBTI, that participated in the focus groups had one thing in common – complete mistrust of political parties. ***“The parties treat youth badly. They are like an avocado; nice looking on the outside, but you never know what you’ll find inside.”*** (Female, Amatitlán)

All youth in the focus groups felt exploited by the different political parties. Across all groups, youth cited instances when party members would arrive in their towns and call on youth to distribute flyers, hang posters, paint rocks, and appear at rallies in support of the party. ***“There is some space for youth, but often it’s just so we can take up space, be seen and have our photo taken.”*** (Female, Guatemala City)

- b. All youth want a voice and a vote, yet there is little-to-no-space for youth in civil society; nor are there any signs of civil society preparing for the participation of the next generation.

Youth feel like they are given limited space. A space that is limited to sports, art and culture and many are now ready to get involved in other spaces. ***“Youth are not seen as being influential in the decision-making process or in the process of policy-making. We no longer want only recreational activities for young people. We want to participate in decision-making space.”*** (Male, Guatemala City) Some of the recommendations to address these findings during the implementation of the EPL project include:

- a. **Youth Leadership Committee:** Ensure that the EPL Youth Leadership Committee has a balance of ladino and indigenous youth as well as male and female youth, including youth from the LGBTI and persons with disabilities communities.
- b. **EPL Youth Network:** Ensure that - as the thematic networks of the EPL Youth Network are established - gender and social inclusion are integrated into each group (such as political activism and government transparency), and not sidelined into a separate group.
- c. **Gender and Social Inclusion Strategy:** The strategy should be all-encompassing and address masculinities and LGBTI issues and not simply focus on the status of women. Working with young people to facilitate the elimination of harmful masculine attitudes and behaviors can catalyze social change.

It is clear that youth are frustrated with the current political climate in Guatemala and are ready to play an important role and create change towards the next elections. It is the right time to take advantage of their interest and give them the voice and skills they need to contribute towards positive change. And thoughtful integration of gender and social inclusion into all the *Emerging Political Leadership* (EPL) activities will ensure better results of Guatemalan youth working together: men, women, ladinos, indigenous, LGBT and persons with disabilities communities working as one for a common cause.

Photo: Courtesy of Mary Ellen Duke, Youth focus group in Guatemala, IREX, 2017.



New IGWG Gender Continuum User's Guide and Training Materials

The Gender Integration Continuum has helped hundreds of international development professionals in the public, private, and nonprofit sectors understand the concept of gender relations (or roles and norms) and how they can impact the results of project activities. The IGWG has been promoting the use of the Gender Continuum as a framework to understand the various approaches along the Continuum for almost 15 years. The companion training module has been in use almost as long.

The Interagency Gender Working Group (IGWG) has launched a new updated version of the Gender Continuum User's Guide and accompanying materials. This tool is designed to help new and experienced gender trainers plan, prepare for, and facilitate the Gender Integration Continuum training session. It includes a heavily scripted facilitator guide and helpful processing questions, suggestions, and trainer notes to ensure attainment of training objectives. It builds upon the training session that was developed by the USAID Bureau for Global Health's Interagency Gender Working Group (IGWG) in 2002. It should be used in tandem with the accompanying PowerPoint of 18 slides and the Project Scenarios Bank.

1. [Facilitator Guide: Gender Integration Continuum](#)
2. [Gender Integration Continuum Scenarios Bank](#)
3. [Gender Integration Continuum PowerPoint Slides](#)

Key informant interviews conducted between May and July 2017 contributed greatly to the revisions included in this User's Guide.

Photo: Report Cover "The Interagency Gender Working Group promotes gender equity in order to improve global health and foster sustainable development.", IGWG, 2017.



“LEAD Talks” өдөрлөг хөгжлийн бэрхшээлтэй иргэдийг нийгэмд зөвөөр харуулсан, бусдын адил хөдөлмөрлөж чаддаг гэдгийг, авьяас чадварыг нь харуулсан бодитой үйл ажиллагаа болсон гэж бодож байна.

“LEAD Talks” төслийн багийн гишүүн П.Ганчимэг

Mongolia's Social Inclusion Champions Celebrate International Day of Persons with Disabilities

“In our society, misconceptions and negative attitudes towards people with disabilities are big roadblocks,” explains **Leaders Advancing Democracy (LEAD) Mongolia program fellow, Munkhbat Nergui**. “They are not able to fully enjoy their rights, participate in society, or obtain gainful employment which matches their skills, education, and competency.”

On November 28th Munkhbat and a team of 13 other LEAD Mongolia Fellows hosted LEAD Talks, bringing together over 200 people to honor 2017 International Day of Persons with Disabilities (IDPD). The event focused on empowerment and employment by showcasing several persons with disabilities who are role models to inspire other young persons with disabilities to go out and seek employment. The event brought together leading employers, trade unions, and employer associations to connect with the persons with disabilities community, and set an example for other employers on inclusive hiring.

Participants in World Learning's LEAD Mongolia program, known as LEAD Fellows, are quickly becoming the country's most ardent champions of social inclusion. LEAD Mongolia is a leadership development program for up-and-coming democracy advocates which works in partnership with the U.S. Agency for International Development (USAID) in Mongolia. Those who take part in the LEAD Mongolia vary in profession and background: some are young civil society activists, others are in local government or the private sector. The point is for them all to come together and work on issues of common concern and bring about positive change through group projects. A major emphasis of this small democracy program is social inclusion. The idea is that social inclusion is central to robust, thriving democracy, where we continually assess who is excluded and how to remove barriers to inclusion.

"The *LEAD Talks* event brought people together and gave them a new and more positive understanding about persons with disabilities. It promoted an accurate image of people with disabilities and showed that they are in fact competent, talented and can function effectively at work like others," added **Ganchimeg Purevsuren, LEAD Fellow and head of the Independent Living Center of Arkhangai** province located over 540 kilometers away from Mongolia's capitol, Ulaanbaatar.

Ganchimeg, Munkhat and the team set out to address the burgeoning issue of unemployment among Mongolia's disabled persons. The team points out that unemployment is one of the most critical issues facing Mongolia's development today. Thirty percent of young people aged 20 to 24 are unemployed, a figure that soars to more than 70 percent for persons with disabilities (PWDs). To address unemployment adequately, they say, Mongolia must ensure all populations have access to livelihoods and can contribute their skills to the economy.

According to a 2010 census the prevalence of disability in Mongolia hovers around 4 percent, a figure which is likely underestimated. According to the Asian Development Bank, disability assessment in Mongolia is based on an outdated, narrow medical approach to determine work ability loss. The available data clearly illustrates how Mongolia's persons with disabilities suffer a disproportionate brunt of poverty and unemployment. For instance, according to ADB, 42 percent of households with PWDs live in poverty compared with 18 percent of households without PWDs. Further, 28 of PWDs aged 15 to 59 are in the workforce whereas 69 percent of those without disabilities.

The *LEAD Talks* team argues that one of the biggest constraints in connecting persons with disabilities to decent employment is negative misconceptions among employers. Further, employers don't have a model or basis for creating more inclusive hiring practices.

“We want to smash negative stereotypes about persons with disabilities,” says **LEAD Fellow and team lead, Munkh-Erdene**. “*LEAD Talks* showed the general public, especially employers, that this community has skills, and their economic contributions in the workforce are important for all of us to develop.” Munkh-Erdene explains *LEAD Talks* set out to fill this void by introducing a public dialogue between employers and the disabled persons community.

LEAD Talks speakers included the disability advisor to the President of Mongolia, Dr. Chinbat, as well as young para taekwondo athletes, artists, and leading civil society advocates. A *LEAD Expo* featured several small business and services run by PWDs as well as *LEAD Job Fair* with leading employers who could recruit talent among the disabled persons community. The event was aired on national television on the International Day of Persons with Disabilities, December 3rd.

A highlight of the event included the letter that **President of Mongolia, Khaltmaagiin Battulga** provided in support of *LEAD Talks* and the 2017 IDPD. President Kh. Battulga wrote “... I will support policies and activities/initiatives which ensure non-discrimination of people with disabilities and equal access to education, health and social security services; build social infrastructure for them, support employment and accessibility to stable income. Good luck with the *LEAD Talk* project activities.”

There is still much work to be done to secure full rights and agency for Mongolia’s persons with disability. The *LEAD Talks* team hope their event will raise greater public awareness and initiate important conversations. They will continue to raise awareness and fight stigma through various outreach activities.

Photo: Courtesy of World Learning’s LEAD-Mongolia, 2017.

This Week’s TAAP Staff Picks:

Violence against women and girls manifests itself in physical, sexual and psychological forms.

Explore how by selecting a topic below.



*Intimate Partner
Violence*



*Sexual Violence
& Harassment*



Human Trafficking



*Female Genital
Mutilation*



Child Marriage

Interactive UN Women Infographic:

UN Women, which is working globally to develop and uphold standards and create an environment in which every woman and girl can exercise her human rights and live up to her full potential, has recently produced an interactive multimedia infographic “[Violence Against Women](#)”. The latest infographic focuses

on Intimate Partner Violence; Sexual Violence & Harassment; Human Trafficking; Female Genital Mutilation; and Child Marriage. It produces a tailored definition of each of these topical categories. In addition, the infographic provides fast facts to trusted partners, advocates and decision-makers from all walks of life. Here are some of these useful worldwide fast facts: 1 in 3 women have experienced physical or sexual violence — mostly by an intimate partner; 1 in 2 women killed were killed by their partners or family in 2012; Only 1 out of 20 of all men killed were killed in such circumstances; Two-thirds of countries have outlawed domestic violence; 37 countries exempt rape perpetrators from prosecution when they are married to or subsequently marry the victim; in some countries, up to one-third of adolescent girls report their first sexual experience as being forced; In the European Union, 45% to 55% of women have experienced sexual harassment since the age of 15; and Almost 750 Million women and girls alive today were married before their 18th birthday. *Graphic: Courtesy of UN Women Infographic, 2017.*

Plan International’s Videos on Youth Governance and Meaningful Youth Participation:

Plan International’s [Global Youth Advisory Panel](#) (GYAP) has created two short videos that highlight the importance of youth governance and three key components of meaningful youth participation. The first video highlights Plan’s goal of working **for and with** children and young people in our programs and governance structures to truly “walk the talk.” The second video talks about the quality of young people’s participation in development programs as measured by their **access, presence, and influence**. Check them out! <https://www.planusa.org/watch-highlighting-youth-participation>

Graphic: Page from the “Violence Against Women”, UN Women, 2017.



Got Inclusion?

We want to hear from you! Please share your inclusion activities, success stories, upcoming events, and intriguing resources. Send to TAAP@worldlearning.org.

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