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WOMEN'S LEGAL RIGHTS INITIATIVE
UNDER THE WOMEN IN DEVELOPMENT IQC

GUATEMALA: WOMEN'S LEGAL RIGHTS INITIATIVE
OF THE WOMEN IN DEVELOPMENT IQC
ASSESSMENT AND ANALYSIS REPORT

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Executive Summary

The USAID Women's Legal Rights Initiative (WLR) is a task order under the Women in Development indefinite quantity contract, which Chemonics International Inc. signed on September 30, 2002. WLR is intended to further the goals and objectives under the USAID Office of Women in Development's third strategic objective (SO3)—“women's legal rights increasingly protected”—and to strengthen USAID missions' strategic objectives, particularly regarding democracy and governance.

The WLR team, working with USAID/Guatemala and the Agency's Latin America and Caribbean (LAC) Regional Bureau and EGAT/WID offices, selected Guatemala as a focus country for WLR activities in the LAC region. The team will work closely with USAID/Guatemala's Democracy and Governance team to identify constraints on and gaps in women's rights and design activities to address them.

To begin the process of designing activities for the Mission to implement, the WLR team conducted two assessment and analysis trips to Guatemala. The first took place from June 11 to 19, 2003, the second from August 11 to 25, 2003. During the first trip, the team met with USAID/Guatemala staff, international donors, government officials and civil society organizations. On the second trip we presented proposed activities to the Mission, had follow-up meetings with key potential partners and stakeholders, and recruited key in-country personnel for program implementation.

During our visits it became clear there is a lack of understanding and respect for women's legal rights throughout Guatemala. Social and cultural traditions impede the full participation of women in government and society. This situation is worse for indigenous women, who have been suffering from an on-going culture of violence, oppression, and discrimination. Nevertheless, there have been improvements to the legal framework in support of women's rights, including: development of a National Policy of Promotion and Development of Guatemalan Women and the Equal Opportunities Plan for 2001-2006; passage of the Law on Domestic Violence; passage of Civil Code amendments that allow a married woman to work outside the home without her husband's permission; and ratification of the Convention on the Elimination of All Forms of Discrimination Against Women.

Yet deficiencies remain: lack of compliance with international standards and norms for women's rights, weak implementation and enforcement of law by the justice sector, and a low level of awareness by women and civil society of women's legal rights.

Given these constraints and gaps, the WLR team identified a number of emerging areas for cooperation and assistance that included the development and implementation of a program that concentrates on developing a curriculum on gender and the law, designing a graduate-level diploma program on gender and the law, and supporting advocacy and awareness campaigns.

Curriculum development. Guatemala has no up-to-date, complete or nationally acknowledged academic curriculum on gender and the law that is accessible to civil society, lawyers and justice sector officials. The WLR project can address this gap by preparing a series of courses in collaboration with the University of San Carlos Law School that will serve as the base for

implementing a graduate-level diploma program on gender and the law. This program will focus in three major areas: legal analysis and thought from a gender perspective, modern pedagogical techniques in teaching gender and the law, and advocacy for women's legal rights. WLR also will work with the University of Landivar Legal Research Institute to conduct research on the status of women's rights through a study of the enforcement of international women's human rights in Guatemalan courts. This research will support curriculum development by providing information on deficiencies in the legal framework and judicial capacity to interpret and enforce laws.

Diploma in gender and the law. A major weakness in Guatemala is the lack of legal professionals and civil society advocates who fully understand women's legal rights. To address this, the WLR team recommends developing and implementing a graduate-level diploma program on gender and the law, which will prepare justice sector officials, civil society advocates and lawyers to teach women's legal rights at law schools, judicial training centers and law enforcement academies, and to strengthen the ability of civil society groups to promote women's legal rights. WLR expects that this effort would also lead to the formation of a cadre of judges, prosecutors, police and policymakers who are knowledgeable about making gender-equitable decisions and interpreting and applying the law fairly.

Advocacy and awareness. Women's civil society organizations, particularly those that work with indigenous communities, lack the sustainable capacity to advocate for women's legal concerns. In addition, the general public is not fully aware of the importance of supporting women's rights. Government bodies such as the Judicial School and the Public Ministry Training Unit (UNICAP) and other key public institutions including the Office of Indigenous Women, lack skilled professionals to support their own training programs on women's legal rights. To address this limitation, WLR recommends including individuals from these institutions in the gender-and-the-law diploma program so that they can design and implement their own advocacy programs and awareness campaigns within their institutions and communities.

Our WLR team will work in cooperation with other USAID programs, international donors, government agencies and civil society organizations to avoid duplication of effort. WLR will work with USAID/Guatemala, the LAC Regional Bureau and EGAT/WID to develop focus activities for the project based on the recommendations in this report. Following discussions with the Mission, the Regional Bureau and EGAT/WID, an action plan with activity details and timeframes will be developed for project implementation.

SECTION I

Introduction

A. Objectives of the Women's Legal Rights Initiative

The Women's Legal Rights Initiative (WLR) team, in collaboration with USAID's Office of Women in Development (EGAT/WID), regional bureaus and Agency missions worldwide, is working to strengthen and promote women's rights by enhancing opportunities for women to fully participate in the economic, social and political workings of their societies. To achieve these goals, the project coordinates with international donors and local stakeholders to provide strategies for identifying constraints, discerning gaps and documenting best practices in knowledge and practice related to women's legal rights.

B. Country Selection Process

In close collaboration with EGAT/WID, the WLR team initiated the country selection process by consulting with the Latin American and the Caribbean (LAC) Regional Bureau. The team shared information with the bureau and worked closely with Steve Hendrix, acting team leader for democracy and governance programs, regarding WLR project goals and objectives. Mr. Hendrix recommended that the project select Guatemala as a priority country in LAC. He highlighted a specific opportunity targeted at working with USAID/Guatemala and the San Carlos University Law School in preparing a curriculum advanced-degree program on gender and the law. The WLR team also consulted with the LAC Bureau's Maria Barron, who provided a list of USAID activities targeting women in the region. Following consultations with EGAT/WID, the WLR team discussed with Todd Amani, democracy and governance team leader at USAID/Guatemala, mechanisms for incorporating a WLR initiative into the Mission's strategic objectives as well as steps to plan the assessment and analysis phase of the project.

C. Assessment Objectives and Activities

The WLR team worked closely with USAID/Guatemala to identify and organize activities for the assessment, analysis and design phase conducted in the country during its two trips to Guatemala. The Mission's democracy and governance team provided guidance and assistance to identify ongoing programs, constraints to women's legal rights, gaps in knowledge and practice, and current social, political and economic conditions. Consultations were conducted with the judiciary, law enforcement, government agencies, civil society groups, international organizations and other stakeholders to identify priority issues, potential partners and existing activities.

Results from our assessment and analysis will be used to design a country action plan that meets the needs of USAID/Guatemala and complies with the scope of work of the WLR task order under the Women in Development IQC. The action plan will target issues to be addressed using local and international resources to achieve goals and objectives that strengthen women's legal rights, reinforce the Mission's objectives and complement ongoing activities.

D. Technical Approach and Methodology

The WLR technical approach and methodology to assess the needs, opportunities, and constraints related to women's legal rights in Guatemala include:

- Background research and document review on the economic, political, social and legal contexts related to legal rights before the initial assessment and analysis trip
- Presentation of the WLR program to USAID/Guatemala staff and discussion of Mission strategic objectives, constraints on women's legal rights, compatible programs already in place, and identification of existing successful models
- Discussions and consultations with key women's civil society organizations and human rights groups, government agencies (the Public Ministry and its Training Center, or UNICAP; Supreme Court; the Judicial School or Casa de Altos Estudios Judiciales, the Presidential Secretariat for Women's Affairs, or SEPREM; the Office of the Ombudsman, which deals with human rights), Congress Committee on Women, Minor and Family, and the Police Academy; universities (San Carlos and Rafael Landivar), and other stakeholders, to identify program priorities, concepts and challenges (See Annex C, Agenda, for a complete list of meetings conducted.)
- Collection and review of existing reports, studies, legal texts and training materials related to women's legal rights in Guatemala (See Annex B, Bibliography, for a list of documents collected and reviewed.)

The assessment and analysis team consisted of David Vaughn, WLR project director; Lelia Mooney, legal and capacity-building specialist; and Annie Belt, Women in Development IQC project administrator. In Guatemala, the team met with more than 50 individuals who represented a variety of organizations including: 13 women's civil society organizations, international donor organizations, representatives of government agencies, representatives of USAID-funded projects, and USAID/Guatemala staff (see Annex A, Contacts, for a comprehensive list of individuals and organizations). These meetings provided the background on the status of women's rights in Guatemala, identified existing programs and helped the team define activities that may be undertaken.

Following the assessment and analysis trip, the WLR team will:

- Brief USAID/Guatemala, EGAT/WID and the LAC Regional Bureau on our preliminary assessment-and-analysis findings and recommendations
- Consult with U.S.-based civil society organizations and universities that could provide technical assistance during implementation
- Identify local and foreign consultants and resources required for implementation
- Prepare and submit assessment and analysis report to USAID/Guatemala, EGAT/WID and the LAC Regional Bureau for comment and review
- Prepare and submit the draft country action plan to USAID/Guatemala, EGAT/WID and the LAC Regional Bureau for comment and review
- Conduct a roundtable discussion on the draft country action plan with USAID/Guatemala, EGAT/WID, the LAC Regional Bureau and local counterparts
- Finalize country action plan incorporating comments and suggestions from USAID/Guatemala, EGAT/WID, the LAC Regional Bureau and local counterparts

SECTION II

Country Overview

A. USAID Program and Partners

USAID/Guatemala addresses limitations to Guatemalan development through the pursuit of seven strategic objectives:

- Supporting the implementation of the 1996 peace accords
- Providing agricultural recovery assistance to victims of Hurricane Mitch and helping Guatemala prepare for future disasters
- Helping improve the legal system and guiding citizens in how to use it
- Increasing educational access and quality for all Guatemalans
- Improving the health of Guatemalan women, children and rural families
- Increasing the earning capacity of poor rural families
- Expanding natural resources management and conservation of biodiversity

Through the democracy and governance strategic objective, USAID/Guatemala programs focus on: training, technical assistance and operational support to promote and implement judicial reform; increasing the effectiveness of civil society in promoting policy change and overseeing public institutions; strengthening local governments and increasing citizen involvement in local decision-making; registering voters and expanding the number of polling places for the 2003 election; and helping NGOs increase awareness of and respect for human rights.

USAID grants also support activities aimed at improving labor conditions for women who work for manufacturing or agribusiness companies engaged in international trade. Efforts have included awareness-raising related to local labor rules and avenues of redress for employees with complaints about working conditions. Among other examples: efforts to promote quick and fair resolution of labor disputes, development and enforcement of national laws protecting workers, and advocacy for corporate codes of conduct. Grant recipients include the Center for Legal Action in Human Rights, the Commission for Verification of Corporate Codes of Conduct and others.

Democracy and governance activities are implemented with the Guatemalan judiciary, the Public Ministry, the Public Defense Institute, San Carlos University Law School, selected municipalities, municipal associations and civil society organizations (CSOs), including human rights groups. A mix of U.S. partners (Checchi and Co. Consulting, Creative Associates and Development Alternatives) and local CSOs manage activities.

The activity most relevant to the WLR project is the Justice Program, which Checchi and Co. is implementing. This program is based on four targeted objectives. First, it is increasing access to justice through the extension and institutionalization of regional “justice centers,” 12 of which are operational. The centers seek to strengthen the adversarial criminal-justice system at the local level and encourage community participation in the justice sector. Second, the Justice Program supports institutional and policy reform in key national justice institutions, such as the Public Defense Institute, the Public Ministry and the judicial branch of government, through trainings and improved administrative systems. Third, the program is helping improve legal education through administrative and curricular reforms and the introduction of updated teaching methodologies. The fourth objective involves activities to encourage the use of

alternative dispute-resolution mechanisms, including the creation of community-based mediation centers. This also assists in the recognition and incorporation of indigenous law into the formal legal system.

Additionally, USAID/Guatemala's Office of Health and Education (OH&E) implements activities that focus on gender issues nationally and regionally. OH&E works closely with the Education Ministry to promote women's and girls' education through scholarship programs and curriculum reform. OH&E and the Education Ministry also had a program with Rafael Landivar University that focused on women's rights and Mayan law.

B. International Donors and Organizations

Along with the United States, countries providing support to Guatemala include Spain, Germany, Norway, Sweden and Japan. Major multinational donors are the Inter-American Development Bank, the World Bank, the Central American Bank for Economic Integration, various United Nations agencies and the European Union.

In the area of women's legal rights, Australia's international-development agency, AUSAID, is now sponsoring a project to revitalize the National Union of Guatemalan Women in order to foster peace and democratization in the country. The British NGO Oxfam supports the Guatemalan Anti-Violence Network, which has been lobbying Guatemala's government to introduce laws and policies to protect women from violence. Oxfam recently published "Faces Without Masks: Mayan Women on Identity, Gender and Ethnicity in Guatemala," which compiles eight Mayan women's personal narratives and overviews of Mayan cosmology, feminism, post-colonialism and more.

The **United Nations Children's Fund (UNICEF)** program in Guatemala has four objectives with linkages to women's rights: develop public policies coherent with the rights of children and women; increase coverage of state and non-state services for fulfilling economic rights, and protecting civil and political rights, especially of the most disadvantaged groups; empower civil society to build networks and capacities to defend rights; and develop a model of integrated municipal interventions in areas where social indicators are among the country's worst. UNICEF aims to achieve these by promoting knowledge and respect for the rights of children and women—focusing on teachers, women, children and adolescents; fostering policy dialogue and action by building alliances among government, civil society and international organizations; and strengthening the technical capacity, management and social-mobilization skills of state bodies, CSOs and community groups.

The **U.N. Fund for Population Activities (UNFPA)** also is engaged in promoting women's rights in Guatemala. Its approach is to contribute to government efforts aimed at raising the living standards of the population by: improving the reproductive health situation, especially through the reduction of maternal mortality; improving gender equality; and enhancing the balance between economic growth and population dynamics in the context of sustainable development. To achieve these, UNFPA proposed country program would consist of three sub-programs: reproductive health, population and development strategies, and advocacy. Discussions are under way with other potential donors on possible co-financing arrangements for portions of the proposed program.

The **U.N. Development Programme (UNDP)** has undertaken previous roles led by the U.N. Verification Mission for Guatemala (MINUGUA) with the Police Academy. Their efforts have concentrated on training faculty members with a particular emphasis on women within the

Police Institution. They have also been working with the German government's development arm, GTZ, in the development of an institutional diagnostic study on the situation of women within the Civil National Police (PNC) in Guatemala which will aim at addressing the most compelling issues related to women's role, barriers and constraints within the institution (promotions, relocations, sexual assaults and harassment victims). The document, still in process of being finalized, will define the terms of cooperation that both UNDP and GTZ shall use to continue or not supporting the Police given the current political situation that Guatemala is going through.

The **World Bank** also concentrates efforts on promoting women's rights and gender awareness with a global and regional perspective through the Regional Unit for Technical Assistance. This effort is being implemented as a cross-cutting component of all the Bank's strategies and areas. The Guatemala representation acts within the framework set by the Central American gender strategy and the Division of Indigenous People and Gender. As such, its coordination unit has been supporting the Indigenous Women Ombudsman Office (Defensoria de la Mujer Indigena) together with Germany's GTZ, the U.N. bodies MINUGUA and UNICEF, the Peace Secretary (SEPAZ) and the Presidential Committee on Human Rights (CODEPREH). Its major role is to support the capacity-building of the Indigenous Women Ombudsman's Office by providing technical assistance in access to justice, public awareness and advocacy, all addressed to indigenous women.

C. Government Agencies

Guatemala is a democratic republic with separation of powers and a centralized national administration. The 1985 Constitution provides universal suffrage to elect a one-term president and a unicameral Congress. Alfonso Portillo Cabrera, from the Guatemalan Republican Front (FRG), was sworn in as president in January 2000 following a generally free and fair runoff election. The FRG maintains a majority (63 seats) in the 113-member Congress. Legislation is passed by Congress by majority vote. The president has veto power, but not a line-item veto. A presidential veto can be overridden by Congress with a two-thirds-majority vote. The judiciary is independent, but it suffers from inefficiency, corruption and intimidation. Law enforcement officials are also subject to intimidation and corruption. Still, Guatemalan government agencies and officials expressed a high level of concern and awareness regarding the status of women in the country.

Judicial branch. The Supreme Court is the final arbiter of disputes in Guatemala. Nominating judges to the court is participatory: University rectors, deans of law schools, sitting judges and bar association representatives all make up a nominating commission; endorsement of two-thirds of them is needed for a judicial candidate to make a list of 26 semifinalists. The commission then sends this list to Congress, which narrows it to the 13 who are to serve on the high court. From among this group, the chief justice, or "president," is elected internally, requiring support of two-thirds of the other judges. The president serves for one year; during a judge's service on the court, he or she cannot be president more than once.

Currently, women hold two of the 13 seats on the Supreme Court. About 30 percent of the 700 judges in Guatemala are women. The high court's Judicial Modernization Program has undertaken initiatives to incorporate a gender perspective through work with a number of CSOs, including Centro de Investigación, Capacitación y Apoyo a la Mujer (CICAM), and supported the initial development of a Gender and the Law course within the curriculum at the Escuela Judicial, the government entity responsible for training judges and court auxiliaries.

A separate, five-member Constitutional Court—one of the current judges is a woman—reviews questions of constitutionality in actions against the Supreme Court, Congress and the president or vice president. Judges are assigned to the Constitutional Court by various institutions including the bar association, the Supreme Court, Congress, San Carlos University and the president. Members can be re-elected.

Executive branch. Currently there are three female ministers in the Cabinet—heading the ministries of Culture and Sport, Communications and Public Works, and the Economy. Less than 1 percent of the 330 mayors and less than 5 percent of the municipal officials in Guatemala are women. The Presidential Secretariat for Women’s Affairs, known by its Spanish acronym SEPREM (Secretaria Presidencial de la Mujer) operates under the direction of the president, advising him on the coordination and articulation of government policies affecting women. SEPREM’s National Policy for the Promotion and Development of Guatemalan Women and Plan for Equal Opportunity 2001-06 identified and prioritized areas of critical need for women, such as access to health care and education and protection from domestic violence. The Coordinator for the Prevention of Domestic Violence and Violence Against Women, or CONAPREVI (Coordinadora Nacional de Prevención de la Violencia), which is housed within SEPREM but is nonetheless a nongovernmental agency, provides support to protect women from violence. Its activities include research, media outreach and monitoring.

The **Attorney General** (Jefe del Ministerio Público y Fiscal General) presides over the Public Ministry and supervises all criminal prosecutions. The attorney general is independent of the executive branch but can be removed by the president for just cause. As with nomination to the Supreme Court, a commission is responsible for nominating the attorney general. In this case, the commission is composed of representatives from law schools, bar associations and the president of the court.

The **Public Ministry** houses the Women’s Prosecutor Office (Fiscalía de la Mujer), Office of Victims’ Rights (Oficina de Atención a la Víctima), and Office of Professional Development (Unidad de Capacitación (UNICAP). The Office of the Women’s Prosecutor provides assistance to women who have been victims of domestic violence and has offices in Guatemala City and Quetzaltenango. The Office of Victim’s Rights provides support to victims and processes their claims and has offices throughout the country. UNICAP is a newly created entity within the Public Ministry that is responsible for improving the level of professionalism of prosecutors and Ministry personnel.

The **Ministry of Interior** oversees the National Civil Police (PNC), created in 1997 under the terms of the Peace Accords. The PNC has sole responsibility for internal security. The Police Academy (Academia de la Policía Nacional Civil) trains cadets and currently includes a course on Domestic Violence and Gender in its curriculum. The PNC also includes the Gender Police (Policía de Género) and Office of Victims Rights (Oficina de Atención a la Víctima). The Gender Police is a fairly small office within the PNC that receives complaints and provides legal aid and shelter to women who have been victims of domestic violence. The Office of Victims Rights accepts complaints and provides counsel and support to victims of crime and has 8 offices in Guatemala City and throughout the country.

The Constitution also creates a Human Rights Ombudsman (Procuraduría de Derechos Humanos). Again, this individual is independent of the executive branch. The ombudsman serves a five-year term and is considered to be a commissioner named by Congress to defend constitutional human rights. The ombudsman issues advisory opinions, oversees questions of public censorship and conducts investigations. The Office promotes and conducts activities on

domestic violence and access to justice, training community leaders and funding women's shelters.

The **Indigenous Women's Ombudsman Office** (Defensoria de la Mujer Indigena) was created by presidential decree on 1999 to support the in-country implementation of the Convention on the Elimination of all forms of Discrimination against Women and other international treaties, such as Convention 169 of the International Labour Organization (ILO), concerning indigenous and tribal peoples. It coordinates its activities with the Presidential Committee on Human Rights (CODEPREH). The office promotes activities related to the elimination of discriminatory practices against indigenous women, provides victims of discrimination and violence with legal support, and proposes legislative drafting on issues related to the protection of indigenous women's rights to the presidency.

Legislative branch. Of the 113 members of Congress 12 are women. The Committee on Women, Minors, and Family actively promotes legislation that addresses women's rights. The Committee also provides oversight and coordinates legislative initiatives with other government agencies including the PNC, Women's Prosecutor Office, SEPREM, and the Ministry of Interior. The Committee engages civil society organizations, such as CICAM who provide expert opinion and advice on draft legislation.

D. Civil Society Organizations

The women's rights movement in Guatemala is relatively young, with origins dating back to the late 1980s. During the 1990s, it played a critical role during the peace process. Women's rights NGOs have recently started to look beyond service and education activities to engage in advocacy for changes in public policy. Unfortunately, the current political situation, with high levels of corruption and mismanagement, has prevented civil society organizations from fully engaging in a dialogue with the government. Nevertheless, the NGO community has developed a network of services for women that include counseling centers, legal aid providers and assistance programs for victims of domestic violence. Active women's rights civil society organizations include:

Centro de Investigación, Capacitación y Apoyo a la Mujer (CICAM) is one of the most prominent NGOs dedicated to protecting women's legal rights in Guatemala. Its programs focus on a variety of issues—violence against women, sexual and reproductive rights, access to justice, education and training on gender at the university level, and others. CICAM also was responsible for designing SEPREM's strategic plan.

Convergencia Civico-Politica de Mujeres is a network of professional women who united to increase the participation of women in public life, inform and train the population on gender-related issues, and form similar networks in rural areas. They work with state agencies, associations (such as the Association of University Women) and civic institutions.

Asociación Alvaro Hugo Martinez promotes access to justice and human rights from a gender-equity perspective. With its interdisciplinary team of professional men and women working on gender initiatives, the association offers legal aid and support as well as research and study on indigenous, multicultural, gender and women's issues. It also trains judges and judicial personnel.

Honoris set up a center that provides temporary shelter for victims of domestic violence. It also provides legal aid to women, community-based education programs, vocational training, day care centers, community radio and TV programs, and alternative dispute-resolution services.

Asociación Mujer Tejedora de Desarrollo promotes the empowerment of women through economic development and capacity-building. It also has worked on issues related to women's rights and developed a gender diploma (diplomado de genero).

In the remote Peten region, **Asociacion de Mujeres del Peten Ixtic** focuses on strengthening women's participation related to implementation of the 1996 peace accords. Activities include domestic-violence programs, legal aid for victims of domestic violence, advocacy-skills training at the community level (indigenous groups, schools, churches and the media), and work on training justice sector officials on dealing with domestic violence cases.

A complete list of women's rights civil society organizations that the WLR team interviewed in Guatemala can be found in Annex A, Contacts.

SECTION III

Assessment Findings and Recommendations

After a careful review of the information obtained in the assessment and analysis, the WLR team makes the following findings and recommendations for assistance related to legislative framework, judicial enforcement, civil society advocacy and public awareness:

A. Legislative Framework

A1. Findings

The equal rights of all Guatemalan citizens are guaranteed by the Constitution. By special constitutional provision, international treaties on human rights and women's rights supersede national law. Guatemala is a signatory to the Convention on the Elimination of All Forms of Discrimination Against Women; the Inter-American Convention to Prevent, Sanction and Eradicate Violence against Women; the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights. Other international instruments include the International Covenant on Economic, Social and Cultural Rights; the American Convention on Human Rights and the ILO Convention 169 concerning indigenous and tribal peoples in independent countries among others.

Despite the progress of legislative reforms established by the 1996 peace accords in raising the status of traditionally excluded groups, barriers still exist to women's full participation in government and public life, in particular the case of indigenous women. Although there are no legal restrictions, and few practical ones, on the participation of women in the political process, election laws do not promote such participation and representation. Women are not encouraged to register to vote, much less have the opportunity to run for public office. In 2001 MINUGUA reported that only 69 percent of women of voting age were registered, and that of this group only 33 percent voted. Furthermore, there are no mechanisms to encourage women's participation in government, which explains why there are few women serving in Congress. The major parties nominated and elected fewer female candidates for Congress in the 1999 elections. However, women's participation as voters was the highest ever, despite social traditions that inhibit voting by women. Voters elected eight women to the 113-member Congress in 1999; that number grew to 12 as substitutes took the seats of members of Congress who were recruited to serve in the executive branch. One woman, Zury Rios de Lopez, daughter of former president and current opposition leader Efraim Rios Montt, is the second vice president of Congress. Guatemala clearly lacks a culture of participation and acceptance of the role of women in politics.

Labor laws do not adequately protect the rights of marginalized groups, such as domestic workers, indigenous persons and *maquila* workers. Although there is a specific guarantee of equal pay for equal work, many women are paid less than the minimum wage for long hours in unsafe conditions. This has created an unusual burden on women, who in many cases tend to be the sole provider for their families.

The 1996 Law on Domestic Violence empowers the prosecutor's office, the national police, family courts, legal clinics and the human rights ombudsman to receive complaints of domestic violence. Domestic violence is defined as "whatever action or omission by direct or indirect manner causes damage, or physical, sexual, psychological or patrimonial suffering" to a person within the family. The law provides for the issuance of restraining orders against alleged

aggressors and obligates the National Civilian Police (PNC) to intervene in instances of domestic violence. The law, however, considers domestic violence a health problem, not a crime. In response to this limitation, the Committee on Women, Minors and Family of the Congress recently prepared amendments to the Criminal Code that would criminalize domestic violence and sexual assault.

The Prosecutor's Office reported receiving 8,060 complaints of domestic violence against women and children in 2001, 44 percent more than those received in 2000. Only 56 cases were brought to trial; in 38 cases the attacker was convicted. The PNC reported that between November 2000 and October 2001, it received 5,664 reports of domestic violence. It also estimated that for every reported case, there are 10 that are not reported. The Prosecutor's Office also reported receiving 1,550 cases of rape and sexual assault during in 2001. Of these, 37 cases went to trial, with convictions obtained in 25. Guatemala's Criminal Code does not include a description of sexual assault as a crime. The current attorney general, (fiscal general) and head of the Public Ministry, Carlos David de Leon Argueta, expressed concern about the status of women who become victims of domestic violence and sexual assault, and he acknowledged the gaps and constraints of the legislative framework in this area.

Government agency support is crucial for making progress in the area of women's legal rights. As Guatemalan government agencies set policy and enforce and implement laws, their cooperation is necessary for the improvement of conditions for women. To date the number of women in key positions, particularly in Congress, remains quite low. This fact indicates that commitment by the state to improve women's status appears to have been minimal. However, officials interviewed indicated their awareness of the issues facing women and a willingness to work on improving women's rights.

A2. Recommendations

We recommend cooperation with government, universities and NGOs to provide technical assistance related to reviewing the legal framework—such as legislation on crime, labor and domestic violence—from a gender perspective to ensure that they comport with international human-rights standards. We also propose conducting research on specific pieces of legislation related to women's legal rights to establish a foundation for promoting gender-sensitive and equitable legislation.

B. Judicial Enforcement

B1. Findings

Inefficiency, lack of independence, intimidation of judges, prosecutors, police and witnesses, and a lack of access to justice are frequently cited complaints about Guatemala's justice system. The quality of work and the level of professionalism of justice sector employees themselves are also questioned. Many human rights cases remain pending for long periods as defense attorneys employ numerous dilatory appeals and motions. Courts sometimes take months to resolve even patently frivolous appeals. Women, the poor and indigenous peoples are particularly disenfranchised by these constraints and often times become victims of crime and the legal system.

The Supreme Court's Judicial Modernization Program cites these concerns. After a brutal, 36-year civil war, the need for establishing the rule of law is clear. However, the candor of analysis in the court's program reflects a new willingness to be frank about the problems and to address them directly. In an effort to fight corruption, the Supreme Court continues to seek suspension of judges and to conduct criminal investigations tied to improprieties or irregularities in cases under

its jurisdiction. In 2001, the court's Discipline Unit investigated 503 cases of judicial misconduct; as a result of those investigations, 14 judges were sanctioned and 32 suspended. The court's modernization program thus can be seen as a part of a broader framework under the 1996 peace accords to bring new approaches to governance.

The Public Ministry has been hampered in its efforts to investigate crimes and prosecute offenders by inadequate training and equipment, excessive caseloads and insufficient ranks of qualified investigators. In addition, the law's failure to delineate the responsibility for investigating crimes to either the National Civilian Police or the Public Ministry has led to continued fighting and competition between these organizations, as well as duplication of investigative efforts. Attorney General Carlos David de Leon Argueta said a lack of funding was the cause of most of his ministry's deficiencies. He is now lobbying Congress to increase the ministry's budget by more than half.

To address these concerns, Guatemala has developed a new operation model—the justice center, with support from USAID. This structure brings together police, prosecutors, judges, public defenders, local civil society and private lawyers to solve problems in a collaborative framework. The core element of the justice centers is people coming together in a voluntary effort to break with traditional structures. The results so far are impressive. The centers show improved client service, access to justice, and quality of service, all with greater transparency. This in turn has advanced procedural due process and human rights.

A gap remains, however, with respect to incorporating an understanding of women's rights into legal doctrine, training curricula, and practice. New concepts of law and legal institutions that address the impact of gender throughout society must be created and disseminated. The quality of legal and judicial education remains poor due to limited capacities at the Judicial School, UNICAP, the Police Academy, and law schools to effectively teach international human rights law and gender and the law, and this adversely affects the quality of justice sector professionals and their level of ethics. Efforts to train justice sector officials and law students need to be strengthened in order to raise the level of professionalism in the judiciary and prepare competent prosecutors, police and government officials.

B2. Recommendations

We recommend cooperation with the Judicial School (Escuela Judicial), UNICAP, and law schools to enhance their capacities to train justice sector professionals on women's legal rights. Lawyers, judges, prosecutors, and police need specific training on gender and the law to better handle cases involving women's rights. In addition to training, we also recommend the development of a gender-and-the-law curriculum for a graduate-level diploma program at San Carlos University Law School. This curriculum and materials could also be used to support training at the Judicial School, UNICAP, as well as police training programs. This would lead to the creation of a new cadre of legal practitioners, judges, and policy makers who are knowledgeable about making gender-equitable decisions and interpreting and applying the law in an unbiased manner.

We further recommend conducting analysis and evaluation of laws and practice related to women's rights with Rafael Landivar University. Landivar's Legal Research Institute is housed within the Law Faculty and considered the preeminent academic research center in Guatemala. Landivar has a history of collaboration with San Carlos University, as well as with other research and academic institutions in Latin America, Europe and the United States. Landivar also provides consulting services for both public and private institutions in Guatemala. The research

that we propose with Landivar will provide a solid basis for identifying the weaknesses in the legal framework and judicial capacity to interpret and enforce legislation in a gender-equitable matter.

C. Civil Society Advocacy

C1. Findings

Civil society in Guatemala is fairly well developed, with NGOs working in a variety of areas related to women's legal rights. Although most civil society structures exist with a certain level of sophistication, they need further development in order to efficiently contribute to the country's political, economic and social development. Funding of these NGOs is typically provided through the international donor community. Given the poor economic and political situation in Guatemala, it is difficult for NGOs to find local support. The NGO community is also quite fractured, which is further complicated by Guatemala's diverse population, in which 60 percent is indigenous and more than 20 languages are spoken. As a result, there is clearly a need for opportunities for organizations that work in areas related to women's legal rights to collaborate and create networks.

Many NGOs use the media, both print and electronic, in order to disseminate their messages. NGOs provide many services—counseling, shelters and legal aid; monitoring of human rights; and advocacy.

Several programs have targeted improving advocacy skills for women's-rights NGOs. However, these organizations face a variety of challenges to improve the effectiveness of their approaches to advocacy, including sustaining the momentum after successful initiatives, building constituencies to demand accountability and ensuring a mechanism for implementing policy change.

A number of NGO representatives interviewed cited the need to change the legal culture by incorporating the experiences of women in all aspects of legal education and focusing on women as beneficiaries of the law, contributing to research and advocacy on women in the law, and promoting awareness of the ways that laws affect women's lives. This would include identifying committed legal professionals to focus on issues related to women's rights and to advocate on behalf of women whose rights have been violated.

C2. Recommendations

We recommend building civil society capacity to advocate for women's legal rights by providing training and networking opportunities through the Diploma on Gender and the Law program at San Carlos University Law School. Participants will include civil society representatives who want to improve their understanding of women's rights in order to become better advocates. The program would also support efforts to build constituencies that support the implementation of legislation and demand accountability.

D. Public Awareness

D1. Findings

Public awareness is critical to creating change in the way society operates and governs itself, particularly when it comes to long standing discriminatory practices that have strong cultural roots. Women have little awareness of their rights, especially in rural areas and among indigenous communities, and often accept violations of their rights as a normal way of life. The

extent to which women are socially conditioned to accept domestic violence is reflected in the Guatemalan saying, “He who loves you beats you.”

Another issue that reveals the lack of awareness by women is the high incidence of trafficking. While the Guatemalan government was identified as not fully complying with the minimum standards for the elimination of trafficking in a U.S. State Department report issued in June 2003, it was noted as making significant efforts to do so, including sponsoring public information campaigns on the dangers of trafficking and providing office space to many NGOs that work to gather information and prevent trafficking. Given the recent reduction in the number of persons being trafficked, these campaigns appear to be having a positive impact.

The general public also has little understanding of the importance of upholding women’s legal rights due in part to a culture of machismo that dominates society. Unless efforts to promote legal reforms or enforcement of women’s rights are supported or demanded by society as a whole they will not become sustainable or institutionalized.

Another constraint to increasing public awareness of women’s legal rights that was identified during interviews was the lack of professionalism within the news media. It was stated that journalists do not have enough basic understanding of women’s rights to effectively report on the subject.

D2. Recommendations

As the local NGO community has already undertaken this activity, we recommend a supporting role for the WLR project in developing public awareness campaigns. The NGO community appears competent to handle public awareness activities through a variety of print and electronic media. We propose to provide technical expertise to NGO awareness campaigns by providing legal information and technical assistance to the NGO leaders who will participate in the Diploma on Gender and the Law program. As a result of this training, these leaders will be better able to design and implement their own advocacy plans, including a possible “know your rights” campaign for women.

SECTION IV

Implementation and Next Steps

A. Implementation Strategy

Issues related to a lack of understanding of women's legal rights in Guatemala have a wide-ranging negative impact on the administration of justice. Not only are the lives of women adversely affected, but social, legal and economic institutions are greatly challenged and diminished. A number of factors converge to create an environment where a lack of gender equality continues to pervade. A legal and judicial system that is unable to enforce laws and staffed by poorly trained justice sector officials are key factors. In order to address these concerns, we recommend the following three areas of focus for WLR in Guatemala: development of a gender-and-the-law curriculum, creation of a graduate-level diploma program on gender and the law, and advocacy and awareness training.

A1. Curriculum Development

Our assessment revealed a serious lack of expertise among judges, prosecutors, police, policymakers, and women's rights organizations on issues related to women's legal rights. In order to respond to this limitation, we propose developing a series of courses on gender and the law at the University of San Carlos Law School. The first course will concentrate on developing legal and analytical skills from a gender perspective. The second course will focus on gender and pedagogy, while the third course will address issues related to developing advocacy skills. Major topics for these courses will include theories of power, equality and discrimination against women, particularly the indigenous; the impact of international human-rights norms on the promotion and protection of women's rights; the ways in which laws shape and reflect the rights of women and their access to justice, health, education and economic development; and a comparative study of criminal and procedural codes. WLR also recommends working with the University of Landivar Legal Research Institute to conduct research on the status of enforcement of women's rights through a study of the enforcement of international women's human rights in Guatemalan courts. This curriculum will serve as the bases for the Diploma in Gender and the Law program described below. WLR also expects that this series of courses will support previously unfinished efforts to develop courses on gender and the law at the Judicial School and UNICAP.

Expected results. Developing a curriculum on gender and the law will enhance the capacity of the justice sector to properly enforce legislation that protects women's legal rights (IR 2). Research on compliance with international human rights standards by courts in Guatemala will increase the promotion of gender-sensitive and equitable legislation (IR 1). Promoting advocacy and awareness will educate the community and government and lead to an increased community cooperation with justice sector institutions, law enforcement, administrative agencies, and legislative bodies (IR 4).

A2. Diploma in Gender and the Law

The second recommended area is implementing the curriculum designed above through a Diploma on Gender and the Law (Diploma) program at the University of San Carlos Law School. This diploma program will train lawyers, judges, prosecutors, and civil society advocates on gender and the law, advocacy, and modern pedagogical techniques. This will increase the number of skilled trainers, legal and judicial professionals, and advocates in Guatemala who are

fully equipped to teach from a gender perspective at law schools, judicial training centers, law enforcement institutions, as well as strengthen the capability of civil society organizations. A direct impact of this effort will be the creation of a cadre of judges, prosecutors, police, and policymakers who are knowledgeable about making gender-equitable decisions and interpreting and applying the law in an unbiased manner. We also expect that this activity will create a critical mass of civil society advocates, educators, and judicial and legal experts who could serve as trainers at the Judicial School and UNICAP.

Expected results. Implementing the diploma program will result in an increased enforcement of laws and practices conforming to international human rights treaties and standards related to women's rights (IR 2). Representatives from indigenous and women's groups and key selected public institutions, such as the Indigenous Women's Ombudsman Office and UNICAP, will improve their ability to provide legal services to women (IR 3). Providing additional legal and technical expertise and academic training to diploma program participants will help them undertake the necessary steps to eliminate barriers to women's equal participation in economic, social, and political activities (IR 1).

A3. Advocacy and Awareness

The third proposed area of focus is advocacy and awareness. It is expected that the diploma program participants will develop advocacy skills and design activities to raise awareness of women's legal rights as part of their coursework. This will enhance the capacity of key selected professionals in designing and implementing their own activities within their institutions, organizations, and communities. For example, participants who represent indigenous women's groups will design and implement their own advocacy and awareness campaigns, as well as provide legal services to women who have been victims of violence. For those diploma program participants from the Judicial School and UNICAP, the focus will be on aiding their efforts to coordinate and support training programs in gender and the law. A similar effort will be provided to faculty and staff from University of San Carlos Law School to infuse gender concepts into traditional courses. As diploma program participants will undertake their own advocacy initiatives to raise awareness of women's legal rights, WLR sees this activity as a chance to ensure sustainable impact.

Expected results. Development and implementation of activities by diploma program participants will increase the ability of government institutions and civil society organizations to maintain their own gender-and-the-law programs and raise public awareness through education and prevention programs (IR4). Providing technical assistance to the CSOs/NGOs on women's legal rights will increase public awareness (IR 4) and improve the ability of such organizations to promote and facilitate administrative and legal changes (IR 3).

B. Development of Country Action Plan

After comment and review of the assessment and analysis report by USAID/Guatemala, LAC Regional Bureau, and EGAT/WID, an action plan will be developed based on the activities selected for implementation. The action plan will detail the specific activities, the methods for completing those activities, and a timeframe for completion. These activities will reinforce USAID/Guatemala's relevant strategic objectives and coordinate with other Mission activities.

C. Next Steps

Following the initial visits to Guatemala, collaborative design of action plans, and Mission and EGAT/WID approval of the action plan, the WLR team will begin implementing the project. Implementation will take two years and be guided by Mission and EGAT/WID strategic objectives. In all cases, our team will ensure maximum collaboration and coordination with USAID programs and partners.

The project will be implemented through a local Guatemalan staff that will coordinate activities and serve as WLR project representatives. The WLR team interviewed local candidates for the women's legal right advisor and administrative assistant positions from August 11 to 25, 2003. (See Annex D, Interview Sheets for selection criteria and Annex E for scopes of work) These local staff members will be supported by short-term experts and act under the supervision of the WLR project director while implementing the action plan. Our core home office team members will travel to Guatemala regularly to provide supervision and technical assistance to the in-country coordinating team as required. In addition, they will be in regular communication—by e-mail, phone and fax—with colleagues in the field. The core team may identify technical experts on a specific topic to provide short-term field assistance and/or training for staff or implementation partners.

ANNEX A

List of Meetings Held

Women's Legal Rights Initiative Assessment and Analysis Trip to Guatemala June 11-19, 2003

June 11, 2003

United Nations Population Fund (UNFPA) – Elisabeth Nash, project director; 6a. Avenida 20-25, Zona 10, Edificio Plaza Maritima 8, Nivel Of. 8-3, Ciudad de Guatemala 01010; tel., (502) 337-0611/16 and (502) 337-0108; fax, (502)366-5701; e-mail, elizabeth.nash@undp.org

June 12, 2003

USAID/Guatemala – Todd Amani, democracy team leader, and Oscar R. Chavarria Quan, gerente de proyectos sobre estado de derecho; 1a. Calle 7-66, Zona 9, Edificio Plaza Uno, Ciudad de Guatemala 01009; tel., (502) 332-0202; fax, (502) 332-0492; tamani@usaid.gov

June 12, 2003

USAID/Guatemala, Office of Health and Education – Gloria Cordón, WID officer, and Lucrecia Castillo; 1a. Calle 7-66, Zona 9, Edificio Plaza Uno, Ciudad de Guatemala 01009; tel., (502) 332-0202; fax, (502) 331-1472; e-mail, lcastillo@usaid.gov

June 13, 2003

Checchi Justice Program – Alvaro Ferrandino, chief of party; Beatriz Estrada, consultant; and Albane Prophette, Consultora; 3a. Ave. 16-21, Zona 14, Ciudad de Guatemala 01014; tel., (502) 386-2991; fax, (502) 385-4664; e-mail, ferrand@intelnet.gt

June 13, 2003

Universidad Rafael Landivar Law Faculty, Instituto de Investigaciones Juridicas – Dr. Larry Andrade-Abularach, director; Vista Hermosa III, Zona 16, Apartado Postal 39-C, Ciudad de Guatemala 01016; tel., (502) 369-2151/2621 and 369-2751, Ext. 2551; fax, (502) 364-0525; e-mail, andrabula@url.edu.gt

June 13, 2003

Centro para Accion Legal en Derechos Humanos (CALDH) – Edda Gaviola Artigas, coordinadora
9a Avenida 2-59 Zona 1, Ciudad de Guatemala; tel., (502) 221-1286, Ext. 223; fax, (502) 220-6010; e-mail, mujeres@caldh.org

June 13, 2003

Centre for Development and Population Activities (CEDPA) – Patricia Ardon, representante regional, and Jorge A. Morales, asesor regional de formación; 2a. Avenida 9-42, Zona 9, Interior 4, Ciudad de Guatemala; tel., (502) 360-7252; fax, (502) 331-3482; e-mail, mpardon@terra.com.gt

June 14, 2003

Centro de Investigación, Capacitación y Apoyo a la Mujer (CICAM) – Hilda Morales Trujillo, president
6a. Avenida 0-60, Zona 4, Torre Professional I, Of. 203, Ciudad de Guatemala; tel., (502) 335-2172/1866; fax, (502) 335-1777; e-mail, cicam@itelqua.com

June 16, 2003

Secretaria Presidencial de la Mujer-Presidencia de la Republica (SEPREM) – Dr. Vilma Lily Caravantes, secretaria presidencial de la mujer; 9a. Avenida 0-19, Zona 2, Edificio Isabel La Catolica, 4, Nivel, Ciudad de Guatemala; tel., (502) 288-6402/6007; fax, (502) 288-06407; e-mail, spmujer@intelnet.net.gt

June 16, 2003

Convergencia Civico-Politica De Mujeres. Dora Amalia Taracena San Juan, executive director; Carmen Lopez, director, Committee for Follow-up and Justice Support; Amparo Melendez, social worker; Johann Vasquez, political scientist; and Malvina Armas, former judge.; 5a. Calle 1-39 Zona 3, Ciudad de Guatemala; tel./fax, (502) 257-7648; e-mail, convergemujeres@terra.com.gt

June 17, 2003

Women's Legal Rights NGO Roundtable – Radisson Hotel, Ciudad de Guatemala

CICAM, Centro de Investigación, Capacitación y Apoyo a la Mujer-Hilda Morales Trujillo, President. 6a. Avenida 0-60, Zona 4, Torre I Oficina 203, Ciudad de Guatemala; tel., (502) 335-2172; e-mail, cicam@itelqua.com

Centro Evangelico de Estudios Pastorales para Centroamérica (CEDEPCA), 1a. Calle 7-48, Zona 1, Ciudad de Guatemala. Tel., (502) 220-8832; e-mail, cedepca@guate.net

Grupo Guatemalteco de Mujeres (GGM) – Dinora Gramajo; 2a. Calle 8-28, Zona 1, Ciudad de Guatemala. Tel., (502) 250-0235; e-mail, gqms@intelent.net.gt

Alianza para el Desarrollo Juvenil Comunitario (Save the Children, Guatemala)
9ª. Av. 32-01, Zona 11, Colonia Las Charcas, Ciudad de Guatemala. Tel., (502) 442-5070; fax, (502) 442-5097; e-mail, adejucsc@guate.net

Centro de Desarrollo Humano – Martha Urquiza; 6a. Calle “D” 12-65, Zona 1, Quetzaltenango, Guatemala. Tel.: (502) 761-2807

Centro de Apoyo para las trabajadoras de casa particular (CENTRACAP) – Marisa Velasquez
3a. Calle 9-39, Zona 1, Ciudad de Guatemala. Tel., (502) 232-3012; e-mail, juertcp@amigo.net.gt

Asociación Hogares Nuevos Horizontes (HONORIS); 3a. Calle 6-51, Zona 2, Quetzaltenango, Guatemala; tel., 761-4328; e-mail, honoris@intelnet.net.gt

Asociación Alvaro Hugo Martinez – Josefina Tamano; 9a. Avenida 13-24, Zona 1, Ciudad de Guatemala; tel., (502) 220-0299; aschmartinez@amigo.net.gt

Colectiva para la defensa de los derechos de las mujeres en Guatemala (CODEFEM) – Patricia Pinto Quijano and Maria Isabel Grijalba, Coordinadoras; 11 Calle 4-64, Zona 1, Oficina 301, Edificio Pasarelli, Ciudad de Guatemala; tel., (502) 220-0841; e-mail, codefem@hotmail.com

Asociación Mujer Tejedora del Desarrollo – Alma Lopez, coordinator; 16 Avenida 4-53, Zona 1, Quetzaltenango, Guatemala; tel., (502) 761-3308; e-mail, Amuted@itelqua.com

Asociación de Mujeres Del Peten Ixtic – tel., 926-1844; fax: 926-1848; e-mail, ixqik@itelqua.com or ixqik@hotmail.com

June 18, 2003

Congreso de La Republica de Guatemala – Congresswoman Nineth Montenegro; 9a. Avenida 9-44, Zona 1, Ciudad de Guatemala; tel., (502) 232-1260; e-mail, ninethmontenegro@hotmail.com

June 18, 2003

Fiscal General de La Republica – Carlos David de Leon Argueta, fiscal general y jefe, Ministerio Publico; Rosa Maria Ortega de Ramazzini, head of bilateral cooperation and programs; and Ana Lucia Alejos Botran, asistente ejecutiva despacho del fiscal general y jefe del ministerio publico. 8a. Avenida 10-67 Zona 1, Ciudad de Guatemala 01001. Tel., (502) 221-2719 and 253-6845; fax, (502) 221-2718; e-mail, fiscaldeleon@mp.lex.gob.gt

June 18, 2003

Ombudsman of Guatemala – Miriam de Contenti (women's issues) and Alma Gladys Cordero L., consultora en relaciones internacionales; 12 Avenida 12-72, Zona 1, Ciudad de Guatemala; tel., (502) 230-0874/76; fax: (502) 251-7769 and 253-2032

June 18, 2003

Georgetown Scholarship Program – Florinda Chavalox Yax, coordinadora nacional, Programa de Becas CASS; Avenida de La Reforma 12-01, Zona 10, Edificio Reforma Montufar, Torre A, Oficina 10-04, Ciudad de Guatemala 01010; tel., (502) 331-7209; e-mail, cassguatemala@intelnett.com

June 19, 2003

Universidad de San Carlos (USAC) law faculty – Carlos Estuardo Galvez Barrios, dean of the law faculty
7a. Avenida 5-10, Zona 4, Torre II Centro Financiero 6o. piso, Oficina 8, Ciudad de Guatemala. Tel., (502) 331-3611; fax, (502) 332-0748; e-mail, estuardogalvez@mail.com

June 19, 2003

Supreme Court of Guatemala – Carlos Esteban Larios Ochoa, presidente del Organismo Judicial y de la corte; Maria del Carmen Ortiz Gonzalez, subcoordinadora, Nacional Programa

de Modernización del Organismo Judicial; Palacio del Organismo Judicial, 21 Calle 7-7- Zona 1, Ciudad de Guatemala 01001; tel., (502) 232-3549; e-mail, pojycsi@oj.gob.gt

June 19, 2003

USAID/Guatemala – Oscar Chavarria Quan; 1a. Calle 7-66, Zona 9, Edificio Plaza Uno, Ciudad de Guatemala 01009; tel., (502) 332-0202; fax, (502)332-0492; e-mail, ochavarria@usaid.gov

**Women's Legal Rights Initiative
Assessment and Analysis Trip to Guatemala
August 11-25, 2003**

August 12, 2003

Congress of the Republic of Guatemala-Commission of Women, Minors and Family.
Congressman Mauricio Leon Corado, President. Congresswoman Olga Cristina Camey de Noack, Committee Member.

Congressman Corado: 9a. Avenida 9-48, Zona 1, Tel 502-2321260, e-mail:mnleon@congreso.gob.gt

Congresswoman Camey de Noack, 9ª. Avenida 9-48, Zona 1, cell: 502-3061746, e-mail: odenoack@hotmail.com

August 12, 2003

Universidad Rafael Landivar Law Faculty, Instituto de Investigaciones Juridicas – Dr. Larry Andrade-Abularach, director; Vista Hermosa III, Zona 16, Apartado Postal 39-C, Ciudad de Guatemala 01016; tel., (502) 369-2151/2621 and 369-2751, ext. 2551; fax, (502) 364-0525; e-mail, andrabula@url.edu.gt

August 12, 2003

Meeting with Todd Amani and Oscar Chavarria-USAID Guatemala (1a. Calle 7-66, Zona 9, Edificio Plaza Uno, tel. 332 0202) 5th floor

August 13, 2003

Unidad de Capacitacion Institucional Escuela de Estudios Judiciales- M.A. Osvaldo Aguilar Rivera, Director; M.A. Martha Josefina Cazali, Academic Coordinator; M.A. Edna Victoria Rodríguez H., Coordinator of Private Law Area. Finca San Gaspar, Lote No. 12, Aldea Santa Rosita, zona 16. Tel.: 502-3641128-85-86. E-mails: oaquilar61@hotmail.com, erozal@guate.net, ednavic71@hotmail.com

August 13, 2003

CICAM, Centro de Investigación, Capacitación y Apoyo a la Mujer-Hilda Morales Trujillo, President. 6a. Avenida 0-60, Zona 4, Torre I Oficina 203, Ciudad de Guatemala; tel., (502) 335-2172; e-mail, cicam@itelgua.com

August 14, 2003

USAID- Oscar Chavarria

August 18, 2003

International Women's Judges Association-Guatemala Focal Point-Judge Maria Eugenia Villasenor Villaverde, sala 3 Corte de Apelaciones, tel.;; 502-2380311, e-mail: villasenor09@hotmail.com

August 20, 2003

International Association of Women Judges (IAWJ)-Guatemala Focal Point Judge Yolanda Perez Ruiz-Torre Tribunales Centro Cívico, Zona 1, 14 nivel , Sala 10 Corte de Apelaciones. Mobile: 2033496.

August 20, 2003

Instancia coordinadora del Sistema de Justicia-Lic. Jose Francisco de Mata Vela, Executive Secretary, Avenida Reforma 9-00, Zona 9, Edificio Plaza Panamericana, 9 nivel. Tel., 339-3929/34

August 20, 2003

Comisario Jorge Antonio Fonseca Asencio-Police Academy Director
15 Avenida 16-00 Zona 6, Colonia Sipresales; Cellular: 703-4466

August 20, 2003

Lic. Luis Mario Martinez, UNDP-Proyecto para el Fortalecimiento de la Policía Nacional Civil.

August 21, 2003

UNICAP-Lic. Leticia Rodriguez, Director. Avenida Simon Canas 10-71 Zona II, Secretaria Monica (tels., 2543465/2543430)

August 21, 2003

Debrief meeting with USAID, Todd Amani & Oscar Chavarria--Next Steps for Start-Up

August 21, 2003

World Bank (WB)- Programa Pueblos Indigenas y Division de Genero /ProGenial, Lic. Irma Yolanda Avila Argueta. 13 Calle 3-40 Zona 10, Edificio Atlantis, 14 Nivel, Guatemala, C.A. Tel.: 502-3662044, e-mail: javilaargueta@worldbank.org

August 22, 2003

USAID—Alan Reed, Oscar Chavarria and Claudia Rodas.

August 22, 2003

CODERSA (Consultores para el Desarrollo Rural Sostenible)-Tialda Veldman-General Manager & Ingrid Schreuel-Associate. Km. 10 Carretera a El Salvador Lote # 9, Sector "A", Altos de Montebello II A.P. 2661, Guatemala C.A. Tels.: 502-365-0229-30-31, e-mail: codersa@intelnet.net.gt

August 22, 2003

GTZ-(German Technical Cooperation)-Dra. Ludgera Klempt-Principal Advisor. 4a. Calle 6-55 Zona 9, tels.: 502-3320504/03, e-mail: lklemp.genero.org.gt

ANNEX B

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