

Short report

of the

Training Workshop for UN Staff on Indigenous Peoples' Issues

19 – 20 August 2010 Hotel Regency Suites Georgetown, Guyana

> Report by the facilitators September 2010





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Introduction

Further to an invitation of the UN Country Team (UNCT) in Guyana, the Secretariat of the UN Permanent Forum on Indigenous Issues (SPFII) in collaboration with the UNCT in Guyana, undertook to organize a training workshop on indigenous issues from 19 – 20 August 2010. The topics discussed during the workshop closely followed the template in the Training Module on Indigenous Peoples' Issues of the Secretariat of the Permanent Forum on Indigenous Issues; please also refer to Annex 1, agenda of the Training Workshop for UN staff.

It may be noted that the UN Country Team of Guyana is relatively small, and the number of participants was therefore not that large either, namely 17 persons.

The facilitation team consisted of:

- Mrs. Sonia Smallacombe, SPFII
- Mr. Max Ooft, external facilitator.

A third facilitator had to cancel her participation due to urgent unforeseen circumstances. Technical and organizational support was provided in a highly professional manner by Ms. Margo Singh of the Office of the Resident Coordinator in Guyana.

Outcomes of the training workshop

The objectives of the training workshop were to achieve:

- 1. A greater awareness, understanding and implementation of relevant policy guidance on indigenous issues by UN staff, particularly related to effective engagement of indigenous peoples and effective recognition of indigenous peoples' rights in development processes;
- 2. Necessary knowledge and skills for greater mainstreaming of indigenous issues into the UN system's work at country level, among others during the elaboration of a CCA and/or UNDAF, but also in all phases of programme and project cycle management, from conceptualization till post-evaluation.

Judging from the evaluations by participants, these objectives have been largely achieved (score 5 on a scale of 1 to 6). Participants also found the workshop highly relevant and useful (5.43/6):

Nr.	Objective 1	Objective 2	Facilitation	Organization	Venue	Relevance	Overall usefulness
A	5 00	5 00	.	5.00		F 40	5.40
Average	5.00	5.00	5.29	5.00	5.14	5.43	5.43

(on a scale of 1=low; 6=high)

For the full results of the evaluation by participants, please refer to Annex 3, Analysis of the Evaluation.

Apart from the formal objectives, the workshop also resulted in a stocktaking of challenges, key learning points related to working with indigenous peoples and priorities (next paragraph), as well as a concrete action plan for follow-up steps to be undertaken by the UNCT Guyana (page 4, Work Plan for Follow-Up).

Challenges, key learning points and priorities

During the group work sessions, participants identified a number of **challenges** that they (potentially) face when working with or for indigenous peoples, which would need to be considered in future interventions (in no particular order):

- Finding a balance between a "pro-indigenous approach" versus infusing non-indigenous issues
- How to gain appropriate, culturally sensitive access to indigenous communities
- Some staff have limited understanding of how indigenous peoples function, a limited understanding of their social interaction and of "how things work"
- Appropriate forms of communication and the use of indigenous languages also needs to be thought through in establishing partnerships with indigenous peoples
- Indigenous peoples currently have a limited capacity to influence the political agenda; this is a challenge but the UN could actively focus on aiming its interventions at strengthening this capacity
- Likewise, indigenous peoples have a limited capacity to reach out, as well as 'absorptive capacity' to implement programmes based on their priorities
- Free, prior and informed consent (FPIC) can be a complex issue to deal with and achieving it
- Gender issues are not always seen as priority and also need to be better understood in the context of indigenous peoples' societies
- There is a societal challenge of exploitation of indigenous peoples.

Participants also summarized a considerable number of **key learning points** that they gained from the workshop, and which are very useful to keep in mind in future work of the UN in Guyana:

General learning points:

- There is no universal definition of indigenous peoples
- The term 'Amerindian' is not equal to 'indigenous peoples'; importance of identity and selfidentification
- There are core principles and common challenges of working with indigenous peoples
- Need for inclusiveness in human rights and UNDRIP

On the role of the UN:

- Need for inclusiveness and human rights in UN work
- Potential role of the UN in indigenous peoples' issues
- The UN Declaration on the Rights of Indigenous Peoples (UNDRIP) and the UNDG Guidelines on Indigenous Peoples' Issues provide potential solutions to the issue of benefitsharing by indigenous peoples

On participation, consultation and FPIC:

- FPIC: Realization of what the concept includes and the challenges in achieving that
- Consent (FPIC) does not equal consultation

- Indigenous peoples in implementing FPIC
- Consultation is not done with only one person or group; you have to consult with all involved
- You cannot hurry the decision-taking process
- Implementation of consultations and FPIC requires that one makes provision for the associated time and cost
- There is a need to include safeguards in programming
- Don't go to community with fixed outcome in mind
- Terms like transparency, participation and accountability are not just nice words and concepts; they need to be fully practiced in indigenous communities

Participants also identified a number of **priority thematic areas** for future programming on indigenous peoples' issues:

- Supporting institution building of indigenous peoples
- Capacity strengthening initiatives, related to strengthening participation, consultation and FPIC
- Capacity strengthening for the development of management plans for indigenous peoples' lands and territories
- Access to education, health, environment and other basic services
- Livelihoods
- Entrepreneurship and skills development
- Agriculture
- Food security
- Poverty reduction
- Language

It was mentioned that integrated programming by the UN is very important. Finally, a special meeting of UNAIDS was suggested on HHIV/AIDS-related issues and indigenous peoples, including those in urban areas.

Work Plan for Follow-Up

United Nations Country Team GUYANA

Training Workshop on Indigenous Peoples' Issues Regency Suites Hotel, Georgetown 19-20 August 2010

Next Steps, Work Plan for Follow Up

Action	Responsible	Timeframe	Resources	Strategy	Monitoring
Sensitise UNCT on the UN	- Training	- By next UNCT	- None	- None	- Resident
DRIP related and UNDG	Workshop	meeting			Coordinator (RC)
guidelines	Participants				
Mapping of what UN	- Poverty	- By next UNCT	- Relevant information	- Send e-mail informing agency heads	- RC
agencies have been doing in	Reduction	meeting	from the UN agencies	about the action (RC)	
the area of indigenous	Analyst, UNDP		in Guyana	- Follow up with visits (Poverty	
peoples' issues	Guyana CO			Reduction Analyst)	
Include outcome on	- UNCT	- December 2010	- UNCT	- Technical Working Group to add to	- RC
indigenous peoples' needs in			- Staff	agenda	- M&E analysts
the CCA/UNDAF			- Consultants		
Include indigenous peoples'	- UN agencies	- December 2010	- M&E Officers	- To be determined by the respective UN	- UN Coordination
issues in all country				agencies	Analyst
programme analyses					
MDG reporting to consider	- Government of	- December 2010	- Poverty Reduction	- Advocacy	- MDG and Social
indigenous peoples' issues	Guyana		Analyst		Policy Sub-group
_	- UNDP				

Some methodological reflections

This training workshop on indigenous peoples' rights and issues for UN Country Teams has now been conducted in a number of UN country offices, and each one has its own characteristics. A few remarks can be made in this regard on the training workshop held in Guyana:

- ➤ In spite of, or maybe because of, the relatively small number of participants in this workshop, discussions were very lively. Participants had ample opportunity to express their views and proposals.
- ➤ It was the first time that this workshop was conducted with only two facilitators. This has apparently not been a challenge, probably also because of the small group of participants, since participants expressed their satisfaction with the facilitation of the workshop in their evaluation forms.
- ➤ The mixture of delivery methods of PowerPoint presentations, group work and role play has again been well received. Participants highly appreciate practical, hands-on sessions e.g. working groups, debates and role plays, but a good balance with transfer of actual information and the use/application of this information in the practical work sessions must be maintained.
- Fine allocations were (again) difficult to maintain strictly because of the active and enthusiastic discussions and group work. Overall however, the various topics were fairly well covered in the available time frame.
- Not all participants were present consistently throughout all sessions of the workshop, due to other work obligations. For future workshops a request could be made to staff to avoid conflicting appointments during workshop days.
- > The presentation on the situation of indigenous peoples in the country was delivered by the government, namely representatives from the Ministry of Amerindian Affairs. In other workshops this session has been delivered by an indigenous peoples' organization. It is hard to say whether this made a difference in the learning and/or transfer of information and/or identification of priorities and strategic actions by the UNCT.

Please also see other remarks expressed by participants in the evaluation forms of the workshop (Annex 3).

Annexes

- Agenda UNCT Workshop
 List of Participants
 Analysis of the evaluation forms
 PowerPoint presentations delivered during the workshop

Annex 1 – Agenda

UNCT Training Workshop on Indigenous Peoples' Issues 19 – 20 August 2010

Regency Suites Hotel Georgetown, Guyana

Thursday 19 August 2010

Time	Sessions	Objectives	Subjects	Session outputs	Format and timing	Who	Documents ¹	Materials /Equipment
09:00 - 09:45	Official opening Presentation of participants & expectations Presentation of the workshop	To provide an overview of the objectives, methodology and content of the course To introduce everyone To share expectation and training needs	Objective s, methodol ogy and content of the workshop Backgrou nd of participan ts Participan ts' needs and expectatio ns	List of expectations	Introduction of facilitation team and participants (25') Presentation of participants (name, country, organization, job) + 3 questions: 1. Why did you come to this training? 2. What are major challenges you face to integrate indigenous peoples' rights and issues in development-related UN work at country level? 3. What do you think you'll bring to the course? Presentation of the course (background, objectives, content & structure, methodology)	UNCT Guyana; Sonia Smallacombe (SPFII) Presentation of trainers and participants Sonia Smallacombe Presentation of course objectives, methodology and content/timetable: Max Ooft	 Timetable List of course's objectives printed on coloured cards posted on the wall UNPFII, Training module on Indigenous Peoples' Issues, 2008 UNPFII, Resource Kit on Indigenous Peoples' Issues, 2008 UNDG Guidelines on indigenous peoples' issues, 2008 	Brown paper Markers 4 flipcharts 1 whiteboard

¹ These are only the documents distributed in the course. Other documents are included in the CDROM.

Time	Sessions	Objectives	Subjects	Session outputs	Format and timing	Who	Documents ¹	Materials /Equipment
09:45-10:30	Indigenous peoples' issues and the UN	To reinforce knowledge of: - what indigenous issues are and why they are so relevant to the UN - institutional arrangements within the UN to address these issues - UN interventions at the country, regional and global levels - main challenges and priorities for indigenous peoples in the country of work	Indigenou s issues Processes mechanis ms and spaces for indigenou s peoples in the UN	List of actors operating on indigenous peoples', relevant activities, issues addressed and challenges at country level	Group work (20'): per group, participants are asked to reply to 4 questions in a 4 column-table stating: 1. The various major actors which are already operating in the country on indigenous peoples (UN, Government, NGOs, indigenous peoples themselves); 2. What actions/activities these actors are undertaking; 3. What specific indigenous issues are these actions addressing; 4. What are the key challenges/difficulties these actors meet in relation to the issues addressed. PPT presentation on indigenous issues; what they are and why they have remained contentious issues over centuries (15') PPT on the UN system and indigenous issues (10') The presentations should draw on the results of the group works.	Max Ooft (PPT on indigenous issues) Sonia Smallacombe (PPT on indigenous issues in the UN system)	- Handout with group instructions (see p. 34 of Training manual) - 2 PPT	Large sticky post-its on tables Brown paper on the wall organized in 2 columns: issues, challenges Markers
10:45 - 11:15	International norms and standards	To enhance understanding of what are the key international instruments related to indigenous peoples' rights and how they can be used at the country level Understand that individual and collective indigenous peoples'	Norms and institutions related to indigenou s peoples' rights	Examples of actions linking indigenous peoples' rights to the normative framework of HR	Fishbowl on international norms and standards The session starts with a short statement on the UNDRIP and international standards in general Participants will take part in the discussion whenever they like with comments or additional questions.	Presentation by Sonia Smallacombe Q&A session by Max Ooft and Sonia	- UNDRIP - ILO Convention 169 on Indigenous and Tribal Peoples, 1989	The room will have to be free of tables. Chairs are disposed in an outside circle and an inner circle.

Time	Sessions	Objectives	Subjects	Session outputs	Format and timing	Who	Documents ¹	Materials /Equipment
		rights are human rights that can and should be promoted, protected and fulfilled using existing norms and standards			The only golden rule is that they will have to come and sit in the inner circle (see 'description of the fish bowl methodology') to be allowed to talk. The facilitator will explain the dynamic of the exercise to participants before starting.	Smallacombe		
11:15-11:30					Coffee Break			
11.30-12.30	The cituation of	Have a good understanding of the situation, perspectives and challenges of indigenous peoples in the country	Indigenou s peoples' issues in Guyana	No specific outputs	Presentation by an indigenous peoples' organization of the country		To be defined by presenters	To be defined by presenters
		Have recognized the applicability and importance of internationally recognized indigenous peoples' rights for the situation of indigenous peoples						
12:30-14:00)				Lunch break			
14.00-15.30	Indigenous peoples and development	To have a better understanding of: - the importance of the application of key guiding principles on indigenous issues and		Sticky notes on brown paper detailing what are the main obstacles to applying the	PPT presentation 0: Overview of key elements on indigenous peoples and development including 'Making the MDGs more relevant for indigenous peoples' (15')	Max Ooft	- 2 PPT - Handouts or flipcharts with main principles (see p. 47)	- Coloured cards - Flip charts
		development - the link between indigenous peoples' human rights and the human development paradigm		various guiding principles as well as strengths and good practices at country level	Round Robin (see detailed explanation) including 2 presentations (40'): PPT presentation 1: Guiding principles related to land, territories and natural resources (10'). PPT presentation 2: Guiding principles for effective participation by indigenous peoples (10')	Max Ooft (participation) Sonia Smallacombe (land and resources)	- UNDG Guidelines on indigenous peoples' issues, 2008 NB: At the end of the session post the flipchart papers with the notes in the main room (these notes will be used in the session on "Designing strategic interventions)	- Large sticky post-its - Brown paper -Boards where to cluster the results of the group work or flip chart.

Time	Sessions	Objectives	Subjects	Session outputs	Format and timing	Who	Documents ¹	Materials /Equipment
					The PPT presentations will be delivered simultaneously with the participants divided in two groups. When working with one group, the expert delivers the presentation and asks participants to reflect on their experiences in applying the principles presented in their daily work and write down two thoughts per note on large post-its: key factor that enabled the successful application + obstacle, or expected obstacle, that would make it impossible to practically apply these principles When the second group arrives, the expert will deliver the presentation and work with the group on of the results of the first			
15:30-15:45					Coffee Break			
15:45 - 17:00	Indigenous peoples and development (continuation; group work)	To have a better understanding of: - the importance of the application of key guiding principles on indigenous issues and development - the link between indigenous peoples' human rights and the human development paradigm		Sticky notes on brown paper detailing what are the main obstacles to applying the various guiding principles as well as strengths and good practices at country level	Participants are divided in random groups (e.g. assigning numbers 1, 2 or 3 to each person; all 1s form one group, etc.). Each group discusses the case study and completes the tasks given in the group work material (included under 'Working Group Materials') (45 min) Group work is presented in plenary and a plenary discussion is held (25 min)	Support to the groups: Sonia Smallacombe and Max Ooft Moderation of plenary discussion: Sonia Smallacombe		
					Wrap up highlighting key issues raised and key learning points (5 min)	Max Ooft		
17:00-17:15	Wrap up of Day 1	Capture key learning points			Request participants to reflect and mention what they think were the key learning points of the day	Max Ooft		

Friday 20 August 2010

Time	Sessions	Objectives	Subjects	Session outputs	Format and timing	Who	Documents	Materials /Equipment
09:00 - 09:10	Short evaluation of day 1	Participants express their impressions in relation to Day 1			Open discussion			
09:10 – 10:50	Mainstreaming indigenous issues at country level	To achieve a better understanding of: - the importance of targeting and mainstreaming indigenous issues for a rights-based, sustainable and equitable development, and of the guiding principles for doing so - what 'mainstreaming' could practically consist of, and how to implement such mainstreaming - potential obstacles and solutions to such obstacles		List of strengths, opportunities, obstacles and solutions to those obstacles related to practically mainstreaming indigenous issues at country level	Presentation on mainstreaming of indigenous issues followed by a Q&A session (20') Group work (30') followed by debate between 2 groups (40' total; 20' per group) Short debriefing (10')	Max Ooft (presentation) Support to the groups: Sonia Smallacombe and Max Ooft	Handouts with group instructions (revised version of group instructions)	NB: Form the groups in a random manner (e.g. 1-2 count; all 1s go into one group and all 2s in the other). While the groups have their discussions, set up the room for a debate: group A facing group B
10:50-11:05					Coffee break			
11:05 – 12:35	Designing strategic interventions	To be able to apply the CCA/UNDAF guidelines and other programming processes with an approach that benefits indigenous peoples To be able to mainstream indigenous peoples' issues in programming tools To be able to identify strategic partnerships with indigenous peoples and their organizations			Presentation on CCA/UNDAF guidelines and programming steps (20') Group work: The groups (random; as they sit around the tables) identify and discuss interventions that would result in positive changes for indigenous peoples at the different levels of the results chain (impact, outcome, output and process). They discuss how to ensure the application of the guidelines given during the presentation (40')	Max Ooft Support to the groups: Sonia Smallacombe and Max Ooft	-PPT - Handouts with group instructions (pp. 75-79) - Sticky notes from sessions on indigenous peoples' issues, indigenous peoples and development, mainstreaming	
		in programming exercises and operations			Plenary presentations and discussion of the groups work (20')	Plenary discussion and wrap up: Sonia		

		Subjects	Session outputs	Format and timing	Who	Documents	Materials /Equipment		
			•	Short debriefing and wrap up (10')	Smallacombe				
1				Lunch break	l	1	1		
ext steps, orkplan for bllow-up	To agree on a set of follow up activities	Action plan		Preparation of a work plan with follow up actions using the template (50')	Introduction of the work plan: Max Ooft Support to the groups: Sonia Smallacombe and Max Ooft	- Outputs from previous sessions - Template for work plan with follow-up actions (p. 80)			
Coffee Break									
onclusions, valuation and losure				Facilitate an open discussion (15') with workshop participants asking them what they conclude from this workshop, in terms of: O What have they learned that they did not know before (knowledge)? O What have they realized that should or could be done differently in the future (motivation)? O What skills have they acquired to do certain things better, and which things (skills)? Evaluation by participants (20')	Sonia Smallacombe	- Evaluation forms - Flipcharts			
OI Va	nclusions,	follow up activities follow up activities nclusions, iluation and	rkplan for ow-up follow up activities plan	rkplan for ow-up follow up activities plan	To agree on a set of follow up activities Coffee Break	To agree on a set of follow up activities To agree on a set of follow up activities To agree on a set of follow up activities To agree on a set of follow up activities To agree on a set of follow up activities To agree on a set of follow up activities To agree on a set of follow up activities To agree on a set of follow up activities To agree on a set of follow up actions using the work plan with follow up actions using the work plan: Max Ooft Coffee Break Facilitate an open discussion (15') with workshop participants asking them what they conclude from this workshop, in terms of: What have they learned that they did not know before (knowledge)? What have they realized that should or could be done differently in the future (motivation)? What skills have they acquired to do certain things (skills)? Evaluation by participants (20')	To agree on a set of follow up activities To agree on a set of follow up activities To agree on a set of follow up activities Preparation of a work plan with follow up actions using the template (50') Coffee Break Coffee Break Facilitate an open discussion (15') with workshop participants asking them what they conclude from this workshop, in terms of: O What have they learned that they did not know before (knowledge)? What have they realized that should or could be done differently in the future (motivation)? What have they acquired to do certain things better, and which things (skills)? Evaluation by participants (20')		

Training Workshop on Indigenous Peoples' Issues 19 – 20 August 2010

Regency Suites Hotel Georgetown, Guyana

Summary agenda

Nr	Session	Start	End	Duration
	Doy One			
	Day One			
0	Welcome and Introduction; Workshop objectives	09:00	09:45	0:45
1	Indigenous Peoples' issues; IPs' issues in the UN	09:45	10:30	10:45
	System			
2	International Norms and Standards	10:30	11:15	0:45
	Coffee break	11:15	11:30	0:15
3	The situation of Indigenous Peoples in Guyana	11:30	12:30	1:00
	Lunch	12:30	14:00	1:30
4	Indigenous Peoples and Development	14:00	15:30	1:30
	Coffee break	15:30	15:45	0:15
4	Indigenous Peoples and Development	15:45	17:00	1:15
	Wrap-up for Day 1	17:00	17:15	0:15
	Day Two			
		00.00	00.10	0.10
	Recap Day 1	09:00	09:10	0:10
5	Mainstreaming Indigenous Peoples' Issues at Country	09:10	10:50	1:40
	Level	10.50	11.05	0.15
	Coffee break	10:50	11:05	0:15
6	Designing Strategic Interventions	11:05	12:35	1:30
7	Lunch	12:35	14:15	1:40
7	Next Steps, Workplan for Follow Up	14:15	15:40	1:25
0	Coffee break	15:40	15:55	0:15
8	Conclusions, Evaluation and Closure	15:55	16:40	0:45

Annex 2 – List of Participants

UNCT Workshop on Indigenous Peoples' Issues

19-20 August 2010 Regency Suites Hotel, Georgetown, Guyana

List of Participants

Nr.	Name	Agency
1	Marlon Bristol	UNDP
2	Patrick Chesney	UNDP
3	Jewel Crosse	UNICEF
4	Babsie Giddings	UNFPA
5	Ruben Del Prado	UNAIDS
6	Jose L. Diaz-Rossello	PAHO
7	Megumi Ito	UNV/UNDP
8	Patrice LaFleur	UNFPA
9	Nadine Livan	UNDP
10	Sahodra Rampersad	PAHO
11	Rui Reis	IOM
12	Audrey Michele Rodrigues	UNICEF
13	Monica Sharma	UNDP
14	Jason Shepherd	UNFPA
15	Margo Singh	ORC
16	Didier Trebucet	UNDP
17	Sean Wilson	ILO

Annex 3 – Analysis of the evaluation forms

Counti	ry Training W	orkshop on Indi	genous Issues			
Count Date:		yana_ - 20 August 201	0			
1.		1 to 6 (where 6 s of the worksh	•	is low), how w	ould you assess	s the achievement of
Object By the		rkshop, particip	ants will have:			
1.	indigenous iss	areness, understa sues by UN staff recognition of in	f, particularly re	elated to effectiv	e engagement o	of indigenous peoples
	1	2	3	4	5 [7]	6
2.	system's worl	s at country leve phases of progr	el, among other	s during the elal	boration of a Co	ues into the UN CA and/or UNDAF, nceptualization till
	1	2	3	4 [2]	5 [3]	6 [2]
2.	How would	you rate the fol	lowing?			
i.	The worksho	op facilitation				
	1	2	3	4 [1]	5 [3]	6[3]
ii.	The organiza	tion of the wor	kshop	<u>l</u>	L	
	1	2	3	4 [2]	5 [3]	6 [2]
iii.	The venue	•		<u>, </u>		
	1	2	3	4	5 [6]	6[1]
3.	Which parts	of the worksho	p did you find	the most usefu	il and why?	
•	Enjoyed all se	ections . Mix of	presentatins and	d lectures and th	e dialogue style	and group work kep
•	our attention Indigenous pe were most use	and fosuced and coples issues in t	l help deep our he UN system : rovided inform	knowledge and the situation	n of indigenous	peoples in Guyana e context of Guyana

- Amerindians in GuyanaInteractive sessions on Participation and FPIC
- Participation, FPIC, creating a workplan and understanding indigenous peoples and their rights

• The practical group sessions, the presentation on UNDRIP, the presntation on the situation of

• The application to the rights based approach to mainstreaming indigenous issues

- Group work, planning and presentations. Group work and UNDG Guidelines was very helpful in providing guidnace. Planning was good so that we had soemthing to do even as we continue our work
- 4. What changes would you make to the workshops and why?
- None
- Some of the time allocated to topics was more than adequate, because of the fact it was a small workshop, modification of the time could have taken place.
- None
- Time extending days and making workshop shorter in time/hours so that everyone can be here throughout the workshop
- None
- Maybe abit shorter in order to have participation of all.
- 5. What topics/areas, if any, would you add or give more time to?
- Indigenous peoples' issues; aprt from land rights and participation, wanted to learn more about challenges or needs of indigenous peoples (eg integration of indigenous peoples into neighbourhoods and cities etc.
- Nil
- Understanding country context.
- Mainstreaming and dealing with indigenous rights
- All topics were important
- Indigenous peoples and development
- 6. How relevant was the workshops to your work (6 is high and 1 is low)?

1	2	3 [1]	4	5 [1]	6 [5]	
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7. Overall, how worthwhile was it to you to attend the workshops?

1 2 3	4 [1]	5 [2]	6 [4]
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- 8. Any additional comments/suggestions?
- Good job, Congrats
- Great job by Facilitators
- Follow up training for UNCT and its staff
- Greater coordination in the planning of the workshop as there were other meetings (by the Govt) which UN personnel had to attend
- I gained lots of knowledge as I already mentioned before, through the mix sessions of lectures and interactions. I appreciate the knowledge of the Facilitators who skillfully facilitated each session within the time frame, yet satisfying everyone who answered questions or raised topics. Thank you very much

Annex 4 – Presentations

- Introduction and workshop objectives
- The situation of indigenous peoples in Guyana
- Overview of indigenous peoples' issues in general
- Indigenous Peoples' issues in the UN System
- International norms and standards
- Indigenous peoples and development
- Guiding principles on lands, territories and natural resources
- Guiding principles on effective participation
- Mainstreaming indigenous peoples' issues
- Designing strategic interventions