

# AFC PLAN FOR WOMEN'S DEVELOPMENT AND SOCIAL INCLUSION



**EMPOWERING WOMEN. TRANSFORMING  
COMMUNITIES. BUILDING GUYANA.**



## CONTEXT & URGENCY

Despite improvements in national representation and legal frameworks, women across Guyana—especially single mothers, rural and Indigenous women, and those in vulnerable households—continue to face barriers to opportunity, security, and dignity.

The AFC's plan responds to these challenges through a community-based, inclusionary and data-driven strategy, aligned with the UN Sustainable Development Goals,

particularly SDG 5: Gender Equality.

## KEY CHALLENGES FACED BY WOMEN IN GUYANA

1. High incidence of gender-based violence (GBV) and domestic abuse
2. Limited access to quality maternal and reproductive healthcare
3. Lack of affordable child care and support for single mothers
4. Gendered wage gap and underrepresentation in economic



decision-making

5. Discrimination based on gender, ethnicity, geography, disability or social class
6. Insufficient support for education, skilling, and entrepreneurship
7. Weak data systems and lack of gender-sensitive budgeting

## AFC STRATEGIC PILLARS FOR WOMEN'S DEVELOPMENT

### A. ECONOMIC EMPOWERMENT AND ACCESS TO FINANCE

#### 1. SHEBANK – Women's Development Bank

A dedicated development bank providing micro-loans, grants, financial literacy and business development services to women-led start-ups, cooperatives, and informal entrepreneurs.

#### 2. Women's MSME Hub (Decentralized)

Regional hubs that provide shared workspaces, business training, mentorship, technical services, and peer-to-peer support for women in micro, small and medium enterprises.

#### 3. 1 Million GYD for Start-ups

A grant program offering up to G\$1 million for new and growing women-led businesses, with priority for single mothers, low-income households, and Indigenous women. Support includes business coaching and bookkeeping assistance.

#### 4. Gender - Sensitive Procurement Policies

Introduction of quotas and set-asides

for women-owned businesses in public sector contracting and procurement.

#### 5. Mobile Business Registration and Compliance Services

Deployment of mobile and digital access services to assist women in remote communities and those with caregiving duties to register businesses, apply for licenses, and access finance.

#### 6. Trade and Export Facilitation for Women Entrepreneurs

Technical support and subsidized access to regional and international trade fairs, online marketplaces, and export-readiness programs.

### B. HEALTH, REPRODUCTIVE RIGHTS AND MENTAL WELL-BEING

#### 1. Maternal Care Act

A comprehensive law to improve maternal and reproductive health by:

- Increasing paid maternity leave from three to six months
- Introducing paternity leave
- Expanding deployment of community midwives
- Ensuring access to prenatal and postnatal care, especially for women in rural and hinterland communities
- Providing mental health services for new mothers

#### 2. Community-Based Support Centers

Facilities offering reproductive health services, GBV counselling, nutrition advice, access to contraceptives, trauma support, and assistance for female-headed households.

#### 3. Mental Health Support Services



Establishment of trauma-informed counseling programs in all Regions, with specialized support for GBV survivors, caregivers, and women affected by substance abuse and suicide.

## C. EDUCATION, SKILLS AND INCLUSION

### 1. Education Support for Girls and Women

- Scholarships and reintegration programs for teenage mothers and school dropouts
- Daycare and school feeding support for children of single mothers
- Skills training and distance learning for women re-entering the workforce

### 2. Sectoral Inclusion Initiatives

Programs to support women's entry into high-value sectors including oil and gas, agriculture, hospitality, construction, and technology.

### 3. Digital and Financial Literacy Campaigns

National effort to train women in mobile banking, e-commerce, cyber safety, and business management.

### 4. Women in Leadership and Civic Engagement

Quotas and development programs for women in political, community and corporate leadership roles, including civic education and mentorship initiatives.

## D. PROTECTION, RIGHTS AND LEGAL REFORM

### 1. Strengthened GBV Framework

Full implementation and enforcement of the Family Violence Act, along with the establishment of shelters, 24/7 hotlines,

and victim referral networks in each Region.

### 2. Anti-Discrimination Law Reform

Legal review to ensure full protection against gender-based, ethnic, class-based, and disability-related discrimination. Measures to promote equal treatment in employment, education, and public services.

### 3. Childcare and Family Support Programs

Subsidized childcare services, parenting education, and wraparound social support for female-headed households, especially in urban poor and hinterland communities.

## E. GOVERNANCE, DATA AND BUDGETING FOR GENDER EQUITY

### 1. Gender-Responsive Budgeting

Mandated allocation of national and regional budgets for women's health, safety, employment and entrepreneurship. Each Ministry will be required to report on gender-related spending and outcomes.

### 2. Strengthened Gender Data Systems

Collection and publication of gender-disaggregated data in employment, education, healthcare, land ownership, and public safety. Introduction of a national "Gender Dashboard" to track progress and transparency.

### 3. Women's Policy Council

Formation of an independent advisory body composed of community leaders, women's rights advocates, youth, and subject matter experts to inform and guide all government decision-making





related to women's development

4.

## INCLUSION OF DISADVANTAGED WOMEN

### AFC will prioritize:

- **Single Mothers**, with focused interventions in housing, child care, financial aid, and entrepreneurship support
- **Rural and Hinterland Women**, through mobile services, telemedicine, solar-powered MSME hubs, and access to land and markets
- **Indigenous Women**, through culturally appropriate maternal care, local language training resources, and political representation
- **Differently-Abled Women**, through inclusive public infrastructure, targeted employment programs, and equal access to education and justice
- **Teen Mothers and GBV Survivors**, with return-to-education pathways, counseling, and legal protection

## ALIGNMENT WITH UN SUSTAINABLE DEVELOPMENT GOAL 5 – GENDER EQUALITY

SDG 5 TARGET	AFC POLICY RESPONSE
End discrimination	Anti-discrimination legislation, policy reviews
Eliminate violence	GBV centers, shelters, survivor services
End harmful practices	School reintegration for teen mothers, community education
Recognize unpaid care	Paternity leave, child care support, remote business access
Ensure full participation	Quotas, leadership mentorship, political training
Universal access to health rights	Maternal Care Act, mobile health teams, postpartum support
Equal access to resources	SHEBANK, MSME grants, procurement quotas, land and credit access
Digital empowerment	Digital literacy programs, ICT access hubs, cyber safety laws
Sound laws and enforcement	Gender budgeting, Women's Policy Council, legal aid programs

AFC see WOMEN as Equal Partners in Development and will provide every opportunity for WOMEN to thrive...

