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ANALYSIS

USAID/EL SALVADOR GENDER AND INCLUSIVE DEVELOPMENT ANALYSIS

Country Development Cooperation Strategy FY 2020-2024

June 2019

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USAID/EL SALVADOR GENDER AND INCLUSIVE DEVELOPMENT ANALYSIS

COUNTRY DEVELOPMENT COOPERATION STRATEGY

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University students in San Esteban neighborhood in San Salvador, during a collaborative housing activity carried out with gender and inclusive development good practices, April 2019. Photo credit: Pablo Durán, Communications Internship Program of the USAID Monitoring, Evaluation, and Learning Initiative.

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ABSTRACT

This report presents the results of the Gender and Inclusion Analysis to provide inputs for USAID/El Salvador's Country Development Cooperation Strategy 2020-2024. The main challenge this Analysis explores is how USAID can develop and contribute to programs, projects, and activities that will: 1) enable more Salvadorans to remain in the country; and 2) continue building an increasingly secure, self-reliant environment and better quality of life for all citizens. Regarding the inclusion of vulnerable groups and self-reliance, the main finding is that social, economic, and productive relations as well as use of violence are defined by the paradigm of patriarchy. This paradigm establishes a hierarchy of domination of the older male authority over younger men and the subordination of women, limiting their performance to roles related to reproduction, care of the population, and support of men's productive endeavors. The country's capacity for self-reliance is being held hostage by its limited ability to transform its social imaginary to one of respect for human rights. Regarding migration, the results provide insights into how the dynamics of insecurity play into the tendency for irregular migration to the United States. Vulnerability to violence appears to be related to socio-economic and geographical factors. For vulnerable groups this extends to elements in their identity. These factors cause discrimination that excludes them from public services and means of livelihood and leads to violations of their human rights. The outcome is lack of access to inputs that would strengthen their human assets and enable them to lead self-sustaining lives.

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ACRONYMS

ADESCO	Spanish acronym for <i>Asociación de Desarrollo Comunitaria</i> (Community Development Association)
ADS	Automated Directives System
AECID	Spanish acronym for <i>Agencia Española de Cooperación Internacional para el Desarrollo</i> (Spanish Agency of International Cooperation for Development)
ANDRYSAS	Spanish acronym for <i>Asociación Nacional de Regidoras, Síndicas y Alcaldesas Salvadoreñas</i> (National Association of Salvadoran Regidores, Trustees, and Mayors)
ASPCDIMSI	Spanish acronym for <i>Asociación Salvadoreña de Personas Ciegas y Discapacidades Múltiples para la Superación Integral</i> (Salvadoran Association of Blind Persons and Multiple Disabilities for Comprehensive Development)
ARENA	Spanish acronym for <i>Alianza Republicana Nacionalista</i> (Nationalist Republican Alliance)
AT	Analysis Team
BANDESAL	Spanish acronym for <i>Banco de Desarrollo de El Salvador</i> (Development Bank of El Salvador)
CAM	Spanish acronym for <i>Cuerpo de Agentes Municipales</i> (Corps of Municipal Agents)
CCNIS	Spanish acronym for <i>Consejo Coordinador Nacional Indígena Salvadoreño</i> (Salvadoran Indigenous National Coordinating Council)
CDCS	Country Development Cooperation Strategy
CEDAW	Committee on the Elimination of Discrimination Against Women
CLA	Collaborating, Learning, and Adapting
CLADEM	Spanish acronym for <i>Comité de América Latina y El Caribe para la Defensa de los Derechos de la Mujer</i> (Latin America and the Caribbean Committee for the Defense of the Rights of Women)
CONAIPD	Spanish acronym for <i>Consejo Nacional de Atención Integral para las Personas con Discapacidad</i> (National Council for the Comprehensive Care of Persons with Disabilities)
CONAMYPE	Spanish acronym for <i>Comisión Nacional de la Micro y Pequeña Empresa</i> (National Commission of Micro and Small Enterprise)
CONMIGRANTS	Spanish acronym for <i>El Consejo Nacional para la Protección y el Desarrollo de los Migrantes y sus Familias</i> (National Council for the Protection and Development of Migrants and their Families)
COP	Chief of Party
CSO	Civil Society Organization
DIGESTYC	Spanish acronym for <i>Dirección General de Estadística y Censos</i> (Directorate General for Statistics and Census)
DSD	Directorate for Sexual Diversity
ECY	USAID Education for Children and Youth Project
EIS	Spanish acronym for <i>Educación Integral para la Sexualidad</i> (Comprehensive Education for Sexuality)

ENIPENA	Spanish acronym for <i>Estrategia Nacional Intersectorial de Prevención del Embarazo en Niñas y en Adolescentes</i> (Strategy for the Prevention of Pregnancy in Girls and Adolescents)
EU	European Union
FGD	Focus Group Discussion
FGR	Spanish acronym for <i>Fiscalía General de la República</i> (Office of the Public Prosecutor)
FMLN	Spanish acronym for <i>Frente Farabundo Martí para la Liberación Nacional</i> (Farabundo Martí National Liberation Front)
FOMILENIO	Spanish acronym for <i>Fondo del Milenio El Salvador</i> (El Salvador Millennium Challenge Account)
FUNDASENDAS	Spanish acronym for <i>Fundación Sendas</i> (Sendas Foundation)
GBV	Gender-Based Violence
GOES	Government of El Salvador
GRID	Global Report on Internal Displacement
IAIP	Spanish acronym for <i>Instituto de Acceso a la Información Pública</i> (Access to Public Information Institute)
IDMC	Internal Displacement Monitoring Center
IDP	Internally Displaced Person
Initiative	USAID Monitoring, Evaluation, and Learning Initiative
ILO	International Labor Organization
IOM	International Organization for Migration
IP	Implementing Partner
ISDEMU	Spanish acronym for <i>Instituto Salvadoreño para el Desarrollo de la Mujer</i> (Salvadoran Institute for Women Development)
JSSP	USAID Justice Sector Strengthening Project
KII	Key Informant Interview
LEIV	Spanish acronym for <i>Ley Especial Integral para una Vida Libre de Violencia para las Mujeres</i> (Special Comprehensive Law for a Life Free of Violence for Women)
LEOPD	Spanish acronym for <i>Ley de Equiparación de Oportunidades para las Personas con Discapacidad</i> (Law of Equalization of Opportunities for Persons with Disabilities)
LGBTI	Lesbian, Gay, Bisexual, Transgender, and Intersex
LGBTIQ+	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, and Related Communities
LIE	Spanish acronym for <i>Ley de Igualdad, Equidad y Erradicación de la Discriminación contra las Mujeres</i> (Law for Equality, Equity, and Eradication of Discrimination of Women)
MEL	Monitoring, Evaluation, and Learning
MINEC	Ministry of the Economy
MINEDUCYT	Ministry of Education, Science, and Technology
MJPS	Ministry of Justice and Public Security
MPHS	Multi-Purpose Household Survey
MSE	Micro and Small Enterprise

MYPE	Spanish acronym for <i>Micro, Mediana y Pequeña Empresa</i> (Micro, Small, and Medium Enterprise)
NGO	Non-Government Organization
OLAV	Spanish acronym for <i>Oficinas Locales de Atención a Víctimas</i> (Local Offices for Victim Services)
ORMUSA	Spanish acronym for <i>Organización de Mujeres Salvadoreñas por la Paz</i> (Organization of Salvadoran Women for Peace)
PDDH	Spanish acronym for <i>Procuraduría para la Defensa de los Derechos Humanos</i> (Ombudsman for the Defense of Human Rights)
PESS	Spanish acronym for <i>Plan El Salvador Seguro</i> (Plan for a Secure El Salvador)
PGR	Spanish acronym for <i>Procuraduría General de la República</i> (Public Defender Office)
PLANPIES	Spanish acronym for <i>Plan de Acción Nacional de Pueblos Indígenas de El Salvador</i> (Plan of Action for Indigenous Peoples)
PNC	Spanish acronym for <i>Policía Nacional Civil</i> (National Civil Police)
PROESA	Spanish acronym for <i>Organismo Promotor de Exportaciones e Inversiones de El Salvador</i> (Organization for the Promotion of Exports and Investments of El Salvador)
SCJ	Supreme Court of Justice
SIS	Former Secretariat for Social Inclusion
SNIS	Spanish acronym for <i>Sistema Nacional de Igualdad Sustantiva</i> (National System of Substantive Equality)
SOW	Statement of Work
U.S.	United States
UCA	Spanish acronym for <i>Universidad Centroamericana José Simeón Cañas</i> (José Simeón Cañas University of Central America)
UN	United Nations
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNDP	United Nations Development Program
UNFPA	United Nations Fund for Population Activities
UNICEF	United Nations Children's Fund
USA	United States of America
USAID	United States Agency for International Development

DEFINITIONS

Consultative and Oversight Committees for the Rights of Women. These are territorial-level committees established in 2011 by Executive Decree as implementing mechanisms of the National Policy for Women.¹ Comprised of women leaders in the territories, these committees are responsible for ensuring that central and local governments develop policies and programs for women in accordance with the national policy. They present their findings every six months and require corrective action of governments in case required policies and programs are not developed and/or implemented. In other words, they ensure citizen participation and government accountability in regard to improving the rights of women.

Gang-influenced communities: A community where there is a presence of gang members who have begun to exert territorial control by watching, extorting, and guarding territorial boundaries.

Gang-controlled communities: A community where there is a presence of gang members who control crossing of boundaries and make the residents instruments of conducting gang activities, including extortion, recruitment of male youth, sexual violence to control female youth, and violent death as retribution.

Gender: Gender is understood as socially constructed patterns of behavior, functions, and responsibilities pertaining to and differentiating between masculinity and femininity. These characteristics may include biological sex (i.e., the state of being male, female, or intersex), sex-based social structures (i.e., gender roles), or gender identity. Most cultures use a gender binary, having two genders (boys/men and girls/women), with those outside these groups being categorized under the umbrella term non-binary or genderqueer. In this Analysis, gender is a category of analysis to identify how the differences according to masculinity and femininity are represented and symbolized in a determined population group.

Gender Analysis: According to Automated Directives System (ADS) 205, Gender analysis is a subset of socio-economic analysis. It is a social science tool used to identify, understand, and explain gaps between males and females that exist in households, communities, and countries. It is also used to identify the relevance of gender norms and power relations in a specific context (e.g., country, geographic, cultural, institutional, economic, etc.).

Gender Gap: Measures the absolute or relative gap between men and women. In this Analysis, it is measured as the difference between the proportions of men and women, that is, as the percentage of men compared to the total, minus the percentage of women compared to the total. Equality has a gender gap of zero percent. Positive values indicate that there are more men than women, and negative values indicate that there are more women than men. A gender gap can also be measured using the masculinity ratio (see definition below).

¹ “Política Nacional de las Mujeres.” Actualizada: medidas al 2014, San Salvador, ISDEMU, 2011.

Internal Displacement: Persons or groups of persons who have been forced or obligated to escape or flee their home or their place of habitual residence, in particular as a result of an armed conflict, situations of generalized violence, violations of human rights, or natural or provoked catastrophes and who have not crossed an international state border.²

Intersectionality: Term that originated with feminist Afro-American race theory and is defined as the phenomenon by which individuals suffer oppression or enjoy privilege on the basis of belonging to multiple social categories. In this Analysis, it is considered a methodology that consists in disaggregating the category “women” according to different variables that describe types of social exclusion or privilege. For example, disaggregating using income, education level, ethnicity, and disability.

Invisible: Segments of the population not included in demographic statistics or in the legal framework of the country.

Low educational attainment: To achieve up to basic education level (six years).

Low Income: Placed in the two lowest income quintiles, according to the Multi-Purpose Household Survey (MPHS) in El Salvador. In 2018, the lowest income quintile was an average monthly household income of \$222.26 and the second lowest income quintile was an average monthly household income of \$356.32. These amounts are refigured annually.

Masculinity Ratio: A ratio that measures the gender gap comparing the total number of men divided by the total number of women. If there is no gap, equality has a value of 1. Values above one, indicate there are more men than women. Values under one, indicate there are more women than men.

Poverty: For the purposes of this Analysis, poverty has been measured using the indicators provided by the MPHS for the years 2014 to 2018. Until 2017, the poverty measured was monetary poverty, classified as extreme and relative, based on the capacity to cover the cost of a basic food basket.

Extreme Poverty: Households in this situation were those whose per capita income could not cover the cost per capita of the basic food basket.

Relative Poverty: Households in this situation were those whose income per capita could not cover the cost of the extended basic food basket (twice the value of the basic food basket). The basic food basket in 2014 was valued at \$49.53 in urban areas and \$30.73 in rural areas; in 2015 the urban basic food basket was valued at \$53.85 and the rural was \$34.23. In 2016, the urban basic food basket was \$53.63 and the rural \$33.45. In 2018 the urban basic food basket was \$53.40 and the rural basic food basket was \$34.03.

Multidimensional poverty: In 2017, the MPHS began to measure poverty as a multidimensional phenomenon, using 20 indicators around five areas essential to wellbeing: a) education, b) living conditions, c) work and social security, d) health, basic services, and food security, and e) habitat quality. For a home to be in a condition of multidimensional poverty

² Taken from Montes, 2018, page 15; cited from the United Nations definition provided in the Guiding Principles of Internal Displacement (E/CN.4/1998/53/Add.2).

it must be deprived in seven or more of the 20 indicators, showing a value between 0.35 and 1.0.

Rate of multidimensional poverty: The percentage of homes classified as poor in El Salvador (measuring 0.35 or more).

Sex: A biological attribution that persons are born with, defined as male or female according to whether the sexual organs include those fit for maternal reproduction (with ovaries and a uterus) or male propagation (penis, semen sacs).

Definitions related to gender identity and sexual orientation: There is no *single* lesbian, gay, bisexual, transgender, intersex, and queer (LGBTIQ+) community, rather a plurality of identities and experiences. Following are definitions given by the National LGBTI Health Alliance (2013a).

Cisgender/Cis: Term used to describe people whose gender corresponds to the sex they were assigned at birth.

Gender: Gender refers to the socially constructed and hierarchical categories assigned to us based on our apparent sex at birth. While other genders are recognized in some cultures, in Western society, people are expected to conform to one of two gender roles matching their apparent sex, for example, male = man/masculine and female = woman/feminine.

Gender identity: Refers to an inner sense of oneself as man, woman, masculine, feminine, neither, both, or moving around freely between or outside of the gender binary.

Intersex: An umbrella term that refers to individuals who have anatomical, chromosomal, and hormonal characteristics that differ from medical and conventional understandings of male and female bodies. Intersex people may be “neither wholly female nor wholly male; a combination of female and male; or neither female nor male” (*Sex Discrimination Amendment Act (Sexual Orientation, Gender Identity and Intersex Status, 2013)*).

LGBTI: An abbreviation for lesbian, gay, bisexual, transgender, and intersex.

Sex: A person’s sex is made up of anatomical, chromosomal, and hormonal characteristics. Sex is classified as either male or female at birth based on a person’s external anatomical features. However, sex is not always straightforward as some people may be born with an intersex variation, and anatomical and hormonal characteristics can change over a lifespan.

Sexual orientation: Sexual orientation refers to an individual’s sexual and romantic attraction to another person. This can include, but is not limited to, heterosexual, lesbian, gay, bisexual, or asexual.

- **Lesbian:** An individual who identifies as a woman and is sexually and/or romantically attracted to other people who identify as women.
- **Gay:** An individual who identifies as a man and is sexually and/or romantically attracted to other people who identify as men. The term gay can also be used in relation to women who are sexually and romantically attracted to other women.
- **Bisexual:** An individual who is sexually and/or romantically attracted to both men and women.

- **Pansexual:** An individual whose sexual and/or romantic attraction to others is not restricted by gender. A pansexual may be sexually and/or romantically attracted to any person, regardless of their gender identity.
- **Asexual:** A sexual orientation that reflects little to no sexual attraction. People who identify as asexual can still experience romantic attraction across the sexuality continuum.
- **Heterosexual:** An individual who is sexually and/or romantically attracted to the opposite sex.
- **Queer:** A term used to describe a range of sexual orientations and gender identities. Although once used as a derogatory term, the term queer now encapsulates political ideas of resistance to heteronormativity and homonormativity and is often used as an umbrella term to describe the full range of LGBTIQ+ identities.
- **Transgender/Trans/Gender diverse:** Umbrella terms to refer to people whose assigned sex at birth does not match their internal gender identity, regardless of whether their gender is outside the gender binary or within it.

EXECUTIVE SUMMARY

This report presents the results of the Gender and Inclusion Analysis funded by the United States Agency for International Development El Salvador (USAID/El Salvador) and conducted by a team assembled by ME&A, under the Monitoring, Evaluation, and Learning Initiative. The purpose of the Analysis was to provide input into the formulation of the Mission’s Country Development Cooperation Strategy (CDCS) 2020-2024. The main challenge explored by the Analysis was how USAID can develop and contribute to programs, projects, and activities that will: 1) enable more Salvadorans to remain in the country; and 2) continue building an increasingly secure, self-reliant environment and a better quality of life for all citizens. The Analysis studied the priority vulnerable groups of women, youth, persons with disabilities, indigenous populations and lesbian, gay, bisexual, transgender, and intersex (LGBTI) persons.

The Analysis Team (AT) used a mixed-methods approach that included quantitative analysis of statistical data from secondary sources for context and reviewed qualitative information gathered from documents, key informant interviews (KIIs), and focus group discussions (FGDs) with target group representatives. The information from different sources was then triangulated to formulate the findings, conclusions, and recommendations.

The main finding of the Analysis is that social, economic, and productive relations of these priority groups and the uses of violence against them are defined by the paradigm of patriarchy. Based on a discriminatory framework, patriarchy is preventing the advancement and full participation of these groups as productive members of Salvadoran society. The country’s capacity for self-reliance is in fact being held hostage by its limited ability to transform its social imaginary to one of respect for human rights and equality for all.

Regarding migration, the results provide insights into how the dynamics of insecurity play into the tendency for irregular migration to the United States (U.S.) and other countries. Vulnerability to violence appears to be related to socio-economic and geographical factors. For vulnerable groups this extends to elements in their identity. These elements cause discrimination that excludes them from public services, means of livelihood, and leads to violations of their human rights. The outcome is lack of access to inputs that would strengthen their human assets and enable them to lead self-sustaining lives. The risk factors that led to vulnerability for each of the groups studied are shown in Figure 8, Annex I.

The following table presents the findings, conclusions, and recommendations according to each of the key questions posed in the Analysis Statement of Work (SOW). The main part of the report contains the findings organized under the relevant indicators for self-reliance. The self-reliance framework was employed to enable USAID to determine where inclusion issues impact this journey. The report contains Annex I that includes tables and figures that substantiate the findings. These were not included in the main report due to page limitations. A separate volume titled Supplementary Analyses, which accompanies this report, contains the findings in great depth for each of the vulnerable groups studied. The Supplementary Analyses volume also includes a section on internal displacement and returned migration, and the summary of findings in relation to the self-reliance metrics. Finally, there is also a section that explores advances made by USAID/El Salvador’s program in mainstreaming gender equality and inclusion.

Summary of Findings, Conclusions, and Recommendations

Findings	Conclusions	Recommendations
Key Question #1: To what extent do members of marginalized groups experience identity-based violence or threats to personal security?		
<p>The identity of priority groups is the main driver of violence against them. Violence is exacerbated by other factors such as their social class and poverty, color, education level, profession, and living in insecure environments.</p> <p>For women, sex is the determining factor and defines the type of violence to use as sexual, culminating in femicide. For LGBTI individuals, gender identity defines the type of violence exerted by men on this population group. For persons with disabilities, individual disabilities are the determining factor in discrimination arising from not fitting the norm, and a social imaginary that perceives all disabilities as mental incapacity. For indigenous peoples, appearance and/or location is the determining factor.</p>	<p>Vulnerability to violence is linked to the inherent identity characteristics of each of these groups, but it is also related to social class and poverty, color, education level, profession, and living in insecure environments, all of which make people victims of social violence.</p>	<p>Responsible institutions should undertake a multicausal analysis of the factors that contribute to the violations of the rights of women and other vulnerable groups. Institutions should also review their plans and programs to identify to what extent they take these populations into account or make them invisible in order to progressively modify their strategies to be more inclusive and respectful of the human rights of all groups.</p>
Key Question #2: How do government, municipal governments, civil society organizations (CSOs), communities, and others seek to prevent and respond to gender-based violence (GBV) and/or identity-based violence?		
<p>Since the creation of the Special Comprehensive Law for a Life Free of Violence for Women (LEIV) and Law for Equality, Equity, and Eradication of Discrimination of Women (LIE), institutions have begun harmonizing the laws with their institutional policies and work plans. However, institutions encountered difficulties implementing the laws because of low budgets and the lack of knowledge required for implementation of the regulations.</p> <p>Another barrier is that public officers and personnel of the different institutions do not know the laws and the decrees that protect people who belong to groups with specific characteristics.</p>	<p>The legal framework on gender equality has been strengthened and is one of the most comprehensive in the region. Progress has been made in creating regulations in favor of other vulnerable groups, although in some cases, it is still insufficient.</p>	<p>USAID should support actions to apply the regulatory framework among public officials through training and awareness raising mechanisms. It is also recommended that to have a long-term impact in prevention of GBV, the GOES should promote the implementation of the Comprehensive Education for Sexuality (EIS) program and within it the components that promote positive healthy masculinities. Also, that healthy masculinities as a new area of knowledge be strengthened among USAID staff and implementing partners (IPs).</p>
Key Question #3: Do the institutions responsible for prevention and attention of GBV have harmonized procedures to comply with the Law?		
<p>The Analysis found that the laws, regulations, and procedures are well advanced in their conception and formulation, but what has yet to occur is the full articulation, harmonization, and homologation of the work of all the institutions involved directly and indirectly in the route for attention to provide high-quality care to and justice for victims of GBV.</p>	<p>The creation of inter-institutional coordination mechanisms on equality and prevention of violence has progressed significantly since the creation of the National Equality System but harmonization in procedures and in the generation of</p>	<p>The Ombudsman for the Defense of Human Rights (PDDH), Legal Medicine, and the National Civil Police (PNC) must continue to harmonize their procedures for attending to the victims, as well as for the registration and generation of information on cases attended. An in-depth investigation should be carried out within the responsible institutions on the probity of officials to determine their technical capacity and ethics, and whether they have links with</p>

Findings	Conclusions	Recommendations
	statistical data is still weak and disorganized.	criminal groups to avoid risk to the victims and improve the credibility of the authorities.
Key Question #4: What changes have been noted in male and female gang involvement in the last five years?		
<p>The most noticeable trend is the gangs' increased targeting of girls and adolescent women, and greater use of adult women as instruments in gang work. This has been reported about transgender women as well. Increased targeting of young males to join the gangs is also evidenced. As gangs' territorial control has expanded, so has their instrumentalization of the local population in the areas under their control. The PNC affirms that the introduction of women in gangs is associated with men's conception of women as sexual objects, and for this reason women have not emerged as leaders in the gangs, nor do they play the same role as men. There is limited information about the behavior of gangs and their evolution. Most information comes from the media, non-government organizations (NGOs), and Reports on Human Rights by International Organizations.</p>	<p>Evidence of increased victimization of young males and females by gangs has led to internal displacement of families for their protection and, ultimately, to migration.</p> <p>The generation of information that characterizes the evolution and behavior of gangs has not been a priority for government institutions.</p>	<p>The Ministry of Justice and Public Security (MJPS) and the Salvadoran Institute for Women Development (ISDEMU) should prepare a statement on the situation of women, the LGBTI community, and the populations that are involved with the gangs or have links with them in order to design support and protection mechanisms in cases where their participation is the product of threats and coercion or motivated by economic necessity.</p> <p>The phenomenon of internal displacement should be recognized by the responsible institutions as a growing social problem in order to delimit institutional responsibilities and design interventions aimed at problem-solving.</p>
Key Question #5: What gender and social inclusion-related barriers exist—formal or informal—to access and use the justice system?		
<p>A major barrier is the lack of knowledge of claimant rights, and unawareness of the appropriate laws and the institutions that should be approached. In addition, the acceptance of violence as a cultural pattern is shared by both victims and justice operators. Victims do not approach the system, and operators do not take the denounced crimes seriously. Fear of repercussions and impunity cause victims not to report.</p>	<p>Ignorance of laws on equality and inclusion and the mechanisms for denouncing violations to the law is widespread along with fear and distrust of system.</p>	<p>It is recommended to support campaigns to raise awareness of the laws among the population using a human rights awareness approach and promote the generation of trust in the authorities.</p>
Key Question #6: What are the root causes driving a change in femicides and LGBTI hate-related homicides?		
<p>At the root of the increased cruelty and viciousness evidenced in femicides and LGBTI hate crimes are cultural and social factors that are causing a backlash to the increased acceptance of women's and LGBTI's rights.</p> <p><i>"...discrimination, machismo, patriarchy, normalizing violence, the stereotyped roles of society, the lack of information about the laws, the lack of education about gender identity and inclusion are part of the causes, to consider that women are not subjects of rights, but objects. If we add disability to this, it becomes an additional component that increases difficulties..."</i> (PDDH, April 2019)</p>	<p>The focus on violence against women and vulnerable groups has not included a prevention approach that highlights education and cultural transformation actions on gender inequalities, misogyny, and discrimination.</p>	<p>USAID should coordinate actions with the Spotlight project to build synergies in the fight against gender stereotypes, social constructions of violence, and prevention actions.</p> <p>The Ministry of Education, Science, and Technology (MINEDUCYT) and the Secretariat of Culture should promote actions beyond the formal educational system that also incorporate community culture, sports, art, and technology, aimed at transforming the existing sexist and discriminatory culture.</p>

Findings	Conclusions	Recommendations
Key Question #7: What are the principal barriers for reporting incidents of GBV for men and women?		
<p>These include the distances to travel to reach a place that can provide assistance and the cost a victim must incur to lodge a complaint; little trust in the institutions; the stigmas and stereotypes attached to individuals by the institutions when they come from an area controlled by gangs and the fear that a rumor may begin that they lodged a complaint; the bureaucracy of the process coupled with the poor attention provided; a barrier to reporting in case of forced internal displacement motivated by a high-risk situation because of lack of legal recourse; and lack of a protection system for someone that lodges a complaint. Fear of retribution was often cited by organizations of the priority groups and those that aid victims.</p>	<p>The level of distrust shown by the consulted population is alarming because in totality it shows fear and cynicism toward the authorities, which prevents use of the justice system.</p> <p>The reported cases of violence and discrimination resolved in relation to those reported is still very low.</p>	<p>Support should be provided for public education campaigns to disseminate the contents of laws among the population using a human rights approach and promote the generation of trust in the authorities.</p> <p>Efforts to strengthen the justice sector should continue.</p>
Key Question #8: Are the responsible institutions collecting sex and inclusion-variable related statistics on cases of GBV?		
<p>There are insufficient data to study issues in greater depth and to evaluate existing practices of specialized services. There is need to standardize and unify information, so data can be cross-referenced, all of which require political will and high-level commitment.</p> <p>The most significant effort to homologate data between the responsible institutions is being carried out by the Office of the Public Prosecutor (FGR), PNC, and the Institute for Legal Medicine, which have formed a tripartite commission to match the information reported using the variables defined the same way in order to enable cross referencing. Issues with the data concern the lack of identification of victim variables, not only crimes. Registering mandatory data is done irregularly at the field level despite training, regulations, and an information system that prompts it (PNC).</p> <p>ISDEMU, as the overseeing institution, uses the data from the Institute of Legal Medicine. PDDH is installing a new management information system operational in 2020, that will cross reference multiple variables and enable identification of intersectional discrimination and the type of violence.</p>	<p>Capacities in data management for monitoring GBV still remain relatively weak.</p> <p>There is a need to incorporate intersectionality in the variables traced for monitoring GBV.</p>	<p>USAID should provide support for building capacity and knowledge in intersectional data management to monitor violence of all types.</p> <p>USAID should strengthen its monitoring plans by collecting and reporting data with intersectionality to trace advances in inclusion results.</p> <p>Technical training should be included within the institutions responsible for the development of institutional mechanisms for the generation, cross referencing, and publication of the generated information.</p>
Key Question #9: To what extent are women and other traditionally marginalized individuals able to access and fully participate in community systems (associations, municipal government, etc.) to make their voices heard and demand accountability of public officials?		
<p>Findings show that women display the most advances in participating at the community and local levels acting as social overseers through the consultative councils set up by ISDEMU or in associations or groups raising issues in municipal councils. In this, they are usually mentored by the more experienced women's</p>	<p>Although at the central level the participation and organization of women has increased, the inclusion and participation mechanisms for</p>	<p>It is recommended that USAID make it a priority to support municipal association and civil society actors that work from a local development perspective to promote the participation and incorporation of</p>

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<p>organizations. The other priority groups face a lot of discrimination when they act at the community or local levels (LGBTI, persons with disabilities, and indigenous peoples).</p>	<p>them and, especially, the other vulnerable groups remain weak and in need of improvement at all levels, especially local level.</p>	<p>women and particularly women of vulnerable groups, in decision-making positions.</p>
<p>Key Question #10: Have there been significant changes in political participation of women in the last five years, at the central, municipal, and community levels? In the participation of vulnerable groups?</p>		
<p>Political participation of women and vulnerable groups has increased but not sufficiently. The results from 2018 elections show a quota of 30 percent, which is low and inadequate. At the national level there is still resistance to submitting women as candidates for the principal political positions.</p> <p>The political inclusion of priority vulnerable groups has shown noteworthy progress. Nonetheless, they remain concerned that having political candidates from vulnerable groups does not translate into representation of their specific interests in the process of governance. The consensus is that the image of these candidates is used to attract more votes, but their decision-making role is not important within the political parties.</p>	<p>Although levels of women’s political participation are higher than five years ago, discrimination and political violence persists and are mechanisms used to discredit women’s capacity.</p> <p>Although participation of vulnerable groups has increased, their purposeful participation has not been considered by any political party, with the exception of women with disabilities in congressional elections.</p>	<p>It is recommended that USAID or a USAID Activity follow up and support the approval of the Rural, Indigenous, and Peasant Women Policy, which includes specific actions to promote the participation of rural and indigenous women in political and decision-making roles.</p>
<p>Key Question # 11: Have new social movements or advocacy groups emerged in the last five years that represent the interests of vulnerable groups and women? How do they mobilize support?</p>		
<p>There have been new social movements emerging in each of the priority groups under study. In the case of women, young and adult women are grouping to address priority issues and they have been mentored by established women’s organizations.</p> <p>The LGBTI community in the past five years has learned that united they stand to gain more and have better protection. The Federation is the result of that process with facilitation from the former Secretariat for Social Inclusion (SIS)-Directorate for Sexual Diversity (DSD) and some support from cooperants.</p> <p>For persons with disabilities, new organizations have sprung up to promote the issue of psychosocial disabilities among youth, and these have been established by parents. Through the consultation</p>	<p>The agenda of the women’s groups has focused on the protection of women human rights defenders, sexual and reproductive rights, particularly the decriminalization of abortion, and a policy to recognize women’s time invested in caregiving.</p> <p>The LGBTI community is focusing on a proposal for an Identity Law. Persons with</p>	<p>It is recommended to support initiatives from civil society to promote, in coordination with the State and the private sector, measures to reconcile work and family life for women, as well as actions that promote a model of a care-providing economy so that care-work is quantified and included as a measure of economic progress.</p> <p>It is recommended to support the approval of the Identity Law to promote the full enjoyment of rights of the LGBTI population and therefore their participation, and the Law for Inclusion of persons with disabilities.</p> <p>USAID should support the strengthening of CSOs that focus their work on defending the rights of</p>

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<p>table of the PDDH, they have submitted to the National Assembly a proposal for a Law of Identity.</p> <p>Among indigenous peoples, new youth groups have emerged, motivated by visits of anthropology students from local universities. The organizations are advocating for the implementation of the recent government-approved Plan of Action for Indigenous Peoples (PLANPIES).</p>	<p>disabilities have a proposal for a Law of Inclusion.</p> <p>The indigenous peoples are pushing for the implementation of the newly approved plan PLANPIES.</p>	<p>vulnerable groups in order to design mechanisms that allow these populations to increase their levels of coordination, self-sufficiency, and independence, for example, in the development of initiatives that enable them to generate income.</p>
<p>Key Question #12: How advanced is the implementation of the laws for equality and life free of violence for women? What are the barriers to full implementation?</p>		
<p>Women's equality is supported by a robust legal framework and adequate mechanisms that include the National System for Substantive Equality (SNIS) created in 2013 to ensure compliance with the provisions of the LIE and promote the building of the autonomy of women. In addition, in the last five years, two policy proposals have also been formulated: the proposal for a National Policy on Care and a proposal for a policy for rural, indigenous, and peasant women. Establishment of special courts to try cases of gender violence represents progress also.</p> <p>Nonetheless, the achievement of women's equality has not been adequately implemented, despite having a robust legal framework and adequate mechanism. Barriers include lack of funds and political will in the judicial system and continued paternalistic social imaginary.</p>	<p>The creation of inter-institutional coordination mechanisms on equality and prevention of violence between ISDEMU and the rest of the institutions has progressed significantly since the creation of the SNIS. However, full and effective implementation is hampered by lack of budgets and by personal discriminatory attitudes in the public service.</p>	<p>USAID should support practical training processes for management and technical officers of the institutions responsible for applying laws on prevention of GBV, equality, diversity, and inclusion from a human rights perspective.</p> <p>The Government of El Salvador (GOES) should coordinate with institutions of higher education to promote, design, approve, and include in the curricula subjects on human rights, inclusion, and equality of opportunity in all the careers.</p>
<p>Key Question #13: What are the most significant growth and export barriers for female-owned and operated business?</p>		
<p>The most important barriers faced by women exporters include the bureaucratic, lengthy, tortuous, and costly customs processes. Women are exposed to sexual molestation and requests for bribery in the custom warehouses. This results in choosing easier paths to export. Only 18.95 percent exported directly using international protocols; 33.33 percent exported through third parties; 20.61 percent exported through non-specified means; 17.76 percent exported by sending parcels with travelers; and 9.35 percent exported while traveling as a tourist.</p>	<p>The formal export system is not gender blind and makes it extremely difficult for women to work through it as a result of gender discriminatory practices.</p>	<p>It is recommended that USAID conduct a thorough gender analysis study of the export process to identify problem areas and potential means of improving access for women-led export enterprises.</p>
<p>Key Question #14: What public policies and programs promote and foster female entrepreneurship?</p>		
<p>In 2014, the National Commission of Micro and Small Enterprise (CONAMYPE) launched the National Policy for the Development of Micro and Small Enterprises (MSEs); the Law to Foster, Protect, and Develop the Micro and Small and Medium Enterprise (MYPE);</p>	<p>Although there are programs for women, overall, women are marginalized in the major</p>	<p>USAID and USAID Activities working on MSE development should recommend that the GOES institutionalize a gender focus in the design of their capacity-building efforts for MSEs.</p>

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<p>and National Policy for Entrepreneurship and the program “One Town One Product.”</p> <p>CONAMYPE’s main program is “Feminine Entrepreneurship.” Programs also include: the “We are Productive” program of the Ministry of the Economy; the “Rural Dawn” program of the Ministry of Agriculture; and credit programs like the Women’s Bank of the Development Bank of El Salvador (BANDESAL) and a Fund for women of the Bank to Foster Agriculture—both of which disburse funds from <i>Fondo Mujer</i> (Women’s Fund).</p> <p>The most outstanding recent experience in credit for women is the precedent-setting <i>Fondo Mujer</i> (European Union [EU] funding) that has experimented with new forms of guarantees and has had no defaults in payments and only three delayed due to investing in caregiving emergencies. <i>Voces Vitales</i> (Vital Voices) and the network of women entrepreneurs indicate that the road to strengthening women entrepreneurs requires life skills development as a primer, as well as financial literacy and simpler technical language. Projects that promote enterprise development still do not take gender differences into account when they design their projects and plan their outcomes and define timelines.</p>	<p>programs to foster entrepreneurship.</p> <p>In credit granting, State banks operate by disbursing external funds but do not risk their own, and positive lessons learned are not incorporated into their own practices to open credit to women with diverse types of guarantees.</p> <p>Development projects also do not incorporate into their design lessons on the gender differences in developing women’s enterprises.</p>	<p>In addition, USAID should:</p> <ol style="list-style-type: none"> 1. Institutionalize gender analysis and intersectionality in the design of projects aimed at MSEs to provide evidence that the programs designed are the most feasible for each group targeted. 2. Review and promote the complementarity of its projects focused on employment, employability, and economic development, as well as incorporate more specifically a focus on the inclusion of young, rural, indigenous, and peasant women in all phases of supported projects. 3. Advocate with collaborating private banks to open lines of credit with guarantees suitable to the payment track record of women and the type of guarantees that are accessible to them.
<p>Key Question #15: What are the barriers to growth in USAID targeted value chains that most affect women, youth, and rural populations?</p>		
<p>The barriers to growth that most affect women, youth, and rural populations are linked to lack of financing and startup capital (access to credit), and lack of opportunity to participate in certain value chains, plus lack of equipment and specialized training. However, as vulnerable populations, other barriers relate to entrenched discrimination.</p>	<p>So far, the characteristics and needs of women and, to an even lesser extent, the other vulnerable groups have not been considered to enable their active inclusion in all the cycles of the value chains.</p>	<p>USAID should incorporate intersectionality in value chains to promote inclusion of women and vulnerable groups. Relevant institutions should support credit programs, expand the existing lines of credit for women, and create new ones that can be oriented to people from vulnerable groups.</p>
<p>Key Question #16: Which are the most promising sectors of employment with gender gaps in salaries that are neutral or favor women that could be targeted by USAID employment programs.</p>		
<p>Although there are fewer women than men in the agriculture sector, their salary levels are almost on par with men. New employment opportunities with unprecedented salaries can be opened when the investment is in different echelons of an agricultural value chain. For women, investment is more successful in innovation and the marketing of products with value added. Women’s salaries are much higher in sectors where they are a large minority, i.e., public administration where the Male/female salary ratio is 0.96, Transport, storage, and communications (0.94)</p>	<p>The most promising sectors are agriculture, financial intermediation, and real estate.</p>	<p>It is recommended that USAID support vocational training programs that incorporate more female participation and promote the incorporation of young, rural, peasant, and indigenous women and those with disabilities into traditionally male careers where the highest wages are generated in the labor market.</p>

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and construction (0.86) are also sectors with higher salaries for women. Of these, the less hostile to women are public administration (gender gap 2.3 percent) and financial intermediation and real estate (gender gap changed from -7 percent in 2017 to 9.7 percent in favor of men in 2018).		It is recommended that USAID harmonize its employment and employability actions not only in the territories that are identified as the most vulnerable to violence, but also in rural areas or those that are identified as “generators of migrants” municipalities.
Key Question #17: Which of the productive sectors supported by USAID has offered the most employment and the most entrepreneurship opportunities for women and youth?		
KIs and FGDs showed that the sector that offered most opportunities was agroindustry. Institutions added tourism and services as niches where women, young people, and vulnerable groups can be inserted more dynamically.	Agroindustry is the sector that offered the most opportunities for women and young people.	It is recommended USAID invest in agricultural value chains in stages and in those parts where transformation and value-added make innovation, as well as the participation of women and youth, more possible.
Key Question #18: To what extent are schools and MINEDUCYT addressing issues of sexual abuse and adolescent pregnancies at school?		
In 2017, the government launched the National Intersectoral Strategy for the Prevention of Pregnancy in Girls and Adolescents (ENIPENA) 2017-2027. The ENIPENA and EIS are undertaking practical initiatives in gender violence prevention, pregnancy, and masculinities directly with the students, working with José Simeón Cañas University of Central America (UCA) and funded by El Salvador Millennium Challenge Account (FOMILENIO) in partnership with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). MINEDUCYT is training the teaching staff.	The ENIPENA is considered an opportunity not only to reduce adolescent pregnancies but also promote a culture of respect for human rights, transforming gender stereotypes and contributing to overcoming violence against women.	It is recommended that USAID participate in the implementation of ENIPENA by contributing to scaling up Comprehensive Education for Sexuality programs in its municipalities of intervention. Also recommended is the alignment of education projects supported by USAID with a vision that promotes equality, inclusion, and comprehensive education for sexuality from a human rights perspective and as a commitment aimed at reducing violence.
Key Question #19: How is the GOES gender mainstreaming in disaster risk reduction?		
In the field of disaster risk reduction gender focus is not usually a priority, except for shelter accommodation.	In risk management, there is no structured strategy that includes women as well as persons with disabilities or indigenous persons.	CSOs working in risk management and environmental protection should incorporate an analysis of the differentiated impacts on women and men of disasters and climatic phenomena, as well as the protection and management thereof, as a means of improving the degrees, quality, and levels of response.
Key Question # 20: To what extent are vulnerable groups present in community, municipal, and national organizations?		
Women have the longest track record and have achieved the most advances. Municipally, their participation is in ISDEMU’s councils overseeing the advances in the implementation of the laws for equality and a life free of violence. Nationally, the Organization of Salvadoran Women for Peace (ORMUSA), for example, operates an observatory for sexual violence. The Latin America and the	All the vulnerable groups have formed organizations to meet their respective priority needs. Their advocacy has been through consultation tables at the ministries and	It is recommended that USAID support the strengthening and empowerment of the organizations of vulnerable groups and facilitate their entry into municipal-level collaborative spaces.

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<p>Caribbean Committee for the Defense of the Rights of Women (CLADEM) prepares the alternate report for the Committee on the Elimination of Discrimination Against Women (CEDAW) on women’s equality. The LGBTI Federation is a conglomerate of the organizations of each of the identities. Persons with disabilities have organizations that represent every disability, sometimes one organization represents many of them. Indigenous peoples have two organizing streams, one nurtured by the Secretariat of Culture for more than a decade and other has formal and informal organizations with a non-paternalistic approach to the autonomous development of their communities.</p>	<p>PDDH for LGBTI people and persons with disabilities. Indigenous organizations are concentrated in their communities and at the national level.</p>	<p>It is recommended to support organizations’ efforts to advocate for the approval of the Identity Law (LGBTI) and the Law of Inclusion (persons with disabilities) to promote the full enjoyment of rights.</p> <p>It is recommended that USAID support the strengthening of CSOs that focus their work on defending the rights of vulnerable groups, especially those representing themselves, to build their capacity to increase their levels of coordination, self-sufficiency, and independence, for example, in the development of initiatives that enable them to generate income.</p>
<p>Key Question #21: How do cultural beliefs and stereotypes concerning people with disabilities impact access to programs and services offered?</p>		
<p>Organizations of persons with disabilities reported stereotypes that have led to discrimination that denied access to education, provided inferior quality health care services, and, until recently, denied them their political rights. Self-determination for persons with disabilities was hampered by centuries of believing that they were objects of care and charity. Organizations were formed by their caregivers to seek better services for them, but more and more persons with disabilities are empowering themselves to reclaim their rights.</p>	<p>The collective image of people with disabilities is viewed from a charitable perspective, which limits the assumption of responsibilities by the State in the services that it is obliged to offer them in conditions of equality.</p>	<p>Responsible institutions should make it a priority to improve infrastructures for people with disabilities. This can have a multiplier effect because it will improve the quality of life for the society as a whole. USAID should support organizations that advocate the approval and implementation of the National Care Policy. USAID activities should be designed to incorporate the cost of caregiving required to ensure access for women and persons with disabilities as equity measures for inclusion.</p>
<p>Key Question #22: What vulnerable populations are most at-risk in the country, and why?</p>		
<p>For the LGBTI community, life is most at risk for transgender women, who have been the object of vicious hate crimes for a long time and more in the past year. For indigenous peoples, by their isolation in rural communities in territories that are already under gang control, they risk their lives constantly. In addition, indigenous women face gender violence from their own partners when they are drunk. For women in gang-controlled communities aged 26 years and older, the risk of death increases with age. Girls reaching puberty in a gang-controlled or influenced community are at great risk of sexual violence and threats of killing a family member if they resist. For children, there is a risk of sexual violence without recourse to denounce the perpetrator for both girls and boys. At greater risk are children with disabilities, particularly the deaf, blind, and those with intellectual disabilities.</p>	<p>It is not possible to affirm that there is a vulnerable group at a greater disadvantage than another. However, regarding their risk of being victims of violence and ultimately death, it is young women and the population of LGBTI persons, especially transgender women, who are the most vulnerable.</p>	<p>USAID should invest in studies to understand more fully the risks involved in participating in USAID activities in violence prevention programs. USAID should investigate the types of risks to which each type of targeted vulnerable group is exposed, to promote risk management measures in the programs and for the staff that undertake these activities.</p>

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Key Question #23: In recent years, have any policies, laws, or programs been created in favor of vulnerable groups such as indigenous and afro descendant populations, persons with disabilities, and others?		
There proposed laws under review in the Legislative Assembly for a Law for Inclusion for persons with disabilities, a Law for Identity for LGBTI Salvadorans, and for the attention of victims of internal displacement.	Progress has been made in creating policies for the rest of the vulnerable groups but they are insufficient and lack the resources required for policy implementation.	It is recommended that USAID coordinate with the CSOs with which it has established cooperation to develop an agenda aimed at monitoring compliance with legislation for vulnerable groups and be able to carry out advocacy work at the same time.
Key Question #24: How are gender and social inclusion issues relevant to El Salvador's journey to self-reliance?		
The gender and inclusion analysis concluded that the evidence points to the presence of social, economic, and productive relations and use of violence as defined by the paradigm of patriarchy. This paradigm establishes a hierarchy of domination of the older male authority over younger men, and the subordination of women, limiting their performance to roles related to reproduction, care of the population, and support of men's productive endeavors. The country's capacity for self-reliance is being held hostage by its limited ability to transform its social imaginary to one of respect for human rights.	Promoting the empowerment of vulnerable groups by building the capacity of their organizations to advocate will strengthen society.	All USAID activities should institutionalize in their implementation a culture of respect for human rights and building practical skills to interact effectively with vulnerable individuals in their target groups. USAID activities should identify within their target groups those that are vulnerable to exclusion and assess their situation to ensure the approaches will be inclusive.
Key Question # 25: What are the different needs of female and male migrant returnees, as well as returnees from vulnerable groups?		
In a qualitative study, men and women both expressed the need for family support for their reinstallation, to obtain a job to support their families, and/or pay the debt incurred in the previous migration. Returnees need training to diversify employment skills or bank loans to start their own business. All need psychosocial care because their experiences were traumatizing.	It is not possible to identify what the different needs of migrants and returned migrants are given because there are no sufficiently organized and consistent mechanisms to approach them while being offered care by the responsible institutions.	USAID should support a study of the role of violence as a cause of migration in women and the LGBTI population and develop recommendations for possible actions to prevent violence-prompted migration. USAID should also promote, with the responsible institutions, the recognition of internal displacement as a growing social problem and design interventions aimed at its treatment, particularly the immediate protection of victims. USAID should monitor advances in the migrants' support offices created in the municipalities of Zacatecoluca and Mejicanos to assess whether it is a possible model to be replicated in other municipalities.

1.0 INTRODUCTION

This report presents the results of the Gender and Inclusion Analysis conducted for the United States Agency for International Development El Salvador (USAID/El Salvador) to provide inputs for the formulation of the Mission’s Country Development Cooperation Strategy (CDCS) 2020-2024. The timeframe of the quantitative data employed in this Analysis is 2014-2017 and of the qualitative information is 2014-2018, according to what data were available.

The purpose of the Gender and Inclusive Development Analysis was to identify the key gender and social inclusion inequalities, as well as the issues and constraints that inform strategic planning, program formulation, project design, and program implementation. The Analysis provides recommendations on how USAID/El Salvador can achieve greater gender and social inclusion in its programs, particularly for the main priority vulnerable groups, including women, youth, persons with disabilities, indigenous populations, and lesbian, gay, bisexual, transgender, and intersex (LGBTI) persons. The Analysis investigated gender and social inclusion inequalities in the areas of Security, Governance, Economic Growth, Migration, and Self-Reliance.

The Analysis explores how USAID can develop and contribute to programs, projects, and activities that will enable more Salvadorans to remain in the country and support continued building of a secure, self-reliant environment as well as a better quality of life for all citizens. In the body of the report, the 25 key questions are organized under the relevant journey to self-reliance indicators to enable USAID to assess issues of inclusion in this journey.

Due to report size limitations, the majority of the tables and figures employed to substantiate narrative findings are presented in Annex I. The reader should refer to this Annex when reading the main body of the report. In addition to the answered key questions, the Analysis Team (AT) added an additional Section 5 titled “Analysis and Recommendations for Action” that presents a hypothesis that fits the findings of the study to the issues of building capacity for self-reliance and irregular migration. Finally, the section on recommendations presents areas of improvement organized according to the key questions of the Analysis, as well as recommendations to strengthen the mainstreaming of gender and social inclusion in the USAID/El Salvador program.

Due to the enormous quantity of useful information the AT collected, a separate volume, titled “Supplementary Analyses,” accompanies this volume and contains separate reports on the status of and challenges faced by women, persons with disabilities, LGBTI individuals, and indigenous populations. The Supplementary Analyses volume also includes a section on internal displacement and re-migration, and the summary of findings in relation to the self-reliance metrics. There is also a section that explores advances made by USAID El Salvador’s program in harmonizing its own policy framework for gender equality and inclusion and provides recommendations for helping USAID Activities mainstream gender and social inclusion.

2.0 CONTEXT AND BACKGROUND

El Salvador is a small Central American country with an estimated population (as of 2018) of 6,642,767 people. This number represents a 3.8 percent overall increase compared to 2014, the selected base year for this Analysis. However, the rate of growth in the youngest population cohort (i.e., under 14 years of age) decreased by -6.7 percent, with a masculinity ratio of 103 boys

for every 100 girls. By comparison, this trend is reversed in the population older than 30 years. Their growth rate is 9.4 percent, with the masculinity ratio showing 80 men for every 100 women. Adolescents and youth (15-29 years) are a group in transition. Their growth rate is 2.9 percent. Nonetheless, their masculinity ratio decreased slightly from 94.9 to 94.4 men per 100 women.

USAID has indicated that the main areas of interest for their CDCS 2020-2024 are tentatively identified as Security, Governance, and Economic Growth. It is expected that interventions in these areas will decrease irregular migration and strengthen the national capacity for self-reliance. An overview of the main trends in the last five years is included in this section.

2.1 SECURITY

During the last five years insecurity has become more geographically widespread in the country, although between 2014 and 2018 the incidence of violent deaths per year decreased by 49.6 percent, including by 29.6 percent for women and by 51.5 percent for men. There were a total of 2,914 violent deaths in 2018.³ Perpetrators of violent deaths and violent crimes such as assault, sexual abuse, and torture varied from gangs that have expanded their territory to relatives who are perpetrators of intrafamily violence. The violence caused by criminal elements has provoked a phenomenon that officially is still unacknowledged by authorities, namely the internal displacement and migration of persons seeking safe havens either locally or in other countries. In 2018, the number of new internally displaced persons (IDPs) in El Salvador reached an estimated 246,000.⁴ This phenomenon is disturbing as well as disruptive. As stated in the 2019 Global Report on Internal Displacement (GRID), *“If the threats or violence they face are severe, people will flee further afield, whether it be to another city, department or country.”*⁵ The destination of choice for Salvadorans is the United States of America (USA).

Impunity for reported crimes also continued in 2018. The Plan for a Secure El Salvador (PESS) in 2015 noted the inadequate technical capacity for the operation of the justice sector. This, coupled with a reluctance to denounce perpetrators for fear of retribution by gangs or the authorities, has caused a general lack of trust in the existing system of justice. In response, PESS implementation began in 25 municipalities and expanded to 50 of the 100 priority zones. PESS implementation required inter-institutional collaboration at the central government level and coordinated action at the local government level around issues of violence prevention. National monitoring has been strengthened by increased communication and interaction between public servants across institutions, government levels, and geographic territories. This has helped alter the prevailing pattern and, although criminality has continued, violent deaths per year have decreased, as was stated above.

One important issue addressed in PESS is the protection and care of victims. The PESS model strengthens capacities of the state and increases and improves establishments dedicated to the immediate attention and protection of victims. The PESS target included 17 priority municipalities

³The AT's own calculations using homologue data for Homicides from the Supreme Court of Justice for years 2015, 2016, 2017, and 2018. Databases available at USAID/El Salvador Monitoring, Evaluation, and Learning Initiative.

⁴ GRID 2019.

⁵ “SPOTLIGHT. MEDELLIN AND SAN SALVADOR. Urban displacement and criminal violence.” GRID 2019. Page. 81.

that would have centers providing inter-institutional care to victims of violence, with special emphasis on psychosocial attention and protection to victims of displacement.⁶ In 2019, there were 19 such offices established, and the Analysis found that three municipal centers exist for returned non-documented migrants, but none are available for IDPs.

2.2 GOVERNANCE ISSUES IN THE PERIOD

El Salvador's ability to function as a Guarantor of Human Rights shows a diminishing trend. In 2018, Human Rights Watch stated that impunity for government abuses and corruption continues to be the norm. Nonetheless, some former officials have been brought to justice. Transparency International's 2018⁷ Corruption Perception Index for El Salvador was 35 points. This is a reduction from 42 points in 2012. The country now risks acquiring "autocratic regime status" if nothing is done to increase accountability and halt corruption.

From 2014 to 2019, a second term Farabundo Martí National Liberation Front (FMLN) government continued to implement gender equality and social inclusion policies. In 2012, the Law for Equality, Equity, and Eradication of Discrimination of Women (LIE) and the Special Comprehensive Law for a Life Free of Violence for Women (LEIV) were approved. These were implemented through the National Plan for Equality 2016-2020 and the National System for Substantive Equality (SNIS). Inclusion of the LGBTI community in the workforce was administered through the Directorate for Sexual Diversity (DSD) in the former Secretariat for Social Inclusion (SIS).⁸ In 2015, the Directorate for Indigenous Affairs in the Secretariat of Culture formulated a Public Policy for Indigenous Peoples and, in 2018, the United Nations (UN) in conjunction with the Minister of Foreign Affairs launched a Plan of Action for Indigenous Peoples (PLANPIES).

In the same period civil society organizations (CSO) strengthened their activities. Women's organizations established non-government organizations (NGOs) and new women's movements, advocated new issues related to caregiving, protection of human rights defenders, non-penalization for abortion, and fighting the impunity of violent crimes against women. Similarly, LGBTI individuals and persons with disabilities coalesced around promoting new inclusion and identity laws. Indigenous, rural, and peasant women also sought state recognition of their issues.

Non-government and faith-based organizations formed alliances with the Ombudsman for the Defense of Human Rights (PDDH) and the Salvadoran Institute for Women Development (ISDEMU) to provide shelter for IDPs but are faced with absence of government recognition of this issue.

2.3 ECONOMIC GROWTH CONTEXT

Between 2014 and 2018 (the previous CDCS period) economic trends created opportunities for quality of life improvements. Table 1, Annex I, shows the trends in macro indicators. The decrease in the international price of oil favored lower living and business costs, which stimulated increases in employment, although women reduced their proportion in the economically active population by 0.7 percent during this period, a fact which the statistics do not explain. Poverty

⁶ PESS (2015). Page 64.

⁷ Transparency International (2019). Corruption Perceptions Ratio 2018. www.transparency.org/cpi.

⁸ As of June 1, 2019 this Secretariat was eliminated, although during the Analysis investigation it was still in operation.

levels decreased, with the percentage of households in relative poverty falling by 3.7 percent, and those in extreme poverty by 1.9 percent (see definitions). However, female-headed households increased by 1.5 percent to 37.3 percent in 2018. The Gini coefficient decreased by 0.033 point to 0.347 in 2018, as income distribution showed the largest rise at 7.5 percent in the third quintile while the fifth (or highest income level) decreased by -2.1 percent.⁹ See Table 2, Annex 1.

Despite the above, in 2018, 54.4 percent of those employed in the country earned less than \$300 per month (52.3 percent of males, 57.4 percent of females), while another 36.0 percent males and 32.4 percent females earned from \$301 to \$600 per month. Thus, 89.0 percent of those employed earned under \$600 per month. See Table 10 and Figures 2 and 3, Annex 1.

For the majority of the population, the most significant sectors of occupation were “commerce, hotels, and restaurants,” which had the highest number of workers in 2018, employing 31.5 percent of the labor force, “agriculture/livestock” followed with 15.8 percent, and “manufacturing industry” with 15.1 percent of those employed. See Table 3, Annex 1.

In these three sectors, salary levels varied. Between 2014 and 2018, the average national monthly salary increased by an average of 9.6 percent. By 2018, the “commerce, hotels, and restaurants” sector had an average monthly salary of \$367.08 for men and \$265.80 for women. “Manufacturing industry” had \$352.14 for men and 267.91 for women and, in “agriculture/ livestock,” men earned \$168.47 per month and women, \$169.21. At the lowest levels for women were “homes with domestic services” with men at \$244.19 and women at \$147.96. See Table 4, Annex 1.

The ratio of male to female salaries changed during 2014-2018. For the average salary, it increased from 1.18 in 2014 to 1.20 in 2018. In “commerce, hotels, and restaurants,” it decreased from 1.41 to 1.38, favoring women. In the “manufacturing industry,” it decreased from 1.34 to 1.31; and, in “agriculture/livestock,” it decreased from 1.08 to 1.00. This means that women whose average salaries are less than \$300 per month, earn less than men, even in “domestic service,” where men earned 65 percent more than women although more women than men work in this sector. See Table 5, Annex 1.

Individuals that do not have formal employment mostly operate micro and small enterprises (MSEs). The strategy for economic inclusion in the government’s 2014-2019 five-year development plan included actions to develop individual MSEs to link them to the main economy. In 2014, the National Legislative Assembly approved the Law to Protect, Foster, and Develop Micro and Small Enterprise. A Female Entrepreneurship Program was established by the National Commission of the Micro and Small Enterprise (CONAMYPE) offering services through *Ciudad Mujer*. This program has created a network of women entrepreneurs who can mentor each other.

In 2017, CONAMYPE, the Directorate General for Statistics and Census (DIGESTYC), and the Central Reserve Bank of El Salvador conducted the 2017 Micro and Small Enterprise National Survey which made 2016 measurements. It provides a current picture of MSE activities (see Tables 13 and 14, Annex 1). The survey found an estimated 317,795 economic units operating in this sector. Of these, 60.76 percent are microenterprises, 33.92 percent are commercial units, and only 5.32 percent are small enterprises. Women own 59.2 percent of all economic units and men 40.4 percent (0.4 percent did not specify sex). Urban units account for 91.13 percent of the total while only 8.87 percent are in rural areas. The MSE sector employed 85,732 waged persons,

⁹ Data from the Multipurpose Household Survey (MPHS) of 2017. See Table 2 in Annex 1.

as well as non-paid family members. That number represented 31.3 percent of the labor force in 2016. Of these, 54.16 percent were women, with men representing 45.84 percent. Microenterprises employed 59.77 percent, small enterprises 21.31 percent, and individual enterprises 18.92 percent of all the employed. Microenterprises employed more women, while small enterprise employed more men. Areas of business specialization are in tertiary economic activities (i.e., services), with 51.8 percent in the commercial sector, 32.26 percent in services, and only 15.37 percent in industry. Maquila, transport, and mining together account for only 0.57 percent of activity in the Salvadoran MSE.

The survey found that only 2.74 percent of MSEs are exporting part of their production.¹⁰ This 2.74 percent of exporting enterprises accounted for 15 percent of the country's \$5,303,130 worth of total exports in 2016. This value was generated by 50 percent of all the exporting business units (1,218 MSEs). The small enterprise segment represented 25 percent (610 units), followed by microenterprises (16.8 percent), and medium enterprises (8.2 percent). Exporting MSE generated 9.3 percent of all export-related employment, while large enterprises generated the remaining 90.7 percent. In export job creation, small enterprises represented 4.4 percent, medium enterprises 4.2 percent, and microenterprises 0.6 percent of the total.

3.0 METHODOLOGY AND LIMITATIONS

The Analysis followed the terms in the Statement of Work (SOW) included in Annex III. The methodology for the Analysis is explained in detail in Annex IV. This section contains a brief summary.

The domains of analysis for the overall study are those stated in Automated Directives System (ADS) 205 and ADS 201¹¹ concerning gender analysis and inclusive development. These include: 1) normative and legal framework issues; 2) cultural norms, gender stereotypes, and use of time; 3) access to resources; and 4) participation in decision-making. The AT employed the 25 key questions in the SOW to guide the investigation and included migration and self-reliance in every instrument. The "Journey to Self-Reliance" metrics have been used to organize the presentation of the findings of the report.

3.1 RESEARCH METHODOLOGY

The AT used a mixed-methods approach that included quantitative analysis of statistical data from secondary sources for context and reviewed qualitative information gathered from documents, key informant interviews (KIIs), and focus group discussions (FGDs) with target group representatives. The information from different sources was then triangulated. With these results, the AT formulated a hypothesis to guide the analysis, conclusions, and recommendations. The process of preparing the analysis had three stages: 1) an initial research phase; 2) a data management and analysis phase; and 3) report writing.

¹⁰ CONAMYPE (2017), Page. 115.

¹¹ Suggested Approaches for Integrating Inclusive Development Across the Program Cycle and in Mission Operations. Additional Help for ADS 201, July 2018.

Sources of Information: The sources of information included in this Analysis are listed in Table A-I below and described in detail in Annex IV.

Table A-I: Summary Table of Instruments Used by Type of Informant

Method	Instrument Used	USAID	IPs	Beneficiaries	Government of El Salvador (GOES)	NGOs	Cooperants	Total
Documents Reviewed	Bibliography	127						127
KIIs	Questionnaires		6		20	6	5	37
FGDs	Facilitation guides		1	6		4		11
Collaborating, Learning, and Adapting (CLA) Meetings with Implementing Partners (IP)	Agenda	2	17					19
Chief of Party (COP) of IP online survey	Online questionnaire		8					8

Data gathered by FGDs, KIIs, and document review were triangulated to obtain findings. The FGDs included gender and inclusion specialists from IPs, organizations of women, persons with disabilities, LGBTI individuals, members of the Salvadoran Indigenous National Coordinating Council (CCNIS), and beneficiaries of USAID activities selected by IPs. Whenever possible, participants represented women and men, although each FGD was attended by more women than men.

3.2 LIMITATIONS

FGDs with USAID beneficiaries in municipalities: The AT faced several barriers to including beneficiaries of USAID activities in the FGDs, as originally planned. The assumption that USAID activities would have suitable beneficiaries in the municipalities from which to draw participants for FGDs proved to be fallacious. Many activities only had institutional-level beneficiaries who were covered through KIIs. Other activities submitted names that could not be reached or who could not attend because of previous commitments.

Secondary data analysis: The AT was unable to compare information on crimes from diverse institutional reports because it could not obtain such reports. Consequently, the Supreme Court of Justice crime data available on the USAID Monitoring, Evaluation, and Learning Initiative (the Initiative) database were employed. These data were obtained through access to information requests.

For economic sector indicators, the source used was the Multi-Purpose Household Survey (MPHS) from 2014 to 2018, enabling the analysis to be for the five-year period 2014-2017. Data on violence against women, including femicides, came from the annual publications of ISDEMU and the Ministry of Justice and Public Security (MJPS). Since typifying femicide is still an

inconsistent practice, figures on violent deaths of women (homicides) have been used to illustrate the trend of increasing extreme violence against women.

The data on IDPs are the most extrapolated. The AT drew from the report of the Ombudsman for IDPs that cites a representative survey whose results were scaled nationally to produce the estimate quoted in this Analysis and included in Table 19 on page 63 of Annex I. The same report noted that the GOES was conducting its own survey in 2017 and found that 1.1 percent of the households were affected by this phenomenon. The AT extrapolated this percentage using information of the MPHS for 2017 to calculate a lower end figure mentioned in this report.

4.0 FINDINGS

The key questions of this Analysis and their findings are organized under the headings used by the Journey to Self-Reliance metrics so that findings can contribute to strengthening the national capacity for El Salvador’s self-reliance and to the drafting of USAID’s strategy to help El Salvador achieve such self-reliance. In these metrics there are two components, Country Commitment and Country Capacity, as well as a number of subcomponents. For the year 2019, the El Salvador Journey to Self-Reliance country roadmap shows an overall country score of approximately 0.5 out of 1.0.

Table B-2 below shows these metrics and the latest measurement for the country in 2018. This Gender and Social Inclusion Analysis does not provide information for all the indicators of self-reliance. Rather, the Analysis provides information only for those indicators included in the table. The findings for these indicators are addressed in the narrative that follows. The components and indicators of self-reliance and their measurements are included in the table below.

Table B-2: El Salvador Journey to Self-Reliance Road Map

1. Country Commitment	Score	2. Country Capacity	Score
1.1 Open and accountable governance		2.1 Government Capacity	
<i>1.1.1 Liberal Democracy</i>	0.5	2.1.1 Government Effectiveness	0.46
<i>1.1.2 Open Government</i>	0.41	<i>Efficiency of Tax Administration</i>	0.38
1.2 Inclusive Development		Safety and Security	0.33
<i>1.2.1 Social Group Equality</i>	0.33	2.2 Civil Society Capacity	
<i>1.2.2 Economic Gender Gap</i>	0.61	2.2.1 Civil Society & Media Effectiveness	0.84
1.3 Economic Policy		2.3 Citizen Capacity	
1.3.1 Business Environment	0.53	2.3.1 Poverty Rate (\$5/day)	0.73
<i>Trade Freedom</i>	0.93	<i>Education Quality</i>	0.35
<i>Biodiversity & Habitat Protections</i>	0.65	<i>Child Health</i>	0.86
		2.4 Capacity of the Economy	
		<i>Gross Domestic Product (GDP) per Capita</i>	0.48
		<i>Information and Communication Technology (ICT) Use</i>	0.33
		<i>Export Diversification</i>	0.82

4.1 COUNTRY COMMITMENT

4.1.1 Open and Accountable Governance

4.1.1.1 Liberal Democracy: 0.5

Key Question #10: Have there been significant changes in political participation of women in the last five years, at the central, municipal, and community levels? In the participation of vulnerable groups?

The political inclusion of women and priority vulnerable groups has shown significant progress over the last five years. Nonetheless, the organizations and institutions interviewed remain concerned that having political candidates from women's and vulnerable groups does not translate into representation of their specific interests in the process of governance. The consensus is that the image of these candidates is used to fulfill quotas or to attract more votes, but their decision-making role is not important within the political parties. Factors that constrain full political participation are prejudice and discrimination based on disability, ethnic origin, gender identity, and/or sexual orientation. Another factor is that, once they become candidates, they are relegated to a secondary level or are perceived as easy to manipulate or under-qualified.

Women's Political Participation: The population of registered voters (aged 18 years and older with a valid identity document) varied in number and gender, both in the presidential (2014 and 2019) as well as municipal/legislative elections (2015 and 2018). Female voters made up 47 percent of the total in 2014 and, in 2018, and increased to 52.6 percent for the presidential elections in 2019. These percentages are not directly proportional to the demographics of the adult population in El Salvador but rather based on adults 18 and over who decided to vote. Further, an explanation for this increase was not available. Voter registration was notably low in the 2015 municipal elections and the number of women who voted fell 1.9 percent compared to 2014. In contrast, the 2019 presidential election had the highest voter registration of the period 2014 to 2018. The female proportion rose by 5.2 percent compared to 2018. However, male involvement dropped by the same amount. See Figure 1 in Annex I.

Affirmative action to increase female participation as electoral candidates consists of Article 38 of the Law of Political Parties that obligates political parties to include at least 30 percent women candidates in their voting ballots. In the 2018 elections for the National Legislative Assembly, 48 percent of the ballot were women. Disaggregating the main as well as substitute candidates by sex, showed that 39 percent of the main candidates and 56 percent of the substitutes were women. These results show that a quota of 30 percent is low and inadequate. When parties are committed, they can find competent candidates. Nonetheless, according to ISDEMU, women's participation is secondary, "*Women ... are used only to fill quotas.*" At the national level, there is still resistance to submit women as candidates for the principal political positions.

In advance of the 2018 municipal elections, a notable occurrence was the signing, in 2017, of a Pact for Political Participation of Women, Free of Violence and Discrimination. Nine of the ten political parties signed the accord. For further details on this Pact, see the Supplementary Analyses Volume, chapter on Women.

According to ISDEMU, the political participation of women in decision-making positions increased within the Executive branch. During the governing period 2014-2019, the female presence grew from 7.7 percent, to 37.7 percent. Similarly, in autonomous institutions, the percentage of women leaders has increased from 25.0 to 28.6 percent. For the current period (2018-2021), women

ministers in the Presidential Cabinet totaled seven out of 29 or 24.1 percent; women in Congress numbered 26 out of 84 or 30.9 percent; and 29 or 11 percent women mayors were elected in 262 municipalities.

In terms of performance at the ballots, in 2018 there were 156 women as main candidates (39.5 percent of all main candidates) and 223 as stand-ins of main candidates (56.3 percent of all stand-in candidates) for the National Legislative Assembly. Women candidates in the Legislative Assembly won 16.7 percent of the principal seats in Congress, compared to 24.3 percent of the men. The masculinity ratio in this performance is 1.46. However, if analyzed according to the political parties that won most seats, 44.4 percent of all women candidates in the Nationalist Republican Alliance (ARENA) won seats, compared to only 43.6 percent of the men. In the FMLN, women performed decidedly better, as 36.1 percent of women candidates won seats compared to 21.3 percent of the party's men candidates. This shows that when women candidates are selected with care and given adequate support, they can be even more electable than men.

At the municipal level, there were 186 women, or 16.3 percent, among the 1,134 candidates for mayoralties, and their performance showed that 14 percent of the women candidates won mayoral offices, compared to 23.6 percent of the men candidates—a masculinity ratio of 1.68. However, at the party level, 44.1 percent of women candidates in ARENA won mayoral offices compared to 55.9 percent of the men candidate, a masculinity ratio of 1.27. Women's performance in the FMLN was poor as compared to men showing a masculinity ratio of 2.25. (See Supplementary Analyses chapter on Women for more information.)

The Analysis also found that, in terms of new issues, the decriminalization of abortion, protection of human rights defenders, and adoption of care and reconciliation policies for family and work life have been added to the agenda of political demands of women and CSOs.

LGBTI: During 2014-2018, the LGBTI community changed significantly from being several dispersed organizations representing each identity, to a legal Federation with highly participatory representation of all organizations. The LGBTI Federation now advocates for and defends the interests of this sector. The Supplementary Analyses chapter on LGBTI describes the organizational development process that resulted in the Federation's formation and advocacy, as well as in the formulation of a proposal for an Identity Law¹² with the National Legislative Assembly. However, self-declared LGBTI persons have not yet reached the participation level as candidates or achieved support for their agendas from elected officials. It is evident that stigmas still exist that could lead to unwelcome public consequences for visible support.

Persons with Disabilities: Strong advocacy by the organizations that have emerged from families, caregivers, and persons with disabilities themselves has led to the achievement of the desired modification to the electoral code regarding candidatures of persons with disabilities, except for persons with intellectual disability.

In the 2018 elections, advocacy efforts led to the election of one male and one female candidate with disabilities; the special interest organizations of this group are now part of the Permanent

¹² The Identity Law is a proposal to overcome the inability of Transgender Women and Transgender Men to be able to change their name and photograph in the national identity documents once they make the transition from man to woman or vice versa. This means that for any public transaction their appearance and self-appointed name does not coincide with the identity document and they are not able to accomplish them.

Table of Persons with Disabilities in the National Legislative Assembly. They have formulated a proposal for a Law of Inclusion that will remedy the omissions in the current Law of Equalization of Opportunities for Persons with Disabilities (LEOPD).

Influence from votes cast by persons with disabilities has not increased noticeably. Persons with sensory disabilities face barriers which hamper access to voting places and are unaware of the existence of special ballots. In rural areas, distances and lack of adequate entry/exit facilities limit participation of the physically disabled. More information on persons with disabilities is available in the Supplementary Analyses volume, Persons with Disabilities.

Indigenous Peoples: Indigenous peoples have made important political gains in municipalities with concentrated communities, such as the approval of municipal ordinances recognizing their cultural identity and municipal rights. Although they have not participated directly as mayoral candidates, they have stood as candidates for municipal councilors. *“In Nahuizalco, the indigenous define the election”* according to an informant in the Secretariat of Culture. In some of these municipalities, *“What happens is that some persons in these groups assimilate into the general population, wanting to be part of public office or to be a legislator, for example.”* (PDDH) This is among the reasons for not proposing their own candidates for public office. Despite lack of participation in the national legislature, and limited political support from the National Legislative Assembly for the ratification of key international conventions, such as International Labor Organization (ILO) Convention 169, during the 2014-2018 period, *“the indigenous population achieved recognition, a national policy, a health policy, and an international policy. These assigned responsibility to a state entity and became a victory for indigenous peoples.”* (PDDH) More information on indigenous peoples is available in the Supplementary Analyses volume.

Budget constraints on the Executive Branch

Findings from interviews with institution officials and FGDs indicate institutions in the Central Government often do not have the required budget to implement plans of action for social inclusion and gender equality. This is attributed to lack of approval by the National Legislative Assembly for budget increases. Budget limitations cause delays in activities that if not implemented could result in administrative sanctions and render ineffective the plans prepared to comply with the laws for gender equality, ending of violence against women, inclusion of persons with disabilities, and public service nondiscrimination towards LGBTI persons. A reason for lack of approvals often cited is the high level of indebtedness of the country.

4.1.2 Open Government: 0.41

Transparency and accountability

According to a USAID-funded 2018 baseline study, the main reasons vulnerable groups are deprived of access to information include lack of awareness and knowledge of how to exercise this right.¹³ Citizens were granted this right in May 2011 under the Law of Access to Public Information. Procedures to obtain information are supposed to be simple and fast to foster transparency and accountability. Although the Access to Public Information Institute (IAIP) is the

¹³ USAID, 2018. “Levantamiento de línea de base para indicadores de cumplimiento de la normativa de acceso a la información pública en 13 alcaldías de El Salvador y Estudio sobre los factores que condicionan la transparencia y la contraloría social a nivel local.” San Salvador, USAID Monitoring, Evaluation, and Learning Initiative, December 2018.

overseeing body, it has limited quality control over Information Units in respective institutions and municipalities. These are answerable to institution heads or municipal mayors and service quality to vulnerable groups depends on levels of training and administrative commitment.

According to a commissioner of the IAIP, access to information for vulnerable groups is regarded as an institutional obligation. In December 2018, the IAIP approved an institutional policy to ensure gender equality and nondiscrimination. IAIP has built capacity in its personnel with an ISDEMU diploma course and now has a Gender Unit with designated staff, in addition to other measures to facilitate access of vulnerable groups.

Anti-Corruption: As was mentioned in the context section on Governance, the issue of corruption exists at all levels, and El Salvador is in a downward trending danger zone toward the autocratic regime status if its civil society and institutions do not demand accountability and apply sanctions to halt corruption in government. Social inclusion and gender equality have been affected since budget increases to implement new public policies have not been possible due to the level of indebtedness of the country. Corruption illustrates that ineffective use is made of the funds that are allocated.

Citizen participation in public policy formulation: Government encouragement of citizen participation of priority vulnerable groups has occurred through consultative working groups. These were established by the PDDH office. They also exist for indigenous peoples in the Secretariat of Culture, which has a long standing inter-ministerial working group for indigenous affairs, and the MJSP also uses this mechanism. In women's affairs, ISDEMU created the Consultative and Oversight Committees for the Rights of Women at the territorial and local levels to comply with the regulations and the national pacts for equality. Currently, 14 are operating at the departmental level and 95 at the municipal level. FGDs with organizations of priority groups found that these consultative mechanisms are helping to develop protocols to improve the services toward their population groups. FGDs also noted that these mechanisms may build some confidence in a governance system whose sensitivity and confidentiality is in question by the priority vulnerable groups.

4.1.3 Inclusive Development

4.1.3.1 Social Group Equity: 0.33

Access to justice – A problem for all priority groups

Key Question #7: What are the principal barriers for reporting incidents of gender-based violence (GBV) for men and women?

A PDDH 2017 report on forced human displacement 2016-2017¹⁴ found that 80 percent of victims asked why they did not report violence were afraid of reprisals, and 17 percent said they did not trust institutions and did not feel protected. Once the judicial process is ended, protected victims and witnesses are “discarded by the system,” leading other victims to distrust the system.

The Analysis found agreement among many institutions interviewed that victims face considerable barriers to lodging a complaint. These include the distances to travel to reach a place that can provide assistance and the cost a victim must incur to make the demand (ISDEMU); little trust in

¹⁴ PDDH (2017). Informe preliminar de Registros de la Procuraduría para la Defensa de los Derechos Humanos sobre Desplazamiento Forzado 2016-2017. El Salvador. Noviembre 2017. Page 36.

the institutions; the stigmas and stereotypes attached to individuals by the institutions when they come from an area controlled by gangs and the fear that a rumor may begin that they lodged a complaint (PDDH); the bureaucracy of the process coupled with the poor attention provided according to the National Civil Police (PNC); a legal barrier in cases of displacement motivated by a high-risk situation because such a situation is not considered a crime; and lack of a protection system for someone that lodges a complaint according to the United Nations Fund for Population Activities (UNFPA). Fear of retribution was often cited by organizations of the priority groups and those that aid victims. *“The territorial control of gangs is undeniable, even though the police and the State do not like to accept it, it is a reality that one must live with. If we do not make the effort to recuperate the trust in institutions to enable us to reach out and come closer to a community or to these territories, it will be difficult to overcome these gangs effectively.”* (PNC, April 2019)

- **Children and youth** who suffer GBV, do not report due to the acceptance of their violent environments, coupled with the lack of knowledge about rights, and the fact that family members are often the main aggressors. In San Salvador, informants reported that they generally did not lodge claims because the criminal networks that threaten a community discover everything, and reporting can lead to death or disappearance.
- **In the case of LGBTI individuals**, fear of rejection after discovery of their gender identity causes LGBTI individuals not to denounce abuses. There are also preconceived cultural notions associated with the LGBTI that condition how they are treated when they lodge a complaint.
- **With respect to indigenous peoples** and the system of justice, little is known. No database exists, and no information is registered to specifically identify them if they lodge complaints. Indigenous informants do not report because they view reporting as being life threatening, making the situation worse, and causing people to disappear—thus, they do not trust the police due to their fear of police violence.
- **Senior adults** are another vulnerable group on the government’s priority list. Their condition is such that nobody wants to be responsible for them, so reports are not made. According to the SIS, the senior adult is seen as a dispensable burden and usefulness is based mainly on whether they receive a pension.
- **Women** who lodge complaints as victims of violence find that there are institutional procedures but the social image and long-standing biases of the responsible staff still revictimize and blame the individual.

Key Question #5: What gender and social inclusion-related barriers exist—formal or informal—to access and use the justice system?

Interviews with PDDH, UNFPA, the USAID Justice Sector Strengthening Project (JSSP), SIS, and ISDEMU highlighted the barriers to using the justice system frequently faced by the different priority groups. They generally match the reasons why victims do not denounce crimes.

A major barrier is the lack of knowledge of claimant rights, and unawareness of the appropriate laws and the institutions that should be approached. In addition, the acceptance of violence as a cultural pattern is shared by both victims and justice operators. Victims do not approach the system, and operators do not take the denounced crimes seriously.

- For **persons with disabilities**, the lack of physical infrastructure to enable access to the institutions is a social barrier. In addition, operators do not adapt to the needs of persons with disabilities. When claimants are female, these are registered as denouncing violence against women but are not disaggregated to identify their disabilities.
- **With respect to women**, access to justice is hampered by the overall volume of national violence. The three existing tribunals of the LEIV have difficulty coping with existing cases of intra-family violence. That leaves little time for GBV. Victim protection is also an issue. No shelters exist despite guarantees of confidentiality. Institutions cannot provide the needed infrastructure due to budget shortages.
- **LGBTI** persons' access to justice barriers include the cultural acceptance of violence towards the LGBTI community, the social stigma of their gender identity, sexual orientation, and perceptions of the group as second-class citizens. No special units exist to provide attention to their demands for justice. *“Police indicate one of the main barriers faced by police agents was bullying from colleagues for attending to the LGBTI population.”* (SIS, April 2019). The Office of the Public Prosecutor (FGR) has instituted a protocol for providing legal and psychosocial services to all the vulnerable groups. It defines a process of interaction that starts with front entrance security staff.

Private property rights

Private property rights are at risk from organized criminal gangs who invade communities, take full control, and extort or dispossess residents of their lands and property. *“... A man had 20 manzanas [1.5 acres approximately], he gave them five to do what they want, and he pays them \$200 a month to be able to go to it. But to the others, they stripped them of the land in full harvest time. In Izalco in canton Jicolate there are plots of land abandoned by their owners and taken by the gangs. It is the law of the strongest.”* (Indigenous informant). Informants indicated that indigenous peoples in communities in Izalco, Nahuizalco, and Cojutepeque have been greatly affected. For more detail see the Supplementary Analyses chapter on Indigenous Peoples.

Freedom of movement

Internal Displacement and Violence: A detailed report on this issue is found in the Supplementary Analyses volume, Internal Displacement and Returned Migration. The lack of official information and invisibility of this phenomenon means that the State as guarantor of human rights is not obligated to develop policies, laws, and programs to protect and assist the IDPs. The Analysis found that internal displacement affected all the priority groups included in this Analysis. Findings show that there are determining conditions and factors that influence becoming a victim of internal displacement. They include:

- **Isolated rural cantons:** Isolated rural areas serve as sanctuaries for gangs from urban areas, where the gangs are persecuted by security forces. Arriving gangs end up controlling the communities and the residents, causing many residents to leave.
- **Marginal urban areas:** Families leave rural areas seeking protection in more urban areas, but with scarce funds they can only stay in marginal zones that are also riddled with crime and violence.
- **Repeated mobilization:** Internal displacement always takes place under precarious conditions and thus results in repeated household movements.

- *Gang influenced and gang-controlled communities, extortion*: Communities with the presence of criminal gangs are considered communities with gang influence for purposes of this Analysis. Gang control affects the outreach work of municipalities, NGOs, and government institutions, leaving them even more isolated, since officials are unable to enter territories unless accompanied by a community leader and must pay the quota to enter.
- *Fleeing from targeted violence*: The forms of violence that gangs use to control community residents depend on their sex, age, gender identity, or role in a situation. This is discussed in detail in Supplementary Analyses volume, Internal Displacement and Returned Migration. In this section, we have provided only a brief summary.

Violence is an important driver of internal displacement, and it has different forms, depending on its target:

- *Violence against girls, young women, and adult women*: Begins at puberty and continues through old age.
- *Violence against boys, young men, and adult men*: Government measures to repress gangs have caused the displacement of male youth in general and sometimes female youth. Security forces view youth in gang-controlled areas with suspicion. This results in young men becoming victims of arbitrary State violence inflicted by some security forces.
- *Violence against LGBTI persons*: Threats and recruitment, instrumentalization,¹⁵ and sexual violence are some of the forms that this population group experiences both from gangs and from State security forces. For more detail refer to Supplementary Analyses volume, LGBTI persons.
- *Violence against persons with disabilities*: Hearing and intellectually disabled males are more vulnerable to harassment from security forces who assume they are gang members during routine checks. Impairment affects the speed and quality of their responses causing them to be beaten and/or arrested and/or murdered by security agents. The risks to which this population group is exposed are explored in more detail in Supplementary Analyses chapter Persons with Disabilities.
- *Violence against indigenous persons*: The situation described previously about rural isolated communities is the profile of indigenous communities. They were the earliest communities to report gang violence and to be subjected to eviction from their homes. More detailed information is available in Supplementary Analyses chapter, Indigenous Peoples.

Drivers of Migration

As outlined above, the internally displaced population is unstable, fearful, and precarious. The drivers that move people from internal displacement to emigration are the same that prompt initial internal displacement. Economic instability while living in precarious, unstable, and insecure

¹⁵ Instrumentalization refers to the fact that the gangs use individuals, in this case an LGBTI person, to carry out gang tasks, such as collecting extortions or serving as “look-outs” for police or rival gangs, among other tasks.

conditions is a powerful motivation to leave the country. More information is available in the Supplementary Analyses chapter Internal Displacement and Migration.

Insecurity: Insecurity is closely linked to migration, whether the violence is generated by gangs or security forces. The effect of these drivers on the priority groups are:

- **Women:** “Currently more women migrate irregularly than men to avoid the levels of violence in the community or inflicted by their couples.” (PNC, April 2019)
- **LGBTI:** “The LGBTI population emigrates due to violence and harassment, and this has been registered more in the caravans.” (National Council for the Protection and Development of Migrants and their Families [CONMIGRANTES], May 2019)
- **Youth:** “The survey that measured violence against children, found that the incidence of violence in homes where one of the parents had migrated was double the violence in homes where both parents were present,” (International Organization for Migration [IOM], April 2019).
- **Persons with Disabilities:** “The issue of how many people with disabilities have migrated is something that has not been dealt with. There is no data on migrant persons with disabilities.” (Foundation Network of Survivors and Persons with Disabilities, April 2019) “We do not know if within the groups there are persons with psychosocial disabilities. There is no data on that. And because it is not identified, it is not registered.” (PDDH, April 2019)
- **Indigenous Peoples:** “Many indigenous youths migrate to other parts of the world because there are no opportunities... The women are migrating alone...” (Indigenous woman). “There is a sanctuary in Mexico. Entire families in Mexico. Some have migrated even to Spain because they were granted asylum.” (Indigenous man).

Returned Migrants and Re-Migration

Between 2014-2018, the flow of returned migrants reached a figure of 207,358, of whom 52.24 percent came from Mexico and 47.76 percent from the United States (U.S.). These years coincide with the introduction of the PESS. There are very few programs for the reintegration of returned migrants. Returnees also lack knowledge of available institutional services. Further, the presence of gangs negatively impacts the returnees’ ability to gain employment, develop small enterprises, or live securely. Insecurity becomes a strong reason to re-migrate especially if the returnee is threatened.

Trafficking in Persons

Trafficking in persons is a very real threat for the population in internal displacement and irregular migration. This is discussed in more detailed in Supplementary Analyses, Internal Displacement and Returned Migration. The document review indicated¹⁶ that most of the victims of trafficking are women and girls living in poverty with low levels of education and in need of a source of income. Some victims are already internally displaced, some are victims of domestic violence, and some are victims of sexual violence. The majority of women and girls are deceived by traffickers.

¹⁶ Grupo de Monitoreo Independiente de El Salvador (GMIES), 2017. Available in <https://www.infosegura.org/2017/11/16/migracion-trata-de-personas-acceso-a-justicia/>

4.1.4 Economic Gender Gap: 0.61

The review of gender gaps in economic indicators showed that there is still a long way to achieving parity between women and men. The information in this section is presented in detail in Supplementary Analyses, Women. Please refer to Tables 4 to 12, and Figures 2 and 3, in Annex I.

In 2018, data from the MPHS showed that in the economically active population, the gender gap was 18.4 percent, and in levels of unemployment, 2.4 percent. In the four main sectors of occupation for the labor force, the gender gaps showed women predominated in “commerce, hotels, and restaurants” by 22.6 percent, in “manufacturing industry” by 2.9 percent, in “homes with domestic services” by 9.6 percent, and in “social, communal, and health services” by 5.3 percent. “Agriculture/livestock” is the other large employment sector, and men predominated by 21.4 percent.

Given this predominance of women in three of the four main occupation sectors, the lack of advancement in equality is evidenced by the negative gender gaps in the monthly salary levels of these sectors. In 2018, the masculinity ratio in the average national monthly salary was 1.20. When disaggregated by sector of occupation, in “commerce, hotels, and restaurants” men earned 1.38 times more than women; in “manufacturing industry” men earned 1.31 times more than women; and in “homes with domestic services” men earned 1.65 times more than women. “Agriculture/livestock” was the sector with no gender gap, at 1.

Key Question #16: Which are the most promising sectors of employment with gender gaps in salaries that are neutral or favor women that could be targeted by USAID employment programs?

Data from the MPHS for the last five years consistently shows that three of the four main occupation sectors have more women than men as shown above. Women appear to be favored in these sectors to some extent because they are paid less than men.

Agriculture is the one sector where the number of women is less than men and salary levels are almost on par with men. In this regard, the experience of donors is that new employment opportunities with unprecedented salaries are opened when the investment is in different echelons of an agricultural value chain. Women are more successful in innovation and marketing of products with value added so these areas offer opportunities for USAID investment.

Women’s salaries are much higher in sectors where they are a large minority, including public administration, financial intermediation, and real estate. In 2018, the male/female salary ratio in transport, storage and communications was 0.94, and in construction was 0.86, and these were sectors with higher salaries for women. Of these, sectors where there may be opportunities for women are public administration (gender gap 2.3 percent), and financial intermediation and real estate (gender gap 2.4 percent). Since the only one in the private sector is financial intermediation and real estate, its value chain would be worth exploring for links that could be more women friendly.

Key Question #17: Which of the productive sectors supported by USAID has offered the most employment and the most entrepreneurship opportunities for women and youth?

Interviews with USAID IPs and FGDs showed that the sector that offered most opportunities was agroindustry. Economic sector institutions added tourism and services as niches where women, young people, and vulnerable groups can be inserted more dynamically. “Women are fairly concentrated in food and beverages, in natural cosmetics, and there are many opportunities, lots of inputs, and a lot of underutilized raw material such as balsam, cacao and honey.” (Feminine Entrepreneurship Program of CONAMYPE)

4.1.5 Economic Policy

4.1.5.1 Business Environment: 0.53

Key Question #13: What are the most significant growth and export barriers for female owned and operated business?

The 2017 CONAMYPE National Survey found that only 2.74 percent of MSEs are exporting part of what they produce (CONAMYPE 2017, p. 115). This is part of the 15 percent of the total value of exports in 2016 (total exports \$5,303,130) generated by micro, small, and medium enterprises, according to a study by the Central Reserve Bank.

The most important barriers faced by women exporters include the bureaucratic, lengthy, tortuous, and costly customs process. Women are exposed to sexual molestation and requests for bribery in the customs warehouses. This results in choosing easier paths to export. Accordingly, only 18.95 percent exported directly using international protocols; 33.33 percent exported through third parties; 20.61 percent exported through other non-specified means; 17.76 percent exported by sending parcels with specialized travelers; and 9.35 percent exported while traveling as a tourist.

The Feminine Entrepreneurship Program of CONAMYPE outlined some of the barriers faced by their client base:

“The institution specializing in this sector, Organization for the Promotion of Exports and Investments of El Salvador (PROESA) has not mainstreamed a gender focus, so the export sector and its institutions have structural problems. Also, PROESA’s support provision criteria are high which makes it difficult for women to connect with export microenterprises. Some women producers are sub-contractors making products mainly for male exporters who put on their own brand and get all the recognition. Women face gender harassment and bias by customs officials who inspect more rigorously and detain containers, forcing women to use costly customs agents who ask for unwarranted additional fees to expedite shipments... Women’s solution is to limit exports to small boxes, shipped via air parcel carrier. Final sale is easier but more expensive; and sent quantities are small.”

Key Question 14: What public policies and programs promote and foster female entrepreneurship?

Programs dedicated to women are the Women’s Bank of the Development Bank of El Salvador (BANDESAL); a Fund for women of the Bank to Foster Agriculture; Rural Dawn of the Ministry of Agriculture and Livestock; and “We are Productive” of the Ministry of Economy (MINEC) that, in addition, has other gender-specific projects.

In 2014, CONAMYPE launched the National Policy for the Development of Micro and Small Enterprises, and the Law to Foster, Protect, and Develop the Micro and Small Enterprise. There is also the National Policy for Entrepreneurship and the program “One Town One Product” that was launched in 2017. The law for public purchasing was reformed to include that at least 8 percent of purchases be made from MSEs led by women, it also establishes a maximum of 30 days to pay a microenterprise and 60 days for a small enterprise. Further information is available in Supplementary Analyses chapter, Women.

Key Question 15: What are the barriers to growth in USAID-targeted value chains that most affect women, youth, and rural populations?

The targeted value chains in USAID programs are in agroindustry for cacao and coffee. The barriers to growth that most affect women, youth, and rural populations are linked to lack of financing and startup capital, and lack of opportunity to participate in certain value chains, plus lack of equipment and specialized training. However, since women are considered vulnerable populations, other barriers relate to entrenched discrimination against them, such as traditional stereotypes of women’s roles that prevent access and traditional property rights that limit access to credit, among others. According to *Voces Vitales* and the Network of Women Entrepreneurs during the FGD, to start a business, women must first overcome their lack of self-confidence and learn how to manage their enterprise; for this, simple language must be used in the training. This takes more time for the startup phase with women entrepreneurs; however, once they accomplish this part, their businesses are stable and grow. Women are more risk-averse and prefer to take secure slow steps, unlike male counterparts who are not afraid of failing once and starting again.

Business access to credit

Credit is one of the most significant bottlenecks in the growth of women’s enterprises. Currently the program *Fondo Mujer* (Women’s Fund) is the best performing credit initiative in CONAMYPE. It is funded with support from the Italian Cooperation and the European Union (EU) and channeled through *Ciudad Mujer* and BANDESAL (CONAMYPE, April 2019). According to CONAMYPE, BANDESAL still does not use its own funds to provide lines of credit without traditional guarantees.

Despite the provisions of the 2014 law, State banking institutions are still bound by regulations that prevent them granting credit without traditional guarantees. There is also the cultural perception that microenterprises are a risky business and the cooperative institutions that have been willing to develop financial products to meet women’s requirements end up with costs too high to make them attractive to customers.

The performance to date of *Fondo Mujer* has shown that women are good risks. They rarely, if ever, default although their caregiving responsibilities may result in delays in payments due to family emergencies that require funds. Microfinancing developed because of this track record of women, although the costs of delivery are too high for most women’s business to be able to afford them to grow. *Fondo Mujer* is generating evidence of good practices in the design of financial instruments for women-led enterprises. BANDESAL is acquiring experience in the management of these funds. There is an opportunity to induce private and State banking to increasingly co-invest its capital in a similar fund and promote it with women entrepreneurs and business women.

4.2 COUNTRY CAPACITY

4.2.1 Government Capacity

Until May 2019, the institutions overseeing Gender Equality and Social Inclusion and those responsible for guaranteeing human rights have been ISDEMU for Women's Equality, the former SIS for Social Inclusion, and sectoral institutions responsible for the justice sector, FGR, PNC, Public Defender Office (PGR); PDDH for human rights; the National Council for the Comprehensive Care of Persons with Disabilities (CONAIPD) for persons with disabilities; the Secretariat of Culture Directorate for Indigenous Affairs; CONAMYPE; and the MINEC's Gender Unit for economic development for women. All these institutions were interviewed, and their information has been incorporated into this Analysis.

4.2.2 Government Effectiveness: 0.46

Government effectiveness in guaranteeing the right to equality for women and members of vulnerable groups will depend on its capacity to apply enacting legislation to guarantee their rights in accordance with international standards. Also relevant is the capacity of the public service to provide nondiscriminatory attention, and develop and apply appropriate procedures to adapt their services according to the special needs of vulnerable groups.

FGDs with organizations of the priority groups concluded that new laws are required for Persons with Disabilities and for LGBTI persons to deal with current needs. These groups have made proposals for these laws. The LGBTI organizations note the lack of a policy for Transwomen and LGBTI issues. The government deals with these issues *“in a piecemeal manner. The criminal code amendment is not regulated and thus is ineffectual.”* (LGBTI/FGD). Nevertheless, small regulatory frameworks have been achieved in health and particularly with some justice system institutions. However, indigenous policy has no law backing it and hence there is no institutional framework with responsibility for the implementation of the approved policy and plan.

In all cases, the implementation of existing laws and regulations regarding inclusion of vulnerable groups lacks funding. Expenditure by public institutions is constrained by the structure of the national budget. The budget mainly covers salaries with little remaining for initiatives even when legal mandates exist. Even existing allocations are seldom approved by the Ministry of Finance. This hampers the earmarking of budgets to show investments on women. However, institutions that are mainstreaming gender are starting to earmark investments in their own budgets. Even when institutions are performing effectively, they are limited by what work plan goals can be met with existing personnel and what resources they can raise from international cooperants and private sectors foundations.

Key Question #12: How advanced is the implementation of the laws for equality and life free of violence for women? What are the barriers to full implementation?

Women's equality is supported by a robust legal framework and adequate mechanisms that include the SNIS created in 2013 to ensure compliance with the provisions of the LIE and to promote the building of the autonomy of women. In addition, in the last five years, two policy proposals have also been formulated: the proposal for a National Policy on Care and a proposal for a policy for rural, indigenous, and peasant women. For more details on the legal framework on equality and a life free of violence for women see the Supplementary Information chapter on Women.

Nevertheless, the challenge in implementing this framework and mechanisms persists.

“There are still challenges such as improving the generation of data, the disaggregation of statistical information and the inclusion of women with multiple discriminations, as indigenous or with some disability...Progress has been made in the design of instruments such as the Co-responsibility Policy in Care, in preparing a draft of the Rural, Indigenous, and Peasant Women Policy, and the strategy for the prevention of teenage pregnancies.” (ISDEMU, April 2019)

For vulnerable groups, the protection of the rights of **persons with disabilities** is the longest standing. El Salvador ratified diverse international conventions, most recently the Marrakech convention in 2014, and has approved a national law, the LEOPD. There are inadequacies in the law that need redressing, although *“significant advances have occurred, despite the lack of budget when trying to implement international treaties.”* (Sendas Foundation [FUNDESENDAS]). Disabilities organizations, with the support of the PDDH and CONAIPD, formulated a proposed law that is currently under review.

Indigenous peoples achieved a public policy and an internationally acknowledged plan of action through their advocacy. However, future advances will depend on a government allocation of funds. For indigenous women, according to PDDH, the promotion of gender equality is limited by public officers’ respect held for their culture, *“their traditions about gender roles are deep-rooted and patriarchal in nature, so barriers can go up when implementing activities.”*

In the last five years, **the LGBTI community** has seen advances in the formulation of policies that guarantee their protection against discrimination. These consist of small regulatory frameworks that include an institutional policy in the MJPS; reforms to Articles 129 and 155¹⁷ of the Criminal Code; an assistance protocol provided by the Social Security Institute; Ministerial Decree No. 35 in the Ministry of Labor; and an instruction guide from the Supreme Electoral Tribunal for working groups during elections, now including the LGBTI population. In the FGR, a recently created unit for inclusion addresses LGBTI cases. There is also an instruction guide for prisons approved and signed by the Prisons Director.

Key Question #2: How do government, municipal governments, CSOs, communities, and others seek to prevent and respond to GBV and/or identity-based violence?

According to ISDEMU, since the creation of the LEIV and LIE, institutions in the central government began harmonizing the laws with their institutional policies and work plans. What this Analysis found is that they encountered difficulties in terms of efficiency due to low budgets and lack of knowledge by the staff for implementing the regulations, including knowledge about the laws and decrees that protect vulnerable groups, thus resulting in discrimination and exclusion—internally and externally. There is need to consolidate the processes of raising awareness, of providing training at a practical level, and resources for better services. NGOs and international cooperation institutions are supporting the strengthening of government institutions

¹⁷ Criminal Code article 129 defines and sanctions aggravated homicide. The reform of September 3, 2015 indicates that when a crime is motivated by hate of racial, ethnic, religious, political, gender identity, or sexual orientation, the penalty increases from 30 to 60 years depending on the method of the homicide and who committed it. The reform of Article 155 adds a clause related to crimes and threats motivated by hate of the types racial, ethnic, religious, political, or gender identity or sexual orientation.

in the implementation and training related to policies of violence against women and specialized attention for victims.

LGBTI organizations and the DSD, under the former SIS, consider that the lack of regulation for the amended articles of the criminal code that relate to hate crimes has prevented their effective implementation. On the other hand, the application of Executive Decree No. 56 to prevent discrimination in the public service for reasons of gender identity and/or sexual orientation flowed smoothly due to the facilitation and technical support that the DSD provided to the Ministries of Justice and Labor, achieving important protocols and agreements for addressing LGBTI cases relevant to abuses of their rights.

Key Question #19: How is the GOES gender mainstreaming in disaster risk reduction?

“In the field, a gender focus is not usually a priority, only in the differentiation made in the spaces in the shelters during emergency situations.” (ISDEMU) “The protocols developed in the era of disasters due to floods, and their guidelines concerning separate bathroom, lighting, are included in the manual prepared for Civil Protection. These protocols are in the regulations for setting up and managing shelters and in their guidelines, though not for all humanitarian situations.” (UNFPA)

Civil Protection indicated that the laws for equality and a life free of violence are norms as are other laws like the law for the protection of children and adolescents and the family code that are used to define the norms to provide attention in disasters. The order of priority in risk management is first the children, then pregnant women, and third women, then persons with disabilities, senior adults, and then the rest. According to Civil Protection, most community participants in civil protection commissions are women, although the majority of presidents of these commissions, who are communal leaders elected for three-year periods, are men and this reflects the community’s culture. The *“role of Civil Protection is to promote and not impose, so they guide according to the culture of the people.”* (Civil Protection interview)

Among the limitations stated by Civil Protection regarding the implementation of a gender focus, a poor capacity to influence stands out, as they have few resources. The opportunity lies in training the civil protection commissions where they can influence decisions regarding risk management plans. They have a training plan on laws related to equality and equity for all of Civil Protection’s personnel, but implementation is limited due to the monetary cost of moving people; also, their own personnel must adopt the gender perspective prior to training the commissions.

Key Question #8: Are the responsible institutions collecting sex and inclusion-variable related statistics on cases of GBV?

Currently there *“are insufficient data to study [gender and inclusion issues] in greater depth and to evaluate existing practices of specialized services”* (United Nations Entity for Gender Equality and the Empowerment of Women [UN Women]). Also, there is need to standardize and unify information, so it can be cross referenced, all of which require political will and high-level commitment. (UNFPA)

The most significant effort to homologate data between the responsible institutions is by the FGR, PNC, and the Institute for Legal Medicine, which have formed a tripartite commission to match the information reported using the variables defined the same way to enable cross referencing.

Issues with the data concern the lack of identification of victim variables not only crime variables. Registering mandatory data is done irregularly at the field level despite training, regulations, and an information system that prompts it (PNC) as well as the lack of a shared uniform information system between institutions.

ISDEMU, as the overseeing institution, uses the data from the Institute of Legal Medicine. PDDH is installing a new management information system to be operational in 2020 that will cross reference multiple variables and enable identification of intersectional discrimination and the type of violence. Intersectionality is the cross referencing of different variables in the same individual, such as the person's sex, gender identity or sexual orientation, age, ethnicity, disability, and geographic origin. In gender and inclusion, this is important because each variable adds a layer of discrimination that the individual must bear.

Perception of quality of public services

The perception of key informants from institutions and organizations included in the interviews as well as in documents is that public servants still operate with prejudice and discriminate against victims who belong to the priority vulnerable groups of the Analysis.

“Marked patterns of discrimination still exist among public officers that lead to rejection and negligence in providing attention.” (SIS-DSD)

“The reasons for not lodging a complaint are linked to the repercussions, lack of privacy...We are attacking her [re-victimizing]; these are strong obstacles that we will overcome with the promotion and education on the rights of women.” (PDDH)

“We have sent letters and had audiences, but the mayor does not take us into account....” (FGD Indigenous).

The insensitivity and lack of professional care in attending persons with mental disabilities was also reported by their organizations.

Key Question #21: How do cultural beliefs and stereotypes concerning people with disabilities impact access to programs and services offered?

As has been stated throughout the report, there are stereotypes of persons with disabilities that have led to discrimination against them, including denial of access to education, poor quality health care services, and, until recently, denial of their political rights. Often, organizations that advocate on their behalf were created by their caregivers and not themselves, especially in cases of persons with intellectual disabilities and mental disabilities.

These stereotypes include extending disabilities to the mental realm, assuming persons are incapable of making their own decisions. Also, until recent decades, disabilities were considered a stigma and families hid their members with disabilities so their exclusion from education began at home. This practice has changed although there is still a tendency to overprotect within the family. (CONAIPD, April 2019)

The rural-urban structural discrimination makes rural persons with disabilities even more vulnerable to exclusion and discrimination in access to sexual and reproductive health, specifically

“...women with intellectual disabilities find themselves forced to be sterilized because of the fear of the family that she can be a victim of rape; also examination tables are high, of difficult access for women with a physical disability, apart from the doctor questioning ‘why do a Pap smear’,

making it look as if because of her condition it is not necessary to have this type of care; the breast exams are of greater difficulty for a woman with physical disabilities and it becomes hurtful because of the position that she must adopt to be able to be examined; or a deaf woman or a blind woman who does not have privacy when there is an interpreter.” (FUNDASENDAS, April 2019)

Within their own community, gender is related to the violence and discrimination suffered and it is an extra burden because *“to have a disability already violates our rights, for example if a man with a disability gets married he is seen as a success case, but if it is a woman it is seen as an act of compassion towards her; a woman with a disability does not earn the same even if she performs the same position.”* (FUNDASENDAS, April 2019) For detailed information refer to Supplementary Analyses, Persons with Disabilities.

Perception of competence of civil service

Informants listed factors that put in question the competence of the services for gender-based and social violence attention. Among them were absence of sensitive treatment of victims (JSSP); lack of technical competence in violence against women and inclusion regarding ability to typify femicide (FGR); insensitive bureaucratic processes to provide care as *“they are not given the care, or a dignified treatment in all the institutions”* (PNC); lack of *“adequate facilities to receive victim’s complaints”* (JSSP); assigning responsibilities for attending domestic violence to LEIV special tribunals for GBV limiting the time available for their primary function (UNFPA); and lack of victim protection (Municipal FGD).

Key Question #3: Do the institutions responsible for prevention and attention of GBV harmonize their procedures to comply with the Law?

To be effective, law harmonization must occur within the institutions through their regulations and procedures in regard to GBV. Although the institutions that, by law, play a role in the LEIV have begun their mainstreaming of the laws, most of them have advanced to making plans but few have achieved full implementation.

The Analysis found that the laws and regulations are well advanced in their conception and formulation, but their full articulation, harmonization, and homologation in all the relevant institutions has not yet occurred. International cooperation has placed a strong emphasis on supporting the justice system in this process and thus public servant training through institutional schools has been implemented and there are protocols for interinstitutional collaboration with regards to attention to victims. According to UN Women, efforts are being made to coordinate and strengthen the justice sector, especially with the personnel and institutions that control the sector and the other institutions that support actions to prevent and attend GBV. However, there is yet no synchronization between their actions, for example, between the schools for training of the FGR and the National Council for the Judiciary, or in receiving complaints and investigating crimes in the PNC and the Legal Medicine Institute. The homologation of criteria for reporting crimes is an effort that is finally producing some results through the triparty commission. *“Knowledge and data homologation are the concerns spoken of by different institutions to be able to provide a better specialized service and to conduct a more credible and precise control, above all in cases of sexual crimes and femicides.”* (UN Women, April 2019)

Harmonization of the laws with institutional regulations has its own challenge. For example, according to the PDDH, there is an important vacuum in the LIE:

“...it is missing a penal element, because if for example we identify discrimination among the State authorities, we do not have sufficient elements to take the situation to a penal process...there isn’t yet a form of approaching and harmonizing it with internal institutional regulations that can respond to discrimination and have effective mechanisms to avoid its reoccurrence within the institutions...” (PDDH, April 2019).

This challenge extends to the LEIV. Both laws have required institutions to develop administrative penalties for noncompliance of the law by public servants. This is a key element in appropriate implementation because discriminatory treatment of those who lodge complaints and victims can only be dealt with by each institution through its administrative procedures. Most institutions have in their institutional LIE-LEIV related plans of action the task of developing these procedures; in the meantime, there are no means of penalizing, unless there is a criminal offense. In that case, it is referred to the appropriate institution.

Concerning GBV against LGBTI, the former SIS considered that *“positive things have been seen with PNC and FGR in the strengthening of prosecutors to work on hate crimes when people request help for this type of violence...the scope is not yet enough but efforts are being made for justice to be more precise and effective.” (SIS, April 2019)*

For persons with disabilities, the institutional response is less specialized since the necessary infrastructure, tools, and staff of the institutions are not ready or trained to attend persons with disabilities. Data to support programming needs and accommodations are not being collected. *“ISDEMU has statistics for women and I did not find data on women with disabilities...as guarantor institutions we are not adjusting procedures for all the population with disabilities.” (PDDH, April 2019)*

Perception of quality of policy

The policy framework for prevention and attention of violence against women covers most issues but leaves out of the established process for redressing violence for girls under 18 years old, as the law for the protection of children and adolescents is supposed to suffice. It also leaves out vulnerable groups such as women with disabilities, LGBTI as targets of gender identity-based violence, and indigenous women who are among the most vulnerable. Sanctions for noncompliance for reasons of discrimination are also absent from the legal framework. The most disturbing finding is the vacuum regarding the protection of victims from their aggressors once they make an official complaint. The State does not have the capacity yet to respond to these increasing demands.

Key Question #23: In recent years, have any policies, laws, or programs been created in favor of vulnerable groups such as indigenous and afro descendant populations, persons with disabilities and others?

Formulation

As discussed in previous sections, there are law proposals under review in the National Legislative Assembly for a Law for Inclusion for Persons with Disabilities; a Law for Identity for LGBTI; and a law for the protection of victims of internal displacement.

Relevant laws are presented below:

- | | |
|-------|---|
| Women | <ul style="list-style-type: none">• Policy proposal for valuation of caregiving as a social cost• Policy proposal for indigenous, rural, and peasant women |
|-------|---|

- | | |
|--|--|
| Persons with Disabilities | <ul style="list-style-type: none"> • LEOPD • Law of Inclusion |
| LBGTI | <ul style="list-style-type: none"> • Executive Decree No. 56 against discrimination in the public service for reasons of gender identity or sexual orientation • Amendment of the Criminal code Articles 129 and 155 regarding hate crimes against LBGTI • Law of Identity, for transgender persons • Afro descendant populations: The Secretariat of Culture has acknowledged their existence and, in previous administrations, there was a research program supported that the 2014-2019 administration cut. |
| Indigenous Persons | <ul style="list-style-type: none"> • Amendment of Constitutional Article 63, acknowledging the presence of indigenous peoples in the country • Public policy for Indigenous Peoples • PLANPIES |
| Returned Migrants According to the Vice Ministry of Salvadorans Abroad | <ul style="list-style-type: none"> • 2012 installation of a Council for the protection and development of the Salvadoran migrant person and their family • 2017 National policy for protection and development of the Salvadoran migrant persons and their family • Program “El Salvador is your home” • Under the Directorate General of Migration and Foreign Affairs – Local Offices for Victim Services (OLAV) • Proposed law for the attention of victims of internal displacement • Proposal for a Policy for the attention of victims of the country’s violence |

Perception of policy implementation: funding, budget management

The credibility of the commitment of the government is related to: its willingness to allocate funds in the institutional budget to implement the training and sensitization of personnel to change the culture of government and for the investments needed to mainstream the laws; the establishment of systems of accountability at all levels for the implementation of the plans of action with the quality required; and application of incentives and sanctions for performance. This has not happened and even within institutions committed civil servants do not have much confidence in the commitment that may exist at the highest levels of government.

Perception of credibility of government’s commitment to stated policies

Although acknowledgement is made of the advances achieved in the policy framework, in terms of its implementation, the government has much less credibility. With implementation bottlenecks and budget restrictions, even within institutions, committed civil servants do not have much confidence that the government will actually implement their policies. In terms of prevention and attention to violence, both victims and institutions continue to say that the rate of case resolution is not enough to encourage trust in the justice system. As for victim protection when denouncing, institutions and organizations state that people do not denounce for fear of retribution by the source of the crimes or the authorities themselves, so people do not trust the confidentiality that the system of justice provides.

4.2.3 Safety and Security: 0.33

The studies reviewed corroborated the relationship between the violent deaths and the dynamic in communities that drives them to escape to a safer environment. There is a gender focus in the violence epidemic. Criminal or social violence applies mostly to men and sexual violence and sexual crimes apply to mainly women and boys under seven years of age. Extreme violence against women, for purposes of the Analysis, is described in terms of violent deaths because there is still difficulty in typifying femicides, so they tend to be underreported.

Homicide data analysis showed an overall decrease of 49.6 percent for the period 2015-2018. The year 2015 had the highest number of reported violent deaths in recent years and was the year that the PESS was introduced. Rural communities reported evictions from their homes and from their cultivation land plots by gangs, and returned migrant numbers began an increasing trend. See Table 15, Annex I.

By sex, men had the highest proportion of reported deaths. Within the group, the highest increase in the proportion of total cases was for men 16 to 25 years of age, with three percent increase, while the group that decreased most was that of 26 to 39 years of age (-0.4 percent decrease). See Tables 15 to 18, and Figures 4 to 6 in Annex I.

Among women, the proportion of the total increased as age increased. Possible reasons are that older women are of less use for the gangs or that these women were killed because of refusal to do what the gangs required or while accompanying or protecting a younger woman. However, these are speculations; nowhere has this been explored in a documented manner or even remarked on as a trend. Also noticeable is that, as the childbearing years pass, the percentage of cases of women's violent deaths increased in the period analyzed. The highest increase was for women 60 and older, 2.4 percent; the highest decrease was in girls under 15 years of age, by 7 percent, and young women 16 to 25, by 3.2 percent. These latter two are the age groups that were reported to be the most harassed and used sexually by gang members and to be present among the population in internal displacement and trafficking in persons.

In crimes of violence against women, cases typified as femicides decreased by 18.4 percent in the period 2015 to 2017 (from 575 cases in 2015 to 469 in 2017),¹⁸ while sexual violence increased 21.7 percent (to 6,108 cases denounced). Physical violence remained almost constant (increased 0.1 percent, to 7,179 cases in 2017), and patrimonial violence decreased 5.9 percent,¹⁹ to 6,727 cases.

Other forms of violence additionally affect young persons and women. The 2017 survey of Violence Against Boys, Girls, and Adolescents²⁰ found that in the country, physical violence is experienced by 22 percent of girls and 19 percent of boys, and sexual violence is experienced by

¹⁸ The sources (ISDEMU, MJSP) quote an "Indicator of femicide violence" that includes violent deaths, suicides, and maternal deaths, but only report the violent deaths as femicides, and that is the number quoted here.

¹⁹ Ministerio de Justicia y Seguridad Pública, 2015. Informe sobre hechos de violencia contra las mujeres. El Salvador. MJSP, DIGESTYC. El Salvador. 2015.

²⁰ Ministerio de Justicia y Seguridad Pública y Dirección General de Estadística y Censos (DIGESTYC) (2019). El Salvador, Encuesta de Violencia Contra Niños, Niñas y Adolescentes, 2017. San Salvador, El Salvador, 2019.

14 percent of girls and three percent of boys. Furthermore, sexual violence for girls occurs in the family environment in 70 percent of the cases, while for boys this occurs in 56 percent of the cases.²¹

Key Question #18: To what extent are schools and the Ministry of Education, Science, and Technology (MINEDUCYT) addressing issues of sexual abuse and adolescent pregnancies at school?

A form of violence against women is adolescent pregnancy. By 2015, the number of prenatal registrations had increased to 24,944²² in the Ministry of Health. Sexual relations with minors under 18 years old are sanctioned by Art. 159 of the Criminal Code with 14 to 20 years imprisonment, and sexual relations with minors between 15 and 18 years of age are sanctioned with four to ten years of imprisonment by articles 163 and 164. These cases are considered sexual violence by definition since pregnancies are often the result of abuse by adult men that are often²³ part of the girls' close environment. To stem this tide, the GOES launched in 2017 the National Intersectoral Strategy for the Prevention of Pregnancy in Girls and Adolescents (ENIPENA) 2017-2027. This strategy was formulated in a coordinated manner between seven institutions of the executive and with the technical assistance from UNFPA and the international NGO International PLAN.

The implementation of the strategy is an urgent task, considering that in 2016 the MINEDUCYT identified 565 public schools with cases of pregnant girls. Of these schools, 73.45 percent of the girls continued their studies (415 schools), while 26.55 percent did not (ISDEMU, 2018). In addition, 1,459 schools (28.43 percent of the total) included within their educational programs the curricular guidelines for Comprehensive Education for Sexuality (EIS), and 1,744 included contents and strategies for gender equality and prevention of gender violence as a substantive action for the prevention and construction of educational communities for equality. (MINEDUCYT, 2016)

As an articulated measure, the Institutional Gender Policy of the MINEDUCYT addresses the issue of gender violence. *“Everything is linked in the training plan, the theme of gender violence...for teaching and administrative staff...for students...and for the family...”* (MINEDUCYT, April 2019). In addition, *“... a protocol for care to provide continuity to the pregnant girl or adolescent has been recently made.”* (MINEDUCYT, April 2019)

The pregnancy prevention strategy is a an inter-sectorial and multi-institutional State initiative. It includes defining strategies to work with families on EIS themes. EIS is aimed at students, teachers, and families, and *“is doing practical initiatives in gender violence prevention, pregnancy and masculinities directly with the students, working with [José Simeón Cañas University of Central America] UCA and funded by [El Salvador Millennium Challenge Account] FOMILENIO in partnership with UN Women...”* (MINEDUCYT, April 2019)

²¹ Source: El Salvador, 2017. Infografía VACS. Encuesta de Violencia contra Niños, Niñas y Adolescentes. OIM, USAID, CDC y otros.

²² Gobierno de El Salvador, 2017. Mapa de embarazos en niñas y adolescentes. El Salvador 2017. UNFPA.

²³ Figures for Legal Medicine Institute for 2015 of cases of sexual violence studied showed that 80 per cent had been perpetrated by persons of trust (family, known persons, boyfriend, neighbors, partners). Source: Estrategia Nacional Intersectorial de Prevención del Embarazo en Niñas y Adolescentes. 2017-2027. Gabinete de Gestión Social e Inclusión. San Salvador, UNFPA. Page 21.

International cooperation has lined up behind the strategy. “... the State has achieved the agreement that the cooperants organize around the strategy with each one trying to make an impact in some of the prevention programs... Canada, [Spanish Agency of International Cooperation for Development] AECID, Save the Children, [United Nations Children’s Fund] UNICEF, the United Kingdom... the theme of girl pregnancies” is prioritized in their social interventions, according to UNFPA, April 2019.

Key Question #6: What are the root causes driving a change in femicides and LGBTI hate-related homicides?

The femicides and hate crimes against the LGBTI community have become more notorious in recent years, due to their degree of cruelty and prevalence in all social classes. This brutality has increased in spite of an apparent decrease in femicides of 18.4 percent from 2015 to 2017.²⁴ There have been polemic cases of femicides and homicides in the recent past that caught media attention. The fact that it is now acknowledged that femicides and hate crimes against the LGBTI community exist could be interpreted as advancement in the social paradigm, but the reality is that, despite recognition that these problems exist, they still remain aside in terms of actions to prevent them.

There was a consensus among key stakeholders and focus group participants that at the root of the increased cruelty and viciousness evidenced in femicides and hate crimes are cultural and social factors that are causing a backlash to the increased acceptance of women’s and LGBTI’s rights. “Such as discrimination, machismo, patriarchy, normalizing violence, the stereotyped roles of society, the lack of information about the laws, the lack of education about gender identity and inclusion are part of the causes... To consider that women are not subjects of rights, but objects. If we add disability to this, it becomes an additional component that increases difficulties...” (PDDH, April 2019).

The acceptance of violence to the point of considering it normal is another factor that obstructs the prevention of these crimes. Prevention of femicides could be accomplished if earlier signs of violence were attended to before they escalate and culminate in death, in the opinion of a representative of the Gender Unit of the PNC.

“The femicide and hate crimes are the culmination of other violent deeds that nobody wants to see, the expressions of violence that people say are exaggerations; but if you take care of a case of violence against a woman, you prevent a femicide because that is the first act of overt violence, before that you might have had psychological violence, emotional or any other type of violence, but when that violence becomes more frequent it is because something grave is happening and if you are empowered and know or search a bit of the law and ask for help, it is because if you let it continue manifesting it could end up in hits or more.” (PNC Gender Unit, April 2019)

Another factor is that the promotion of reporting of acts of violence included in training programs for the prevention of GBV has increased women’s risks. Reporting these acts has had a counter effect, in that the aggressors strike back when the complaint is made. In at least one case reported in the media in the past year, within 24 hours of denouncing, the victim was dead. The system of protection for the women who come forward to complain is not in place and what is available is

²⁴ In February 2017, three transgender women were murdered in the Department of La Paz. Hate crimes reported to the United Nations Committee for Human Rights (122 session, March 12 to April 6, 2018 by LGBTI organizations), were 42 in 2015, 38 in 2016, and one homicide in 2018. Source: COMCAVIS TRANS, et al, 2018.

insufficient for current demand. *“Regarding the increase in femicides we have stimulated a lot denouncing and many who have denounced have not been protected adequately.”* (UNFPA, April 2019)

The unfortunate rise in violent deaths of women *“has had a positive effect in the creation of a policy last year in the FGR for criminal prosecution specifically for violence against women. The rise of this violence can bring positive things because it obligates the creation of programs against violence such as the Spotlight project supported by cooperants”* (PDDH April 2019).

Spotlight is a multi-UN-agency initiative funded by the EU as part of a global fund to attend GBV. El Salvador is one of five countries funded. In Latin America, the theme of the project is femicide. It is a four year, eight million Euro project implemented by UNICEF, United Nations Development Program (UNDP), UNFPA, and UN Women. The project, which will work with MINEDUCYT, includes strengthening the justice sector around the theme of femicide. Spotlight will also scale up EIS in San Miguel, San Martin, and San Salvador, thus complementing the work of Canada and Fomilenio in other municipalities.

A criticism heard of the PESS is that it overlooked violence against women until now.

“As if it were a different violence for women, when there are a lot of men and women victims of violence and who have also disappeared. The practices of gangs are like sexism taken to games, instruments, objects of extreme violence against women....Women enter through the sexuality of the girls...In theory it responds to challenges to dominate. It is usual that women cannot get out of that, cannot leave that circle...every time a gang enters a territory and takes control, a curtain falls down and all the population that are inside become vulnerable and invisible to the rest...and from outside everyone sees them as being less and do not provide them with the assistance they need and inside, they are suffering...” (International cooperant, April 2019)

Key Question #22: What vulnerable populations are most at-risk in the country, and why?

None of those interviewed attempted to place any one group before another in terms of being most at risk. All of the groups face the risk of losing their lives, as noted below.

For LGBTI life is most at risk for transgender women, who have been the object of vicious hate crimes for a long time and more in the past year. **For Indigenous peoples**, their isolation in rural communities in territories that are already under gang control puts their lives at constant risk. Indigenous women, in addition, face GBV from their own male partners when they are drunk.

For women aged 26 years and older in gang-controlled communities, the risk of death increases with age. **Girls reaching puberty** in a gang-controlled or influenced community are at great risk of sexual violence and threats of killing a family member if they resist or refuse. **For children**, there is a risk of sexual violence without recourse to denouncing for both girls and boys. At greater risk are **girls and boys with disabilities**, particularly the deaf, blind, and with intellectual disabilities.

Key Question #1: To what extent do members of marginalized groups experience identity-based violence or threats to personal security?

The testimonies of the priority group organizations and the PDDH (institution that receives the complaints from these groups), demonstrate the specific nature of how society responds and vulnerates rights according to the specific characteristics of each of the priority groups studied.

Women	The patterns of violence they face fit the gender theory and patriarchal model that is guided by domination of male over female, old over young. The sex of the person is the determining factor in the subordination and defines the type of violence to be used that, as has been shown in this report, consists of varieties of sexual crimes culminating in death (femicide).
LGBTI	Gender identity defines the type of violence exerted by men in this population group. Violence derives from the model of patriarchy and sex-related domination, with extreme hate and viciousness toward the male that betrays his sex and becomes a woman. Transgender women, therefore, are the target of the most extreme violence, while transgender men are among the least targeted for violence. Similarly, sexual orientation fits the same pattern, and gay males with feminine gestures or appearance are the targets of male violence. Lesbian women suffer to a lesser degree, although masculine-looking lesbians are targets more than feminine ones.
Persons with Disabilities	Individual characteristics are the determining factor. Overall, the discrimination arises from not fitting the norm and old traditions that brought shame to a family if their “deficiencies” compared to the norm were evident. The social imaginary of Salvadoran culture has stereotypes that all disabilities are mental and cause incompetence for decision-making. This promotes a lack of interest in learning about the specific situation of persons with different disabilities. It leads to confusing young persons, especially deaf and persons with intellectual disabilities as gang members, thus putting their lives at risk.
Indigenous Peoples	Individual characteristics are the determining factor. The individual physical characteristics and sometimes geographic location are associated with the historical track record left by the conquest, independence, and the massacres of the last century that left indigenous peoples landless, isolated, and stigmatized. This has been submerged into social practices of domination-subordination through relations of boss-peon, madam-servant, of one social class over another. There has been a transfer of the indigenous identities to “the rural poor” that is accentuated with stereotypes of poverty and low education. The resultant invisibility that has been condoned by the State through lack of statistics and historical records has enabled the State to fail to act as guarantor of their rights. All of this has resulted in large amounts of their population being exposed to the worst of gang violence, loss of purchased lands, and having to become instruments to aid gangs in their criminal acts under threat of death. Their communities are isolated and have been stigmatized as “dangerous zones,” <i>de facto</i> letting gangs control them and pretending that all residents are part of the problem and not victims.

Robberies, thefts

The following table shows data from the PNC website for crimes committed against women and men in 2017 and 2018. The numbers and the percentages of annual totals have been calculated to enable comparison.

Table C-3: El Salvador – List of Cases of Crimes Reported by Men and Women for 2017 and 2018, PNC

Crime	2017			2018		
	Total	Women	Men	Total	Women	Men
Extortion	274	93	181	309	112	197
Theft	6,247	2,313	3,934	5,438	2,082	3,356
Theft of Vehicle	1,146	199	947	1,330	197	1,133
Theft and Robbery	159	9	150	128	13	115
Bodily Wounds	3,930	1,968	1,962	3,947	2,045	1,902
Robbery	3,113	895	2,218	2,788	894	1,894
Robbery of Vehicle	492	87	405	636	106	530
Kidnapping	2		2	0		
Rape	2,038	1,914	124	2,256	2,100	156
Total	22,579	8,159	14,420	21,467	8,163	13,304
Crime	Total	Women	Men	Total	Women	Men
Extortion	100.00%	33.94%	66.06%	100.00%	36.25%	63.75%
Theft	100.00%	37.03%	62.97%	100.00%	38.29%	61.71%
Theft of Vehicle	100.00%	17.36%	82.64%	100.00%	14.81%	85.19%
Theft and Robbery of Vehicle	100.00%	5.66%	94.34%	100.00%	10.16%	89.84%
Bodily Wounds	100.00%	50.08%	49.92%	100.00%	51.81%	48.19%
Robbery	100.00%	28.75%	71.25%	100.00%	32.07%	67.93%
Robbery of Vehicle	100.00%	17.68%	82.32%	100.00%	16.67%	83.33%
Kidnapping	100.00%	0.00%	100.00%	0.00%		
Rape	100.00%	93.92%	6.08%	100.00%	93.09%	6.91%
Total	100.00%	36.14%	63.86%	100.00%	38.03%	61.97%

In general, these types of crimes were lower in 2018 than in 2017. Men are the main victims, 62 percent of the total in 2018, and women 38 percent. Theft and robbery of vehicles are the main type of crime that men report, while women are victims of rape and lesions (physical violence). These crimes once again show a gender specific nature in the type of violence inflicted on the victim.

Refugees by origin/millions population

El Salvador is undergoing large movements of IDPs who are on the verge of migrating when their security and risk of life is at stake. According to the GRID, the numbers of persons who were internally displaced in El Salvador increased from an estimated 200,000 new persons in 2015 to 290,000 new persons in 2016 and the same in 2017, and decreased to 240,000 new persons in 2018. This represents a total of 1,020,000 that have mobilized from their initial places of residence in the period from 2015-2018. See Table 19 in Annex I. By comparison, the number of IDPs in

El Salvador during the period of conflict between 1978 and 1991 was estimated as 486,563 in a study by Moran Mendoza (n.d.).²⁵

Key Question #25: What are the different needs of female and male migrant returnees, as well as returnees from vulnerable groups?

The most recent study of a sample of returned migrants belonging to municipalities of highest emigration (Argueta, et al. 2018) found that there are different risks for men and women and thus diverse needs to manage them. Men and women both expressed the need for family support for their reinstallation, to obtain a job to support their families and/or pay the debt incurred in the previous migration. They need training to diversify employment skills or bank loans to start their own business. All need psychosocial care because their experiences were traumatizing, even if individually specific. Knowledge of the government services available to returned migrants was something they needed and more media coverage to disseminate this information was suggested. They also felt a need for good treatment by government officers both at local and central government level. There are gender differences in terms of the degree of need. Men dedicate their time to look for work/job or earning an income. Women must use their time taking care of family, leaving them with the need for more time available to find paid work, receive training, and care for themselves.

The risks returned migrants face when returning to their community or social group are determined by gender. For men, it is the risk of being perceived as a threat, to be potentially dangerous; for women, to face ridicule for a failed attempt. Women also had a wider range of concerns about risks, that included the ability to get an income to not depend on their family or partner and continue with academic studies. Both men and women face insecurity upon return, which affects their movement within the municipalities, entry into other territories of opposing groups to those where they live, and the need to pay extortion if they start an income generating activity.

A testimonial of the experience of indigenous returned migrants noted

“they almost always go with other relatives. In the east this is more evident. Those that are displaced if they can they migrate...a case of a young man that went to the USA, was detained and came back, but not to his place of origin Nahuizalco, because of the insecurity. Another case in Cojutepeque, a man whose two sons were killed, the daughters went to Spain and carried the death certificates of the brothers to seek asylum.” (Secretariat of Culture)

Casualties of gang violence

Key Question #4: What changes have been noted in male and female gang involvement in the last five years?

The most noticeable trend is the gangs’ increased targeting of girls and adolescent women and greater use of adult women as instruments in gang work. This has been reported about transgender women as well. As gang’s territorial control has expanded, so has their instrumentalization of the local population in the areas under control.

²⁵ Moran Mendoza, J.D. (n.d.). Guerra y migración interna en El Salvador, 1978-1991.

Among boys and young men, “...there has been a decrease in the interest of boys to belong to gangs. Now it is not because they want to belong but because they are forced to...I feel that the theme of youth seeking to belong to a gang has lost popularity. In the case of women, I believe that many of them are coerced because if the brother, cousin, neighbor belong to a gang, then she must give in; it is a way to survive.” (PNC, April 2019)

Although it appears as if more men than women comprise the gangs given their territorial expansion, the FGR affirms that there are neither statistics nor studies about the exact number of men and women that are in the gangs. Reports outline different roles assigned to the people a gang controls, according to sex and age. Little boys²⁶ are introduced as “posts” to watch movements and report. They advance to carriers. When adolescents, they undergo the test of proving their loyalty by killing and thus advance in the leadership ladder, depending on their domination abilities. The boy children of gang members “are indoctrinated even as little as four years old, because of the patriarchal patterns of the society, the gang member sees in his son his future substitute.” (USAID JSSP). Boys are instructed in the language, culture, and values of the gang and in how to practice domination among those around them, particularly women, even if the women are their caregivers.

Women play traditional subordinated roles and are treated as objects, mainly for sexual and caregiving uses and to carry out deliveries or pick-ups in the gang’s business. As has been stated, girls in gang-controlled communities are not bothered by gang members until they reach puberty. Their virginity is valued, and it has been reported in indigenous communities that orders are given that they go to penal centers for conjugal visits for their first sexual experience. Sometimes they are kept or sent back to their communities when they are pregnant. Those girls that are kept as a partner of a gang member have little freedom of movement. Cases were reported of some that used the caravans as an opportunity to escape and leave the country. Mature women are more and more being told to become the caregiver of children of gang members whose mothers have disappeared or left. Elderly women in indigenous communities are sources of goods or money. When they receive pensions or remittances, these are taken from them. If gifts are received, they are stolen, and they are not allowed to escape the community. They are sent to sell their goods in markets and to watch and inform.

The PNC affirms that the introduction of women in gangs is associated with men’s conception of women as sexual objects and, for this reason, women have not emerged as leaders in the gangs nor do they play the same role as men. The PDDH considers that “since youth in gangs find themselves in problematic situations more than some of them should have some disabilities, but they are not registered.”

4.2.4 Civil Society Effectiveness: 0.84

Extent of citizen engagement in public and policy deliberations

Key Question #9: To what extent are women and other traditionally marginalized individuals able to access and fully participate in community systems (associations, municipal government, etc.) to make their voices heard and demand accountability of public officials?

²⁶ Ages of seven and eight years have been quoted and, in one case, as young as five years of age.

Women represent the most advances in participating at community and local levels acting as social overseers through the Consultative and Oversight Committees for the Rights of Women (see definitions) set up by ISDEMU or as members of associations or groups, raising issues in municipal councils. They are usually mentored by the more experienced women's organizations. The other priority groups face a lot of discrimination when they act at the community or local levels. For example, for the LGBTI, their strength is in representation backed by large numbers so their actions are most effective in the capital aimed at the central government. In municipalities, there are very few of them to engage in advocacy. The FGDs revealed that most people in their collective are afraid to expose their identity to the public outside the capital.

Persons with disabilities indicated that even if there are persons participating in Community Development Associations (ADESCOs), their opinions are overlooked and not taken into account because of prejudice, stereotypes of incompetency, and discrimination when participating at those levels.

Indigenous peoples in municipalities where they make up a substantial part of the population have influence in electoral politics. They have been able to achieve ordinances in at least six municipalities that define the protocol for treatment of indigenous peoples and their culture. However, key informants said that these ordinances often are not implemented because there is no political will in the municipal councils. In communities where they are the majority, they have control of their own forms of traditional governments (such as the Izalco Comuna), if they are not gang controlled.

Key Question #20: To what extent are vulnerable groups present in community, municipal, and national organizations?

The Analysis found that all the priority groups of the study have, in some form or another, organized as civil society groups and engage in advocacy by different means. **Women** have the longest track record and have achieved the most advances. At the municipal level, their participation is in ISDEMU's Consultative and Oversight Committees overseeing the advances in the implementation of the laws for equality and a life free of violence. Nationally, the Organization of Salvadoran Women for Peace (ORMUSA), for example, operates an observatory for sexual violence. The Latin America and the Caribbean Committee for the Defense of the Rights of Women (CLADEM) in El Salvador²⁷ prepares the alternate report for the Committee on the Elimination of Discrimination Against Women (CEDAW) on women's equality.

The LGBTI Federation is a conglomerate of the organizations of each of the identities within this group. As a conglomerate, the Federation has been advocating during the past nine years and, in the most recent five years, has managed to legalize the Federation. It represents the LGBTI collective in thematic tables in public institutions. Internally, they decide what organizations should specifically represent them in each case. At the municipal level, although there may be council members who have one of these gender identities or sexual orientations, they do not make that fact public and do not advocate LGBTI issues. Locally, they face too much discrimination to effectively participate in those entities.

²⁷ The CLADEM chapter in El Salvador is composed of a many of the long-standing women's NGOs.

Persons with disabilities have organizations that represent every disability, sometimes one organization represents many of them. However, at the community and municipal level “the organizations are prevented from participating in community, municipal, and national organizations because there is no adequate infrastructure...” (FUNDASENDAS, April 2019). Professional preparation is also lacking to actively participate in a meaningful way.

Indigenous peoples have two organizing streams, one of community-level groups, nurtured by the Directorate of Indigenous Affairs (in the Secretariat of Culture since 2014 and previously in the Office of the President’s Culture Secretariat) for more than a decade, assisting them in the preservation of their cultural traditions, and promoting more access to resources for the development of their communities. The other, the CCNIS, unites formal and informal organizations that reject what they see as the paternalistic approach of the government, to promote a more self-reliant process of development in their communities. The CCNIS represents El Salvador in international fora for indigenous affairs. Each stream has been able to advocate and achieve the Public Policy for Indigenous Peoples, under the auspices of the Secretariat of Culture, and the Plan of Action for the Public Policy, under the auspices of the United Nations. Despite these achievements, the plight of the rural indigenous communities under the mantle of gang-controlled violence is not an issue that has been publicly raised or advocated. These communities are vulnerable to retaliations if they speak up, and the organizations with a voice in international forum have not denounced this situation.

Extent of citizen participation in CSOs

Key Question #11: Have new social movements or advocacy groups emerged in the last five years that represent the interests of vulnerable groups and women? How do they mobilize support?

There have been new social movements emerging in each of the priority groups under study. In the case of **women**, young and adult women are grouping to address priority issues. These movements have been mentored by established women organizations. A priority issue of the new movements is protection of human rights defenders, addressed by the network of women defenders mentored by the Feminist Collective, a long-standing organization that has membership at local and community level.²⁸ The network achieved a law proposal for the comprehensive protection of women defenders. Another priority issue is the promotion of women’s reproductive rights, led by a group of women that calls itself the Citizen Group for the Decriminalization of Abortion. The third issue is the recognition of caregiving as a valid time investment of women that should be acknowledged by social security. Women’s organizations have coalesced around this issue.

The **LGBTI** in the past five years have learned that united they stand to gain more and have better protection. The Federation is the result of that process. Priority issues have been Law of Identity for transgender persons, application of the amended criminal code on hate crimes, and protection from discrimination in employment. See Key Question #20 for more.

For **Persons with Disabilities**, according to the PDDH, new organizations have sprung to promote the issue of psychosocial disabilities among youth, and these have been established by

²⁸ Among their activities, they monitor levels of teen-age pregnancies and local government agendas for the development of women.

parents. These organizations have worked jointly to advance on current issues such as accessibility in public transport (Salvadoran Association of Blind Persons and Multiple Disabilities for Comprehensive Development [ASPCDIMSI]).

Among **Indigenous Peoples**, according to the PDDH, new youth groups have emerged, motivated by community visits by anthropology students from local universities who, through their research and exchange of information, have caused a revival of, and pride in, traditions promoting self-identify as an indigenous person. CCNIS is promoting self-identity through training in life skills and historical memories under a new training school for indigenous youths, partially supported by AECID. Resources for CCNIS and its members are mobilized from the international cooperants, particularly the UN.

4.2.5 Citizen Capacity

4.2.4.1 Poverty Rate (\$5.00/Day): 0.73

In 2018, the extreme poverty rate in El Salvador was 5.7 percent. This rate has fallen from levels of 7.6 percent in 2014, 8.1 percent in 2015, and 7.9 percent in 2016 and 6.2 percent in 2017. The relative poverty rate for 2018 was 20.6 percent, down from 24.3 percent in 2014, 26.8 percent in 2015, and 24.8 percent in 2016 and 23.0 percent in 2017. In this period, women heads of household increased to 37.3 percent in 2018, up from 35.8 percent in 2014, 35.6 percent in 2015, 36.1 percent in 2016, and 36.6 percent in 2017. The Gini coefficient experienced a reduction from 0.380 in 2014, to 0.347 in 2018, dropping by 0.005 since 2017 and by 0.01 every year before that to 2014. The income segment most vulnerable to violence by gangs are the 54.4 percent earning less than \$300 per month or less, or operate in the informal sector, possibly part of the two lowest quintiles in the scale of the income earned. The latest data available from DIGESTYC indicate that, for 2017, the lowest quintile was defined as those households earning \$221.52 or less per month. The second lowest quintile was defined in the same year as those households earning between \$221.52 and \$384.77 per month.

Key Question #24: How are gender and social inclusion issues relevant to El Salvador's journey to self-reliance?

In the last ten years in El Salvador, respect for human rights has been the operational paradigm as a result of commitments to international human rights conventions and to the Sustainable Development Goals of 2030. Since 2012, new laws have been enacted and enforced to promote the equality of women, the prevention of violence against women, and nondiscrimination in the public service by reason of gender identity and/or sexual orientation. The women's movement has been solidly behind this process, supporting it technically and operationally.

Nevertheless, the mindset in the population is guided by a social imaginary that is slow to transform traditional practices around the roles of women and men and heterosexuality, disabilities, and rights of conquest over indigenous peoples. This has become a barrier to the advancement of the harmonization of existing laws, and to the extension of similar guarantees to other vulnerable groups, particularly the LBGTI and indigenous persons.

The country measurements of the self-reliance metrics, when set against the findings of the gender and inclusion analysis, support the following theory: it is the social imaginary, based on a patriarchal paradigm of domination determined by sex/age, that is limiting the country's advancement towards a culture of human rights and is instead promoting the growth of gang

violence, which is firmly rooted in dominance of one sex over the other and the enforcement of traditional gender roles through the use of sexual violence towards women and LGBTI individuals.

The effect of this at the level of public institutions is to slow down the harmonization of laws of women's equality and life free of violence and to maintain a policy vacuum in protecting similar rights for the LGBTI and indigenous populations. This effect is also reflected in the quality of public services towards vulnerable groups; in the operation of the justice system in cases of violations of their rights; and in the lack of public education about what it means to have a rights-based approach to development and what it demands of citizens.

There is also evidence of a backlash to the advancement of women's equality and the tolerance of other gender identities in the level and brutality of the violence against women and LGBTI persons.

In response to discrimination and abrogation of their rights, women, LGBTI, persons with disabilities, and indigenous peoples have all responded by organizing and advocating with the Executive and the National Legislative Assembly for their safety, access to health care (among persons with disabilities and LGBTI), and employment to the extent of participating successfully in electoral politics (young women and men, persons with disabilities) although their role in decision-making in political parties is limited by prejudice. However, progress toward obtaining their rights has been slow and has also been hampered by poverty among some of these groups.

The evidence points to the presence of social, economic, and productive relations and use of violence defined by the paradigm of patriarchy. This paradigm establishes a hierarchy of domination of the older male authority over younger men and the subordination of women, limiting their performance to roles related to reproduction, care of the population, and support for men's productive endeavors. The country's capacity for self-reliance is being held hostage by its limited ability to transform its social imaginary to one of respect for human rights.

5.0 ANALYSIS OF FINDINGS AND REQUIREMENTS FOR ACTION

At an operational level, the Analysis has provided insights into how the dynamics of insecurity play into the tendency for irregular migration to the U.S. Based on the evidence found, a hypothesis for this dynamic has been formulated and presented below.

Vulnerability appears to be related to socio-economic and geographical factors. For vulnerable groups this extends to elements in their identity. These elements cause discrimination that excludes them from public services and means of livelihood and leads to violations of their human rights. The outcome is lack of access to inputs that would strengthen their human assets and enable them to lead self-sustaining lives. The risk factors that lead to vulnerability for each of the groups studied are shown in Figure 8 Annex I.

In the overall dynamic that leads to migration, three distinct geographical settings are identified. This is shown in Figure 9, Annex I. The first setting is in the communities with high levels of risk and insecurity. The second setting is constituted by the moving mass of IDPs. The third setting is the increasing number of returned migrants that join the internally displaced in the second setting.

In the community setting, the segment of the vulnerable groups under study would be living in isolated rural areas they have occupied traditionally or in marginal urban areas where they can afford to live. Their communities have become high-risk areas under gang influence or gang control. Faced with an unsafe, insecure, and unprotected environment, as resilient human beings, they search for better options to improve living conditions and to stay alive. The evidence shows that a cumulative estimated one million people have been on the move looking for safety, security, and a means of livelihood since at least 2015. They have become the internally displaced. Their magnitude is greater than the estimated 486,563 that 13 years of war generated between 1978 and 1991.

The characteristics of the residents in these types of communities include being part of the two lowest income quintiles, being women, youth, LGBTI individuals, persons with disabilities, or elderly people. In these communities, the level of personal safety and security depends on the degree of control of the gangs. Two main levels have been defined. The first is gang-influenced, where the level of safety is such that people might be looking elsewhere to live but continue to stay and survive by paying the extortion demanded and living their lives in fear that their sons will be recruited and that their daughters may be called upon to undergo different forms of sexual violence by the gang leaders, or that they may be killed.

The second extreme is defined as gang-controlled such as what rural indigenous communities face. In these communities, the gangs are settled. Gangs may have evicted families from the housing they occupy and expropriated productive lands to sell the produce or rent it to other producers or use it for income generating criminal activities. They may have retained the remaining population to use as their instruments of infiltration to observe and report, pick up extortion payments, take packages, or make conjugal visits into penal centers, among other things. People in these communities often cannot leave because they have been threatened with their own or their family members' deaths; they do not have the means to pay for their survival elsewhere; or their own family members have become gang leaders.

The Analysis found that individuals and families directly touched by crimes, whether social or sexual, are driven to escape and look for a safer place. Extortion is the beginning of a threatening route that ends in homicides via torture and sexual violence. Thus, when extortion and the inability to continue paying occurs, they leave and become part of the internally displaced population.

In the second setting, the IDPs are looking for safety, security, and immediate means of livelihood. People move continually because, as it was reported, they are been seen by a gang member who may report their current whereabouts. At first, internal displacement is localized and often individualized, keeping the means of livelihood almost intact. Under greater threat, it extends to other parts of the municipality, then to other municipalities; but, if no safety and protection is found, the ultimate option is migration.

Migration moves the internally displaced into the third setting. Migration is always irregular. Testimonies indicated caravans were used by many as opportunities to leave undetected. First, they cross borders to countries in the Northern Triangle where the same gangs operate; so, if detected, they seek asylum in European countries or continue to Mexico. Indigenous peoples have been reported to stay in Mexico, but others generally continue to the U.S.

Many if not most migrants eventually come back, sometimes with a physical disability because of the violence suffered and almost always with their mental health affected; or, they disappear. There is a considerable risk, particularly for women and girls, of being sidetracked by traffickers in persons, who operate near border areas.

The needs in these two settings are for immediate protection, safe shelter, and resettlement. Figure 10 in Annex I outlines the details of what would be required in each setting. The steps required disaggregated by USAID sector of work are presented in Figure 10, Annex I.

In the area of security, to prevent communities from driving people into internal displacement, it would be required that local and central government create conditions of safety and security within communities. This would involve developing mechanisms of protection, strengthening community organizations to manage their own prevention and protection; and developing a national security strategy that is more effective in halting gang geographic expansion and eradicating their presence where they currently are.

In the area of governance, it would be required to advance and consolidate a culture of respect for human rights. This would involve an effective application of the policy framework for equality and inclusion, strengthening the means of providing transparency and accountability, consolidating practices of inclusive service delivery; and training CSOs in their rights and how to advocate and demand inclusive services. Measures to ensure the future would require that higher education institutions adopt policies and reflect them in their career programs to produce professionals with skills to deliver inclusive services to vulnerable groups.

Economic growth must provide sustainable means of livelihood for communities. This would require programs that open access to credit for women and vulnerable groups using the *Fondo Mujer* evidence; to promote value chains that enable the transition from informal to formal and exporter MSE; to provide equitable and practical technical assistance to women and vulnerable groups; and to support the formation of networks that mentor new enterprises.

In the internal displacement/returned migrant setting, there is need to begin by officially acknowledging that internal displacement exists. This would enable policy-making and formulation of strategies to manage the phenomenon. The purpose of policies would be to ensure protection, shelter, and immediate means of livelihood, while seeking options for a safe resettlement. Its operationalization would require capacity-building since it is a new field. The elements of the capacity building process are shown in Figure 11, Annex I.

Allies in this process should include local governments, CONMIGRANTS, CSOs, and the organizations established by the vulnerable groups concerned. Capacity-building should stress skills to protect and provide psychosocial care to the IDPs. Inclusive care respectful of human rights should be a requirement in job descriptions and in methodologies for providing care. The empowerment of the population affected is also necessary through training in human rights, by providing psychosocial attention, and by building the capacity to advocate for the guarantee of their rights.

There are opportunities for USAID to enter this process by building upon the experience gained to date in USAID activities in each sector. These are shown in Figure 12, Annex II. They include for the security area, improving data quality related to all forms of violence (InfoSegura); promoting processes of harmonization between institutions (JSSP); practical training to implement the laws related to hate crimes and LEIV (JSSP); and rebuilding trust in the justice

system by strengthening accountability (JSSP). The USAID crime and violence prevention activity has left valuable lessons learned and good practices for strengthening local governments and communities at risk.

In governance, opportunities exist in strengthening the application of laws of equality and inclusion in public institutions (USAID Government Integrity Activity); in organizations of vulnerable groups and of communities at risk (USAID Promoting Citizen Participation in Public Policy in El Salvador, Rights and Dignity, Crime, and Violence Prevention); in promoting a culture of inclusion in the civil service (Government Integrity); in strengthening CSOs to demand transparency and anti-corruption (Government Integrity); in empowering civil society with knowledge of human rights and public participation in policy making and government advocacy (Rights and Dignity; Government Integrity, Promoting Citizen Participation in Public Policy in El Salvador); and in promoting in universities an education that produces future professionals skilled in delivery of inclusive services (Higher Education for Economic Growth).

In the economic sector, in order to target better quality employment for women in value chains in key sectors and territories (Bridges to Employment, Cacao Alliance), it would be necessary to extend lines of credit that include measures for open access to women with different types of guarantees based on *Fondo Mujer* (commercial banks lines of credit); develop caregiving networks that support women at work (aimed at USAID activity beneficiaries); to strengthen local economies by promoting linkages to key value chains (Cacao Alliance, Economic Competitiveness); and provide inclusive equitable services to women-led MSEs, especially those in export-related value chains (Voces Vitales, Economic Competitiveness, USAID Regional Trade Facilitation and Border Management Project).

6.0 CONCLUSIONS

The conclusions of the Gender and Inclusion Analysis have been formulated based on the key questions of the SOW and they are as follows:

Identity-based violence:

1. Vulnerability for violence is first of all linked to the identity of each of these groups. Features such as sex, a physical disability, a sexual option different from the heterosexual norm, and being indigenous or of rural origin in themselves are factors that generate discrimination. Vulnerability is also related to social class, economic status and poverty, color, level of education, profession, and to living in insecure environments, all of which make people victims of social violence. In short, vulnerability and lack of livelihoods are two conditions that have a direct impact on people not achieving full rights.

Response to GBV and/or identity-based violence

2. The legal framework on gender equality has been strengthened and is one of the most comprehensive in the region. Progress has been made in creating regulations in favor of other vulnerable groups, although in some cases, it is still insufficient, such as for the LGBTI population and indigenous people. At the local level, the mechanisms for applying the regulations for the eradication of gender violence are still insufficient.

Harmonization of institutional procedures to comply with the laws

3. The creation of inter-institutional coordination mechanisms on equality and prevention of violence between ISDEMU and the rest of the institutions has progressed significantly since the passage of LIE and subsequent establishment of the SNIS. However, the harmonization in procedures for attention to victims of violence and in the generation of statistical data are still weak and disorganized, and training is theoretical rather than practical.

Trends in male and female gang involvement

4. There is evidence of increased victimization of young males and females by gangs that has led to internal displacement of families for their protection and ultimately to migration. The generation of information that characterizes the evolution and behavior of gangs has not been a priority for government institutions, as evidenced by the fact that the limited information available comes from the media, NGOs, and Reports on Human Rights, and not from the public institutions responsible for security.

Barriers to access and use the justice system

5. Ignorance of laws on equality and inclusion and the mechanisms for denouncing violations to the law is widespread, both among public officials as well as among the population, including beneficiaries of USAID projects.

Root causes driving a change in femicides and LGBTI hate-related homicides

6. The focus on violence against women and vulnerable groups has not included a prevention approach that highlights education and cultural transformation actions on gender inequalities, misogyny, and discrimination.

Principal barriers for reporting incidents of GBV

7. The level of distrust shown by the consulted population is alarming because in totality it shows fear towards the authorities, which prevents use of the justice system. Also, the reported cases of violence and discrimination must be prosecuted, because so far, the number of cases resolved in relation to those reported is still very low.

Collecting sex and inclusion-variable related statistics on cases of GBV

8. Data management for monitoring GBV is lacking in agility, technical rigor, and consistency between relevant institutions responsible for tracking GBV. In addition, all relevant intersectional factors that increase vulnerability to violence are not monitored.
9. Although at the central level the participation and organization of women has increased, the inclusion and participation mechanisms for women of vulnerable groups in general needs improvement at all levels, especially local.

Changes in political participation of women

10. Although levels of women's political participation are higher than five years ago, discrimination and violence persist and are mechanisms used to discredit their capacity. In addition, the participation of women from vulnerable groups is almost nil and their interests and representation has not been considered by any political party, except for women with disabilities in congressional elections.

Emerging new social movements or advocacy groups

11. The agenda of the women's groups that emerged has focused on the protection of women human rights defenders, sexual and reproductive rights, particularly the decriminalization of abortion, and a policy to recognize women's time invested in caregiving. The LGBTI are focusing on a proposal for an Identity Law. Persons with disabilities are focusing on a proposal for a Law of Inclusion. Indigenous persons are seeking the implementation of the newly approved plan (PLANPIES).

Advancement in the implementation of the laws for equality and life free of violence for women

12. Despite the creation of regulations that promote a life free of violence and equality, full and effective implementation is hampered by lack of budgets and by personal discriminatory attitudes in the public service. To provide practical training, using "learning by doing" methodologies, is a priority need.

Significant growth and export barriers for female owned and operated business

13. The formal export system is not gender blind and excludes women as a result of gender discriminatory practices.

Public policies and programs that promote and foster female entrepreneurship

14. Within the responsible institutions, key programs to support women entrepreneurs operate in a marginal fashion, women's concerns are not part of the mainstreamed practices. For example, at this time State banks granting credit for women are using funds from *Fondo Mujer* but have not extended these practices to their regular credit program. The positive lessons learned with *Fondo Mujer* are not evidenced by the use of women-friendly guarantees when lending funds. Similarly, except for CONAMYPE's Feminine Entrepreneurship, enterprise development projects have not incorporated lessons on gender differences for developing women's enterprises into their design; for example, mainstreaming the introduction of life skills for women as the first step in enterprise development, and increasing the time required for this first phase in enterprise development work.

Barriers to growth in USAID targeted value chains that most affect women, youth, and rural populations

15. So far, taking the characteristics and needs of women and to an even lesser extent those of other vulnerable groups into account has not become a regular practice in programs that develop value chains. Yet, development of links to value chains within communities can provide means of livelihood to these groups in communities at risk.

The most promising sectors of employment with gender gaps in salaries that are neutral or favor women

16. The most promising sectors are Agriculture, Financial Intermediation, and Real Estate.

Productive sectors supported by USAID that have offered the most employment and the most entrepreneurship opportunities

17. The sectors with the smallest gaps in terms of wages are those such as agriculture where more men than women work. The sectors that currently offer opportunities for growth, are sectors like agribusiness linked to food, tourism, and services.

Extent that schools and MINEDUCYT are addressing issues of sexual abuse and adolescent pregnancies at school

18. The ENIPENA is considered as an opportunity not only to reduce adolescent pregnancies but also promote a culture of respect for human rights, transforming gender stereotypes and contributing to overcoming violence against women.

GOES gender mainstreaming in disaster risk reduction

19. In risk management, despite the significant role played by women at the community level and in the prevention committees, there is no structured strategy that includes them, as well as persons with disabilities or indigenous persons, considering their culturally-based vision of the environment.

Vulnerable groups present in community, municipal, and national organizations

20. All the groups have formed organizations to meet their respective priority needs. Their advocacy has been through consultation tables at ministries and PDDH for LGBTI people and persons with disabilities. Indigenous organizations are concentrated in their communities and at national level. Each stream has advocated and achieved, one a policy and the other a plan of action. Discrimination prevents them from participating in community and local level political spaces unless they are the majority, as in indigenous communities.

Cultural beliefs and stereotypes concerning people with disabilities

21. The collective image of people with disabilities is viewed from a charitable perspective, which limits the assumption of responsibilities by the State in the services that it is obliged to offer them to ensure conditions of equality.

Vulnerable populations are most at-risk in the country, and why

22. It is not possible to affirm that there is a vulnerable group at a greater disadvantage than another since from their particularities each of them faces multiple forms of discrimination. However, regarding their risk of being victims of violence and ultimately death, it is young women and the LGBTI population, especially transgender women, who are the most vulnerable.

Policies, laws, or programs created in favor of vulnerable groups

23. As with equality legislation for women, progress has been made in creating policies for the rest of the groups, but not only are they insufficient, they also lack the budget allocations and resources and the expenditure approvals needed to use the already allocated assets required for policy implementation.

Gender and social inclusion issues relevant to El Salvador's journey to self-reliance

24. It is a priority to promote a culture of human rights and build capacity to understand the needs of all vulnerable groups to respond appropriately in delivery of services and all

human interaction. Promoting the empowerment of vulnerable groups by building the capacity of their organizations to advocate will strengthen society.

Different needs of female and male migrant returnees, as well as returnees from vulnerable groups

25. It is not possible to identify what the different needs of migrants and returned migrants are given that there are no sufficiently organized and consistent mechanisms to approach them while being offered care by the responsible institutions.

7.0 RECOMMENDATIONS

The following recommendations are framed for the key questions of the study. Additional recommendations are also offered regarding programming good practices that emerged from the implementing experience of USAID activities.

Identity-based violence

1. It is recommended that responsible institutions undertake a multicausal analysis of the factors that contribute to the violations of the rights of women and groups called vulnerable because their identity or condition should not be regarded as an obstacle to their development. Institutions should also review their plans and programs to identify to what extent they take these populations into account or make them invisible to progressively modify the strategies.

Response to GBV and/or identity-based violence

2. It is recommended that USAID support actions to apply the regulatory framework among public officials in the three branches of the State, both at the central and local levels, through training and awareness mechanisms while taking into account that a conservative culture still persists in the country and that gender stereotypes prevail.
 - a. It is also recommended that to have a long-term impact in prevention of GBV it is necessary to promote the implementation of the EIS program and, within it, the components that promote positive, healthy masculinities. Also, Healthy Masculinities, as a new area of knowledge, should be strengthened among USAID staff and IPs.

Harmonization of institutional procedures to comply with the Law

3. The PDDH, Legal Medicine, and PNC must continue to harmonize their procedures for attending to the victims, as well as for the registration and generation of information on cases attended.

An in-depth investigation should be carried out within the responsible institutions on the probity of officials to determine their technical capacity and their ethics and whether they have links with criminal groups to avoid risk to the victims and to improve the credibility of the authorities.

Male and female gang involvement

4. It is recommended that the Ministry of Justice and ISDEMU prepare a statement of the situation of women, the LGBTI, and the populations that are involved with the gangs or

have links with them, in order to design support and protection mechanisms in cases where their participation is the product of threats and coercion.

The phenomenon of internal displacement should be recognized by the responsible institutions as a growing social problem in order to delimit institutional responsibilities and design interventions aimed at problem-solution, mainly those aimed at the immediate protection of victims, the security measures in their places of origin or temporary relocation and guarantee of their livelihoods.

Access and use of the justice system

5. It is recommended that USAID support practical training processes for management and technical officers of the responsible institutions on applying laws on equality, diversity, and inclusion from a human rights perspective.

It is recommended to support campaigns to disseminate the laws among the population using a human rights awareness approach and to promote the generation of trust in the authorities.

Root causes driving a change in femicides and LGBTI hate-related homicides

6. It is recommended that USAID coordinate actions with the Spotlight project implemented by UNICEF, UNDP, UNFPA, and UN Women to build synergies in the fight against gender stereotypes, social constructions of violence, and prevention actions.

It is recommended that USAID support the scaling up of the Comprehensive Education for Sexuality component of the Strategy for Prevention of Adolescent Pregnancies, in its collaboration with MINEDUCYT.

It is recommended that MINEDUCYT and the Secretariat of Culture promote actions, beyond the formal educational system, that also incorporate community culture, sports, art, and technology, aimed at transforming the existing sexist and discriminatory culture.

Principal barriers for reporting incidents of GBV

7. It is recommended that support be provided for public education campaigns to disseminate the contents of laws among the population using a human rights approach and to promote the generation of trust in the authorities.

Collection of sex and inclusion-variable related statistics on cases of GBV

8. Support from USAID should be provided for building capacity and knowledge in intersectional data management to monitor violence of all types.

USAID should strengthen its monitoring plans by collecting and reporting data with intersectionality to trace advances in inclusion results.

Technical training should be included within the institutions responsible for the development of institutional mechanisms for the generation, cross referencing, and publication of the generated information.

To access and fully participate in community systems

9. It is recommended that USAID support municipal associations, micro regions, and civil society actors that work from a local development perspective to promote the

participation and incorporation of women, and particularly women of vulnerable groups, in decision-making positions.

Changes in political participation of women

10. It is recommended to follow up and support the approval of the Rural, Indigenous, and Peasant Women Policy, which includes specific actions to promote the participation of rural and indigenous women in political and decision-making roles.

Emergence of new social movements or advocacy groups

11. It is recommended to support initiatives from civil society to promote, in coordination with the State and the private sector, measures to reconcile work and family life, as well as actions that promote a model of a care-providing economy.

It is recommended to support the strengthening of advocacy capacity among LGBTI organizations to achieve the approval of the Identity Law to promote the full enjoyment of rights of the LGBTI population and therefore their participation; and, to promote a similar strengthening with organizations of persons with disabilities to achieve approval of the Law for Inclusion of persons with disabilities.

It is recommended that USAID support the strengthening of CSOs that focus their work on defending the rights of vulnerable groups in order to design mechanisms that allow these populations to increase their levels of coordination, self-sufficiency, and independence, for example, in the development of initiatives that enable them to generate income.

Advancements and barriers to implementation of the laws for equality and life free of violence for women.

12. It is recommended that USAID support practical training processes for management and technical officers of the institutions responsible for applying laws on prevention of GBV, equality, diversity, and inclusion from a human rights perspective.

It is necessary to promote internal mechanisms that encourage the application of laws on equality and inclusion, and that at the same time activate the sanctioning mechanisms for officials who show resistance to perform in compliance with the regulations.

In order to promote the development of an institutional culture of inclusion in the medium term, it is recommended that the government coordinate with institutions of higher education especially academic institutions, technical institutes, and universities, to promote, design, approve, and include in the curricula subjects on human rights, inclusion, and equality of opportunity in all careers, and mainly in those that are in service-delivery and are in greater demand within public service.

Significant growth and export barriers for female owned and operated business

13. It is recommended that USAID conduct a thorough gender analysis study of the export process to identify problem areas and potential means of improving access for women-led export enterprises.

Public policies and programs promote and foster female entrepreneurship

14. It is recommended to advocate for a change in the practice of MSE development so the State and USAID institutionalize a gender focus in the design of their capacity-building of MSE.

It is recommended to USAID to institutionalize gender analysis and intersectionality in the design of projects aimed at strengthening MSEs, to provide evidence that the programs designed are the most feasible for each group targeted.

It is recommended that USAID review and promote the complementarity of its projects focused on employment, employability, and economic development, as well as incorporate more specifically a focus on the inclusion of young, rural, indigenous, and peasant women in all phases of supported projects, when opportunities arise in priority municipalities.

It is recommended that USAID advocate with collaborating private banks receiving credit funds to increasingly co-invest a percentage of this capital in a fund that operates in a manner similar to *Fondo Mujer* and promote it with women entrepreneurs and business women.

Barriers to growth in USAID targeted value chains that most affect women, youth, and rural populations

15. It is recommended that USAID identify in its programs stages in value chains that can be successfully developed in targeted areas for violence prevention, and that this be a priority for the economic growth and employment training activities. Also, in designing interventions, it is recommended that USAID incorporate intersectionality to promote inclusion of women and vulnerable groups.

It is recommended that USAID activities that grant lines of credit to commercial banks assign a certain portion of the funds to expand or create lines of credit for women-led enterprises and for enterprises led by members of vulnerable groups. These enterprises could be those in programs that already provide training and foster partnerships to develop enterprise ventures that generate income.

Most promising sectors of employment with gender gaps in salaries that are neutral or favor women

16. It is recommended that USAID extend successful occupational training programming (soft skills and hard skills) to incorporate more female participation and young, rural, peasant, and indigenous women and women with disabilities into traditionally male careers where the highest wages are generated in the labor market.

It is recommended that USAID harmonize its employment and employability actions not only in the territories that are identified as the most vulnerable to violence, but also in rural areas or those that are identified as “generators of migrants” municipalities.

Productive sectors supported by USAID that have offered the most employment and the most entrepreneurship opportunities

17. It is recommended to invest in agricultural value chains in stages and in those parts where transformation and value added make innovation as well as the participation of women and youth more possible.

Extent that schools and MINEDUCYT are addressing issues of sexual abuse and adolescent pregnancies at school

18. To promote a culture of inclusiveness, it is recommended that USAID participate in the implementation of ENIPENA, by contributing to scaling up Comprehensive Education for Sexuality programs in its municipalities of intervention through its activities, by coordinating with MINEDUCYT and other stakeholders.

Also recommended is the alignment of education projects supported by USAID with a vision that promotes equality, inclusion, and comprehensive education for sexuality from a human rights perspective and as a commitment aimed at reducing violence.

GOES gender mainstreaming in disaster risk reduction

19. It is recommended that CSOs working in risk management and environmental protection incorporate an analysis of the differentiated impacts on women and men of disasters and climatic phenomena as well as the protection and management thereof as a means of improving the degrees, quality, and levels of response

Vulnerable groups present in community, municipal, and national organizations

20. It is recommended that USAID support the strengthening and empowerment of the organizations of vulnerable groups and to facilitate their entry into municipal-level collaborative spaces.

It is recommended to support organizations' efforts to advocate for the approval of the Identity Law (LGBTI) and the Law of Inclusion (persons with disabilities) to promote the full enjoyment of rights.

It is recommended that USAID support the strengthening of CSOs that focus their work on defending the rights of vulnerable groups, especially those representing themselves, to build their capacity to increase their levels of coordination, self-sufficiency, and independence, for example, in the development of initiatives that enable them to generate income.

Cultural beliefs and stereotypes concerning people with disabilities

21. It is recommended that responsible public institutions make it a priority to comply with the LEOPD and improve infrastructures for people with disabilities, including access to buildings, sidewalks, and transportation. Although aimed at the disabled, such improvements have a multiplier effect which can improve access, safety, mobility, and quality of life for the society as a whole and particularly the elderly and families with young children.

It is recommended that USAID support organizations that advocate the approval and implementation of the National Care Policy and its actions aimed at improving the services offered to people with disabilities, not only in assistance, but also in health, education, and political participation.

It is recommended that USAID activities be designed to incorporate the cost of caregiving required to ensure access for women and persons with disabilities as equity measures for inclusion.

Vulnerable populations are most at-risk in the country, and why

22. USAID should invest in studies to understand more fully the risks involved in participating in USAID activities in violence prevention programs. They should investigate the types of risks to which each type of targeted vulnerable group is exposed, to promote risk management measures in the programs and for the staff that undertake these activities.

Policies, laws, or programs created in favor of vulnerable groups

23. It is recommended that USAID coordinate with the CSOs with which it has established cooperation to develop an agenda aimed at monitoring compliance with legislation for vulnerable groups and to be able to carry out advocacy work at the same time.

Are gender and social inclusion issues relevant to El Salvador's journey to self-reliance?

24. It is recommended that USAID, public institutions, and CSOs incorporate strategies into their plans and budgets for the needs of the population from an approach of diversity and inclusion that makes it possible to specifically address their needs, and thus contribute to a truly inclusive society.

It is recommended that all new USAID activities be designed to incorporate in their implementation a culture of respect for human rights and to build practical skills among staff of IPs to interact effectively with vulnerable individuals in their target groups.

It is recommended that USAID activities should identify within their target groups those that are vulnerable to exclusion and assess their situation to ensure the approaches will be inclusive.

Different needs of female and male migrant returnees, as well as returnees from vulnerable groups

25. It is recommended to support a study of the role of violence as a cause of migration in women and the LGBTI population and develop recommendations for possible actions to prevent violence-prompted migration.

Promote with the responsible institutions, the recognition of internal displacement as a growing social problem to delimit institutional responsibilities and design interventions aimed at its treatment, particularly the immediate protection of victims, providing security measures at their places of origin or in temporary relocation zones, and to support their means of livelihoods.

It is also recommended for USAID activities targeted to potential irregular migrants to study the connection of vulnerable populations, internal displacement, and migration in order to understand the phenomenon, develop contingency strategies, and prevent migration at a cultural, social, and economic level, with the participation of local actors and central government.

In addition to promoting programs that generate employment and development opportunities for returnees, it is recommended that a psychosocial care strategy be designed for returned migrants with CONMIGRANTS' participation, with actions that promote the creation of new migrants' links with their places of origin, their social roots, and their surroundings as well as participation in their communities.

It is recommended that USAID monitor advances of the migrant support offices created by the municipalities of Zacatecoluca and Mejicanos to assess whether it is a possible model to be replicated in other municipalities.

Recommendations to program-inclusive development with gender equality

- USAID should promote a self-reliant approach based on human rights that empowers citizens as “rights holders” with responsibilities and the State as a guarantor.
- Monitoring data for inclusion: Intersectionality should be a criterion introduced in gathering people-related data to monitor results of the inclusive development.
- USAID should strengthen inclusive development practices by building the capacities of organizations that represent the targeted vulnerable groups to learn from them about how to ensure their inclusion, strengthen their capacity to advocate their interests, and manage their organizations in sustainable ways.
- To strengthen organizations of vulnerable groups, the methodology should be built on current USAID/El Salvador best practices, systematizing subgrant experiences with vulnerable group organizations. Of particular benefit are those practiced by the USAID Rights and Dignity Activity with LGBTI, persons with disabilities, and youth organizations to build capacity for advocacy in human rights while strengthening the sustainability of the organizations.
- The design of inclusive development projects should include estimates of costs to address specific limitations for the participation of the target group in their budget and timeline, adjusting them to ensure their inclusion and the strengthening of their organizational capacity. For example, for women and persons with disabilities, include the cost of caregiving equity measures; for persons with disabilities, include the cost of adaptations and accommodations in activities, and ensure the availability of these adaptations when selecting providers of event locations.
- USAID should use subgrants as mechanisms for capacity-building of targeted vulnerable group organizations, using methodologies of learning-by-doing and mentoring by advanced organizations through allowing consortiums for subgrant implementation.
- Ensure that USAID IPs and, in particular, personnel assigned to manage subgrants, have the necessary skills to promote self-reliance.
 - Managing personnel should have proven experience in gender equality and human rights and, if working with vulnerable groups, sensitivity towards them and appropriate knowledge.
 - Before activities begin, personnel should undergo training in gender, inclusion, and human rights issues and, throughout implementation of the subgrant, should coordinate with the gender and inclusion specialists to ensure an adequate focus.
 - The inputs, timing, and expected results of subgrants aimed at the different vulnerable groups must consider the grantee time and financial resources.

Lessons learned from implementing USAID activities that target gender equality and social inclusion lead to the following recommendations:

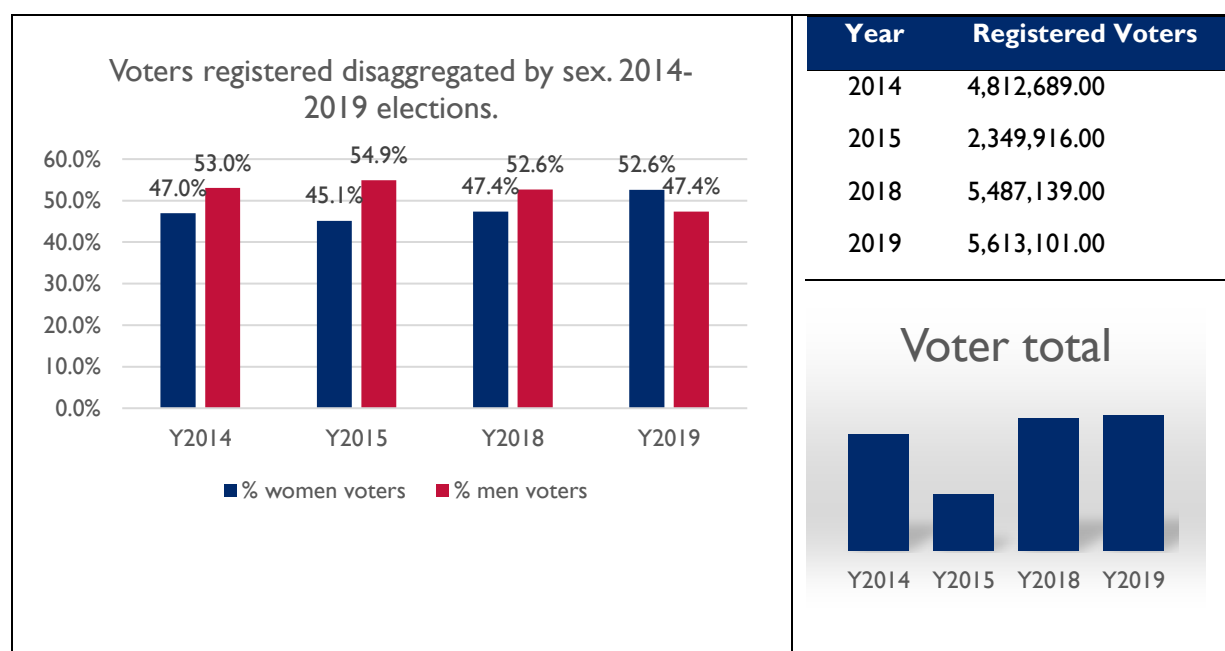
Administrative practices

- Ensure that all Mission contracts and agreements with IPs include clauses that require application of an approach that promotes gender equality and inclusive development and the plan to achieve appropriate results for the activity should be one of the products demanded and monitored.
- Define a process of preparation of implementing teams of USAID activities for an inclusive development that includes proper administrative procedures; standard basic training in gender equality, inclusion, and associated human rights; and good practices that will be in demand during the implementation.
- Require that Activities incorporate into performance measurement instruments ways to measure results for inclusion and for building capacities for self-reliance in the target groups of USAID activities.
- Demand that all members of implementing teams are responsible for inclusion and gender equality outcomes within their scope of responsibilities.
- Include the use of information on the experiences of USAID activities in conducting inclusive development and promoting gender equality in knowledge management plans, and share and feed back to the implementation process.
- Ensure USAID institutionalize in their program the participation of staff from USAID activities in communities of practice for their area of expertise, with colleagues from other activities, and apply the knowledge acquired and feedback to the rest of the implementation teams.
- Promote USAID coordination at the municipal level among technical staff of USAID activities, and the COPs that lead those activities, to ensure a synergistic operation in each municipality.
- Incorporate into the CDCS program formal processes to lead communities of practice where they can be useful to achieve the results of the program.
- Consider monitoring program results on gender equality and inclusion for the target groups involved in each sector, using variables that allow to identify the intersectionality that exists in the target groups.

ANNEXES

ANNEX I: TABLES AND FIGURES REFERRED TO IN THE MAIN TEXT OF THE REPORT

Figure I: Voter Registration Totals and Sex Disaggregation by Year 2014-2019



Source: Data from the Supreme Electoral Tribunal TSE for 2014-2018, and FUNDAUNGO, 2018. Segundo reporte de monitoreo electoral 2018 (enero-febrero 2018)

Table I: Macroeconomic Indicators in 2014 and 2018

Item	2014	2018
Remittances	6.7%	8.80%
Imports	-2.4%	11.00%
Oil derivatives for the petroleum industry	-16.0%	23.10%

Source: Central Reserve Bank annual reports, 2014, 2018.

Item	2014			2018		
	Total	Men	Women	Total	Men	Women
Unemployment rate	7.00%	8.60%	4.70%	%	7.30%	4.90%
Occupation rate	93.0%	91.40%	95.30%	93.7	92.7%	95.10
Economically Active Population (EAP)	100%	58.50%	41.50%	100%	59.20%	40.80%
Homes in extreme poverty (%)	7.60%			5.73%		
Homes in relative poverty (%)	24.29%			20.56%		
Gini Coefficient	0.380			0.347		

Source: MPHS, 2014, 2018.

Table 2: Income Distribution by Quintiles Between 2014-2018

Quintile	Y2014	Y2015	Y2016	Y2017	Y2018	% Change in 5 Years
1 ST	5.31	5.61	5.53	5.55	5.6	0.29
2 ND	10.03	10.15	10.3	10.56	10.42	0.39
3 RD	14.95	15.12	15.39	15.67	15.70	0.75
4 TH	22.33	22.33	22.5	22.9	23.01	0.68
5 TH	47.39	46.74	46.28	45.31	45.27	-2.12

Source: MPHS, 2018.

Table 3: Percentage of Occupied Population by Branch of Economic Activity

Item	2014			2018		
	Men %	Women %	Total %	Men %	Women %	Total %
Public Administration and defense	5.9	3.2	4.8	5.0	2.7	4.0
Agriculture, livestock, hunting, and gathering	28.1	4	17.9	24.7	3.3	15.8
Commerce, hotels, and restaurants	21.2	43.1	30.5	22.1	44.7	31.5
Construction	9.1	0.2	5.4	10.4	0.5	6.3
Teaching	2.0	4.6	3.1	1.9	4.9	3.1
Homes with domestic services	0.5	10.3	4.7	1.0	10.6	5.0
Manufacturing Industry	13.1	17.6	15	13.9	16.8	15.1
Financial Intermediation and Real Estate activities	6.4	3.8	5.3	7.3	4.9	6.3
Communal, social, and health services	4.8	11.5	7.7	4.2	9.5	6.4
Transport, storage, and communications	6.4	1.3	4.3	6.9	1.4	4.6
Total share	91.6	96.4	93.9	92.4	96.6	94.1

Source: MPHS 2014 and 2018.

Table 4: Average Monthly Salaries in U.S. Dollars by Branch of Economic Activity

Item	2014			2018		
	Men \$	Women \$	Total \$	Men \$	Women \$	Total \$
National Average	\$320.70	\$271.00	\$298.30	\$ 352.64	\$293.05	\$326.87
Public Administration and defense	\$502.80	\$587.80	\$527.10	\$514.00	\$534.81	\$519.67
Agriculture, livestock, hunting, and gathering	\$143.10	\$132.30	\$142.10	\$168.47	\$169.21	\$168.54
Commerce, hotels, and restaurants	\$348.60	\$247.20	\$288.50	\$367.08	\$265.8	\$308.7
Construction	\$290.10	\$606.70	\$296.00	\$323.84	\$377.49	\$325.52
Teaching	\$527.10	\$532.90	\$530.80	\$604.92	\$550.57	\$569.92
Homes with domestic services	\$178.80	\$135.70	\$138.60	\$244.19	\$147.96	\$159.41
Manufacturing Industry	\$302.10	\$225.10	\$264.80	\$352.14	\$267.91	\$314.10
Financial Intermediation and Real Estate activities	\$398.10	\$402.90	\$399.60	\$446.30	\$402.99	\$432.49

Item	2014			2018		
	Men \$	Women \$	Total \$	Men \$	Women \$	Total \$
Communal, social, and health services	\$365.30	\$290.10	\$317.30	\$437.75	\$360.14	\$390.12
Transport, storage, and communications	\$341.00	\$378.60	\$345.80	\$347.00	\$371.07	\$350.04
Fisheries	\$261.10	\$168.10	\$258.40	\$276.32	\$222.80	\$272.56

Source: MPHS 2014 and 2018.

Table 5: Masculinity Ratio in Monthly Salary Levels by Occupation Category, by Year from 2014-2017

Masculinity Ratio (Men/Women) in Monthly Salaries by Occupation	Y2014	Y2015	Y2016	Y2017	Y2018	Change 2014-2018
National Average \$	1.18	1.18	1.21	1.19	1.20	0.02
Public Administration and defense	0.86	0.83	0.83	0.9	0.96	0.11
Agriculture, livestock, hunting, and gathering	1.08	0.99	1.03	1.03	1.00	-0.09
Commerce, hotels, and restaurants	1.41	1.33	1.43	1.36	1.38	-0.03
Construction	0.48	0.28	0.77	0.87	0.86	0.38
Teaching	0.99	1.1	1.05	1.08	1.10	0.11
Homes with domestic services	1.32	1.46	1.45	1.59	1.65	0.33
Manufacturing Industry	1.34	1.42	1.36	1.39	1.31	-0.03
Financial Intermediation and Real Estate activities	0.99	1.1	1.03	0.93	1.11	0.12
Communal, social, and health services	1.26	1.18	1.39	1.24	1.22	-0.04
Transport, storage, and communications	0.9	0.87	1.09	0.96	0.94	0.03
Fisheries	1.55	1.77	2	1.22	1.24	-0.31

Source: Own elaboration using MPHS data for each year.

Table 6: Percentages of Changes in Monthly Salary Levels by Occupation, Disaggregated by Sex for the 2014-2018 Period

Item	Men	Women	Total
National average \$	10.0%	8.1%	9.6%
Public Administration and defense	2.2%	-9.0%	-1.4%
Agriculture, livestock, hunting, and gathering	17.7%	27.9%	18.6%
Commerce, hotels, and restaurants	5.3%	7.5%	7.0%
Construction	11.6%	-37.8%	10.0%
Teaching	14.8%	3.3%	7.4%
Homes with domestic services	36.6%	9.0%	15.0%
Manufacturing Industry	16.6%	19.0%	18.6%
Financial Intermediation and Real Estate activities	12.1%	0.0%	8.2%
Communal, social, and health services	19.8%	24.1%	22.9%
Transport, storage, and communications	1.8%	-2.0%	1.2%
Fisheries	5.8%	32.5%	5.5%

Source: Own elaboration using data from MPHS 2014 and 2018.

Table 7: Percentages of Occupied Population According to Occupational Category, Disaggregated by Sex for the 2014-2018 Period

Item	2014			2018		
	Total %	Men %	Women %	Total %	Men %	Women %
Waged/temporary	15.8	21.8	7.7	13.4	19.2	5.1
Waged/permanent	39.8	42.4	36.3	43.2	45.9	39.2
Self-employed/has a business location	3.5	2.1	5.4	2.9	1.7	4.5
Self-employed/no business location	24.5	21.1	29.2	25.5	21.3	31.5
Employer	4.2	4.9	3.2	4.5	5.7	2.9
Non-paid family member	7.4	6.9	7.9	5.9	5	7.2
Domestic Service	4.7	0.5	10.3	4.4	0.8	9.6
National total	99.9	99.7	100	99.8	99.6	100

Source: MPHS 2014 and 2018.

Table 8: Percentages of Changes in Composition of Occupied Population by Category of Occupation, Disaggregated by Sex for the 2014-2018 Period

Item	2014-2018	2014-2018	2014-2018
	Total %	Men %	Women %
Waged/temporary	-15.2%	-11.9%	-33.8%
Waged/permanent	8.5%	8.3%	8.0%
Self-employed/has a business location	-17.1%	-19.0%	-16.7%
Self-employed/no business location	4.1%	0.9%	7.9%
Employer	7.1%	16.3%	-9.4%
Non-paid family member	-20.3%	-27.5%	-8.9%
Domestic Service	-6.4%	60.0%	-6.8%
National total	-0.1%	-0.1%	0.0%

Source: MPHS 2014 and 2018.

Table 9: Changes in Percentages of Distribution of Economically Inactive Population, by Reason Why It Did Not Seek Employment, Disaggregated by Sex. 2014-2018

Reason Why It Did Not Seek Employment	2014			2018		
	Total %	Men %	Women %	Total %	Men %	Women %
Housework	52.7	1.4	68.6	53.30	2.40	69.60
Study	21.5	43.2	14.7	20.10	39.60	13.80
Unable to work	12.6	23.1	9.3	13.00	25.20	9.10
Retired or pensioned	4.9	11.3	3	5.60	12.40	3.40
Illness or accident	3.5	9.1	1.7	3.80	9.80	1.80
Family or personal obligations	2.5	5	1.8	1.90	3.70	1.40

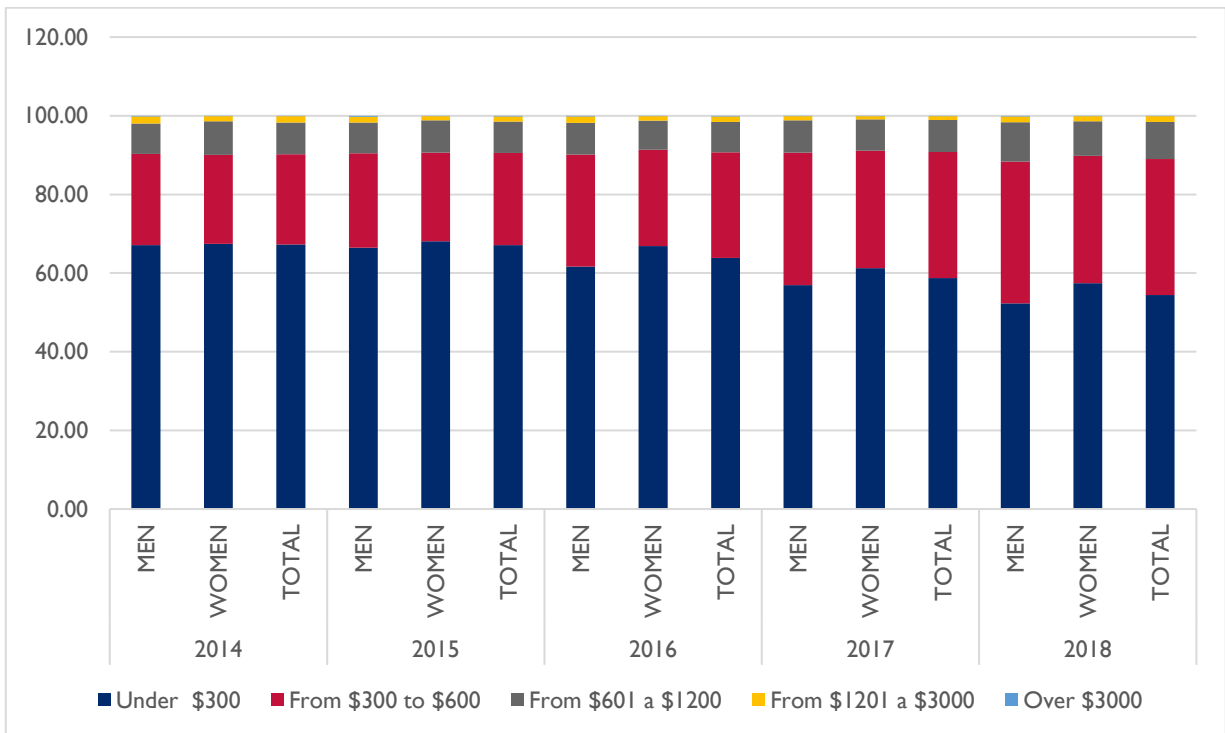
Source: MPHS 2014 and 2018.

Table 10: Percentages of the Distribution of Population by Level of Monthly Salary Earned 2014-2018, Disaggregated by Sex

Year	>\$300/month			\$301-\$600/month				Gender Gap	Gender Gap
	Men	Women	Sub Total	Men	Women	Sub Total	Total	<\$300	\$301-\$600
2014	67.08	67.45	67.24	23.24	22.61	22.97	90.21	-0.37	0.62
2015	66.49	68.05	67.14	23.93	22.58	23.37	90.51	-1.56	1.36
2016	61.66	66.87	63.85	28.51	24.52	26.83	90.68	-5.21	3.99
2017	56.95	61.24	58.73	29.86	32.09	36.05	94.78	-4.29	-2.23
2018	52.30	57.43	54.42	36.05	32.38	34.53	88.95	-5.13	3.67

Source: MPHS 2014, 2015, 2016, 2017, and 2018.

Figure 2: Trends in Percentage of Workers Per Monthly Salary Range, Period 2014-2018

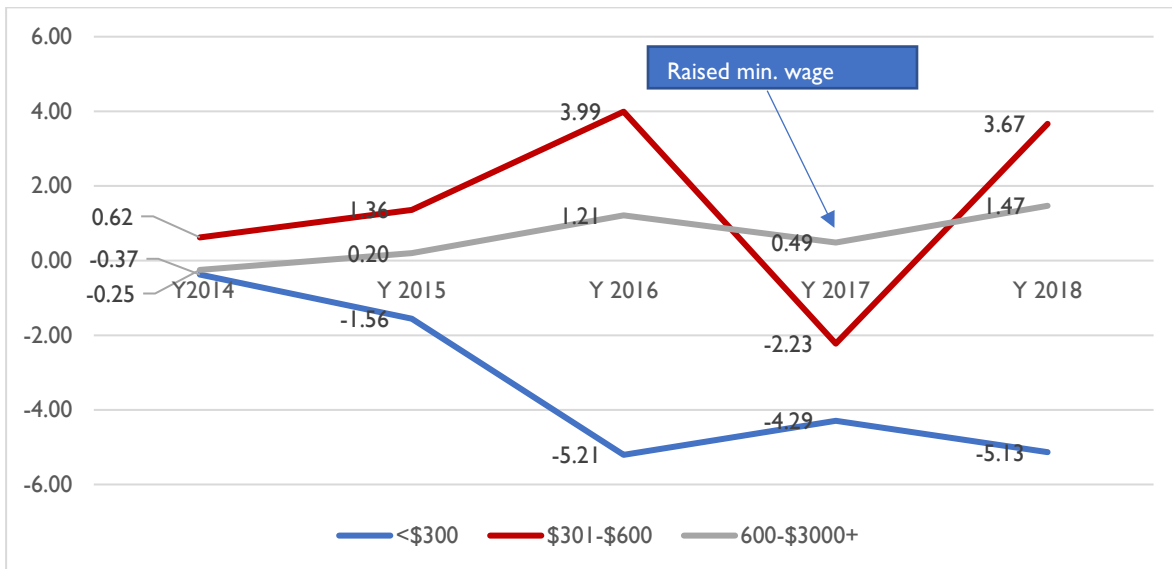


Source: Own calculation using data from the MPHS for each year.

Table for Figure 3: Gender Gaps Per Level of Monthly Earnings 2014-2018

Year	Gender Gap	In Income	Level	Percentage Increase
	<\$300	\$301-\$600	600-\$3000+	Min. Wage
Y2014	-0.37	0.62	-0.25	
Y2015	-1.56	1.36	0.20	
Y2016	-5.21	3.99	1.21	2.86%
Y2017	-4.29	-2.23	0.49	15.90%
Y2018	-5.13	3.67	1.47	1.40%

Figure 3: Trend in Gender Gap in Monthly Earnings, Period 2014-2018



Source: Own elaboration using data from the MPHS for each year.

Table II: Gender Gap in Economic Branch of Occupation in Percentages 2014-2018

Economic Branch of Occupation	Y2014	Y2015	Y2016	Y2017	Y2018
Public Administration and defense	2.7%	2%	2.5%	2.3%	2.3%
Agriculture, livestock, hunting, and gathering	24.1%	23.4%	24.1%	23.9%	21.4%
Commerce, hotel, and restaurants	-21.9%	-22.6%	-24.3%	-24%	-22.6%
Construction	8.9%	8.7%	8.8%	9.3%	9.9%
Teaching	-2.6%	-2.3%	-2.1%	-2.7%	-3%
Homes with domestic services	-9.8%	-10%	-10.8%	-10.1%	-9.6%
Manufacturing industry	-4.5%	-4.7%	-2.7%	-3.2%	-2.9%
Financial intermediation and real estate	2.6%	3%	2.7%	2.2%	2.4%
Communal, social, and health services	-6.7%	-4.9%	-5.5%	-5.2%	-5.3%
Transport, storage, and communications	5.1%	5.8%	5.3%	5.6%	5.5%

Source: MPHS 2014, 2015, 2016, 2017, and 2018.

Table 12: Salary Gender Gap According to Occupational Branch Per Year from 2014-2018

Occupation Branch	Y2014	Y2015	Y2016	Y2017	Y2018
Total \$	15%	16%	17%	16%	17%
Public Administration and defense	-17%	-20%	-20%	-11%	-4%
Agriculture, livestock, hunting, and gathering	8%	-1%	3%	3%	0%
Commerce, hotels, and restaurants	29%	25%	30%	27%	28%
Construction	-109%	-256%	-30%	-16%	-17%
Teaching	-1%	9%	4%	7%	9%
Homes with domestic services	24%	32%	31%	37%	39%
Manufacturing industry	25%	29%	27%	28%	24%
Financial intermediation and real estate	-1%	9%	3%	-7%	10%
Communal, social, and health services	21%	15%	28%	19%	18%
Transport, storage, and communications	36%	44%	50%	18%	-7%

Source: MPHS 2014, 2015, 2016, and 2018.

Table 13: Proportion of Enterprise Owners by Sex, 2016

Category	Men %	Women %	Total %
Enterprise	10.50%	23.40%	34%
Micro enterprise	26.10%	34.40%	61%
Small enterprise	3.80%	1.40%	5%
Total	40.40%	59.20%	100%

Source: National Survey of Micro and Small Enterprise 2017

Table 14: Gender Gap by Category and Educational Level, 2016

Educational Level	Enterprise %	Micro Enterprise %	Small Enterprise %
Ownership	-12.8	-8.3	2.4
Technical	0.12	-0.05	0.01
University degree	-0.47	3.19	23.69
Post graduate	-0.08	0.2	3.99
None	-9.23	-2.85	0.8
Doesn't know	-0.74	0.97	5.85

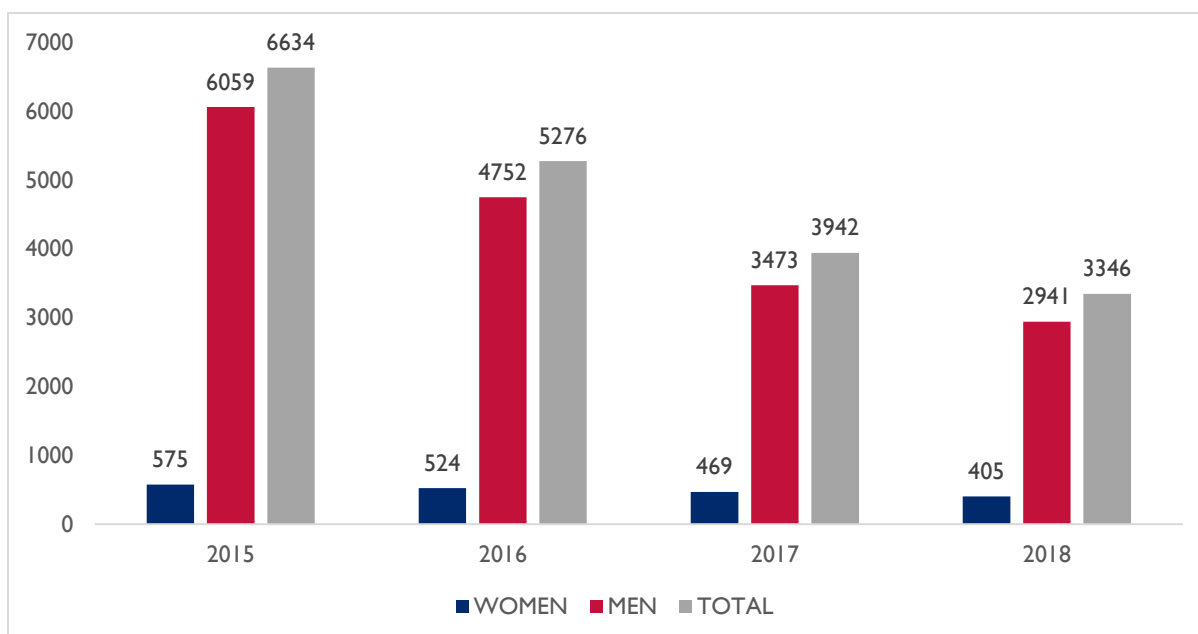
Source: National Survey of Micro and Small Enterprise 2017.

Table 15: Frequencies and Percentages of Number of Violent Deaths in El Salvador Per Year from 2015-2018, Disaggregated by Sex

Violent Deaths	2015	%	2016	%	2017	%	2018	%
Women	575	8.7%	524	9.9%	469	11.9%	405	12.1%
Men	6,059	91.3%	4,752	90.1%	3,473	88.1%	2,941	87.9%
Total	6,634	100.0%	5,276	100.0%	3,942	100.0%	3,346	100.0%
Change over 4 years	100.0%		79.5%		59.4%		-49.6%	

Source: Homologated data from the Supreme Court of Justice (SCJ), available in Monitoring, Evaluation, and Learning (MEL).

Figure 4: Number of Violent Deaths Per Year, Disaggregated by Sex



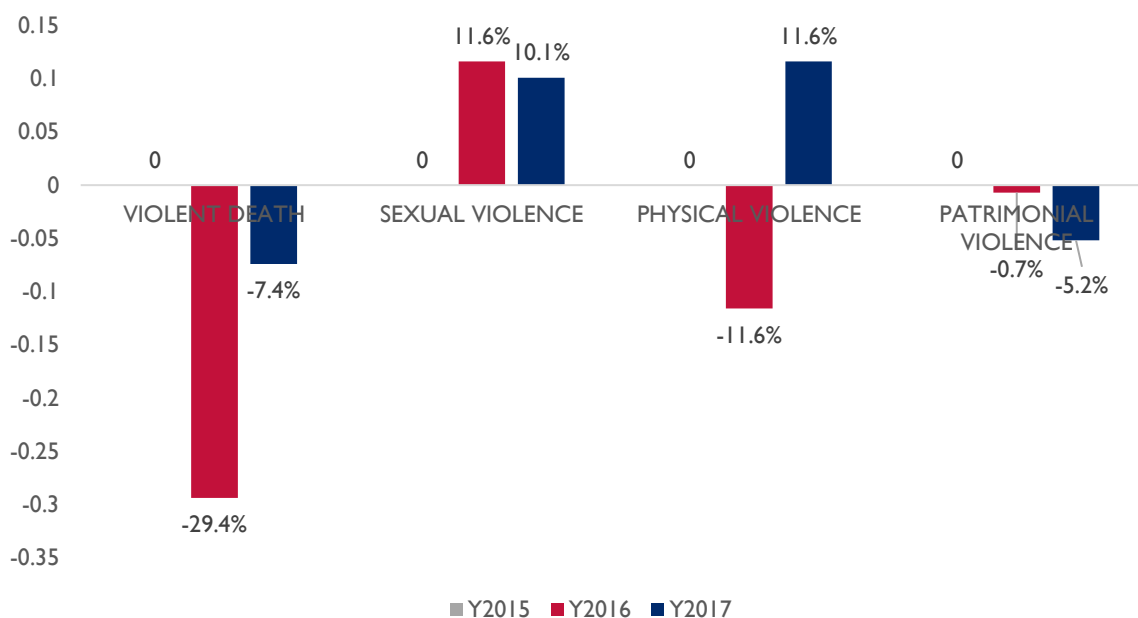
Source: Homologated data from the Supreme Court of Justice (SCJ), available in MEL.

Table 16: Number of Cases Reported Annually by Type of Violence Against Women in El Salvador and Percentage Annual Change

Item	Number of Cases Reported			Changes Per Year and Period		
	Y2015	Y2016	Y2017	Y2016	Y2017	2015-2017
Violent death	742	524	469	-29.4%	-7.4%	-36.8%
Sexual violence	5,019	5,602	6,108	11.6%	10.1%	21.7%
Physical violence	7,185	6,354	7,189	-11.6%	11.6%	0.1%
Patrimonial violence	7,148	7,098	6,727	-0.7%	-5.2%	-5.9%

Sources: Ministerio de Justicia y Seguridad Pública, 2015. Informe sobre hechos de violencia contra las mujeres. El Salvador. MJSP, DIGESTYC. El Salvador. For 2016, 2017, Mapas de hechos de violencia contra las mujeres. El Salvador 2017. DIA, DIGESTYC, Ministerio de Justicia y Seguridad Pública. El Salvador.

Figure 5: Percentage of Annual Changes in Reported Cases of Violence Against Women in El Salvador During 2015-2017 Period



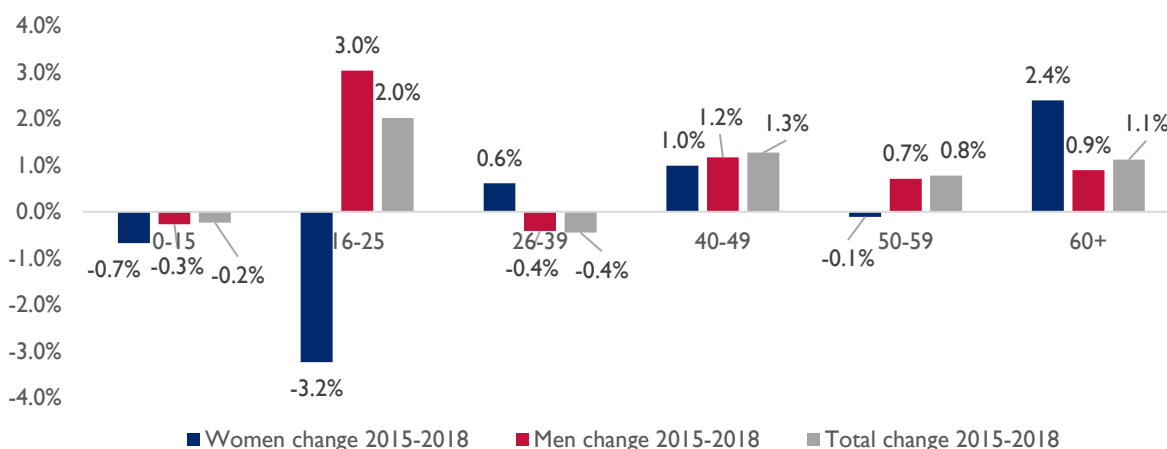
Source: For 2015, Ministerio de Justicia y Seguridad Pública, 2015. Informe sobre hechos de violencia contra las mujeres. El Salvador. MJSP, DIGESTYC. El Salvador. For 2016, 2017, Mapas de hechos de violencia contra las mujeres. El Salvador 2017. DIA, DIGESTYC, Ministerio de Justicia y Seguridad Pública. El Salvador.

Table 17: Violent Deaths in El Salvador, Change Between Years 2015-2018 as Percentage Disaggregated by Sex and Age Group

Change as % of Annual Total Per Age Group	0-15	16-25	26-39	40-49	50-59	60+
Women change 2015-2018	-0.7%	-3.2%	0.6%	1.0%	-0.1%	2.4%
Men change 2015-2018	-0.3%	3.0%	-0.4%	1.2%	0.7%	0.9%
Total change 2015-2018	-0.2%	2.0%	-0.4%	1.3%	0.8%	1.1%

Source: Own calculation from homologated data from the Supreme Court of Justice. Available in MEL databases.

Figure 6: Change in Percentage of Total Violent Deaths in El Salvador Between 2015-2018 Period



Source: From homologated data from the Supreme Court of Justice. Available in MEL databases.

Table 18: Number of Violent Deaths in El Salvador Per Year Between 2015-2018, Disaggregated by Sex and Age Group

Year/Sex	Age Group						N.D.	Total
	0-15	16-25	26-39	40-49	50-59	60+		
2018-women	17	113	118	66	39	28	24	405
Men	65	1,223	962	381	163	120	27	2,941
Total	82	1,336	1,080	447	202	148	51	3,346
2017-women	24	137	148	85	43	25	7	469
Men	89	1,382	1,078	480	223	175	46	3,473
Total	113	1,519	1,226	565	266	200	53	3,942
2016-women	30	159	154	99	40	30	12	524
Men	172	2,036	1,392	567	244	160	181	4,752
Total	202	2,195	1,546	666	284	190	193	5,276
2015-women	28	179	164	88	56	26	34	575
Men	150	2,336	2,007	714	293	193	366	6,059
Total	178	2,515	2,171	802	349	219	400	6,634

Source: Homologated data from the Supreme Court of Justice. Available in MEL databases.

Table 19: El Salvador, Estimated Annual Numbers of New Internally Displaced Persons in El Salvador and Returned Migrants Per Year Between 2015-2018 Period

Year	2015	2016	2017	2018	Total
Estimated new displacement (IDMC)	200,000	290,000	290,000	240,000	1,020,000
Returned Migrants (IOM)	51,921	52,689	26,169	25,493	156,272

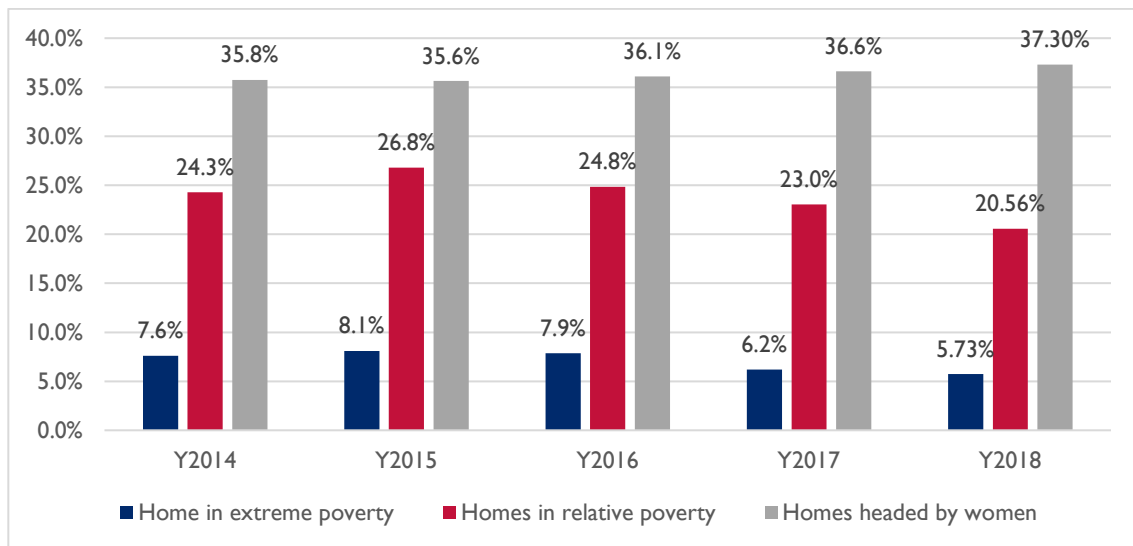
Source: GRID 2015, 2016, 2017 and 2018; own calculation from IOM data.

Table 20: El Salvador, Extreme and Relative Poverty Rates Between 2014-2017, and Percentage of Households Headed by Women

Item	Y2014	Y2015	Y2016	Y2017	Y2018
Home in extreme poverty rate	7.6%	8.1%	7.9%	6.2%	5.73%
Homes in relative poverty rate	24.3%	26.8%	24.8%	23.0%	20.56%
Homes in poverty	31.9%	31.9%	31.9%	31.9%	26.29%
Percentage homes headed by women	35.8%	35.6%	36.1%	36.6%	37.30%
Gini Coefficient	0.38	0.371	0.3614	0.3421	0.347

Source: MPHS 2014, 2015, 2016, and 2017.

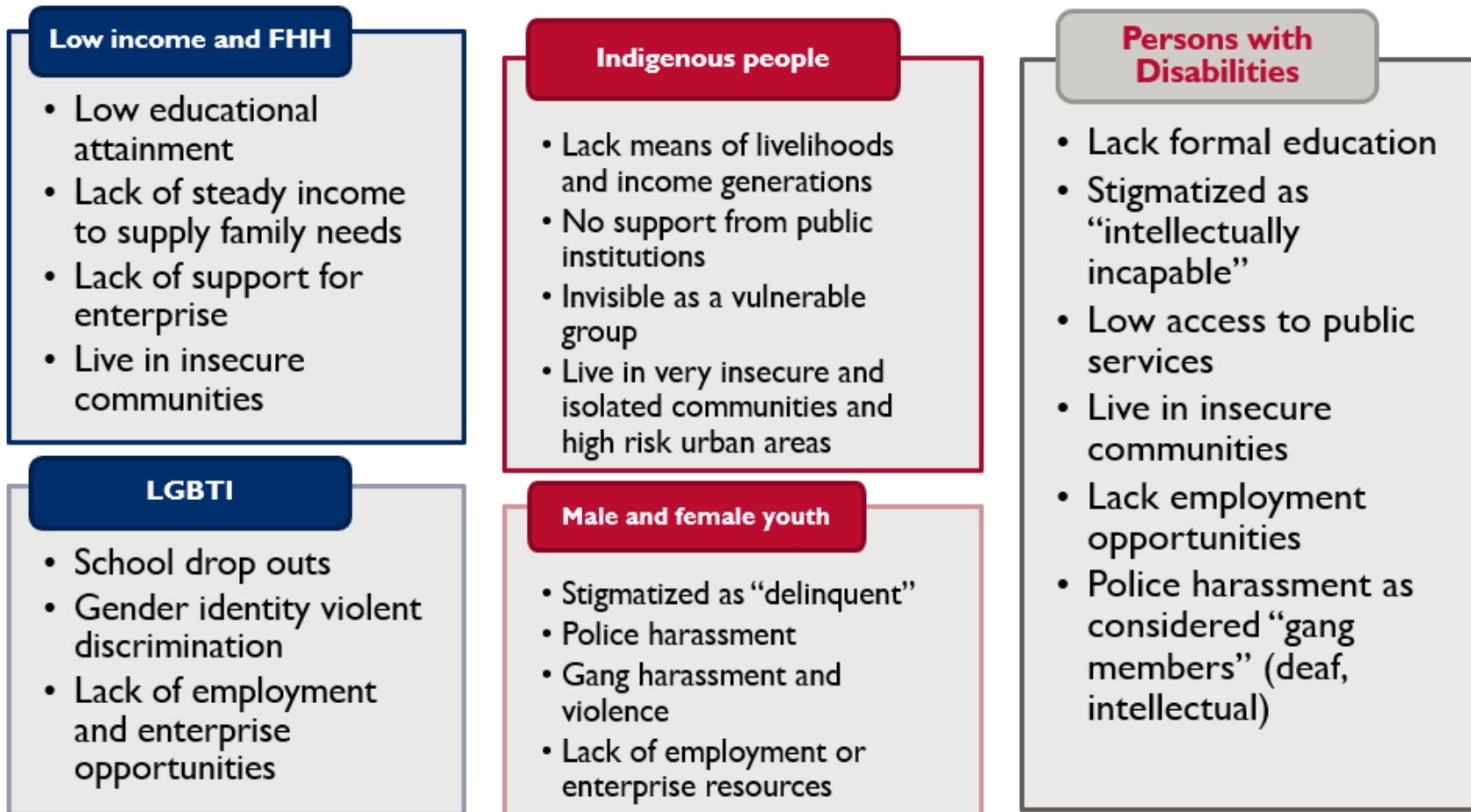
Figure 7: El Salvador, Rates of Poverty and Female Headed Households, 2014-2018



Source: MPHS 2014, 2015, 2016, and 2017.

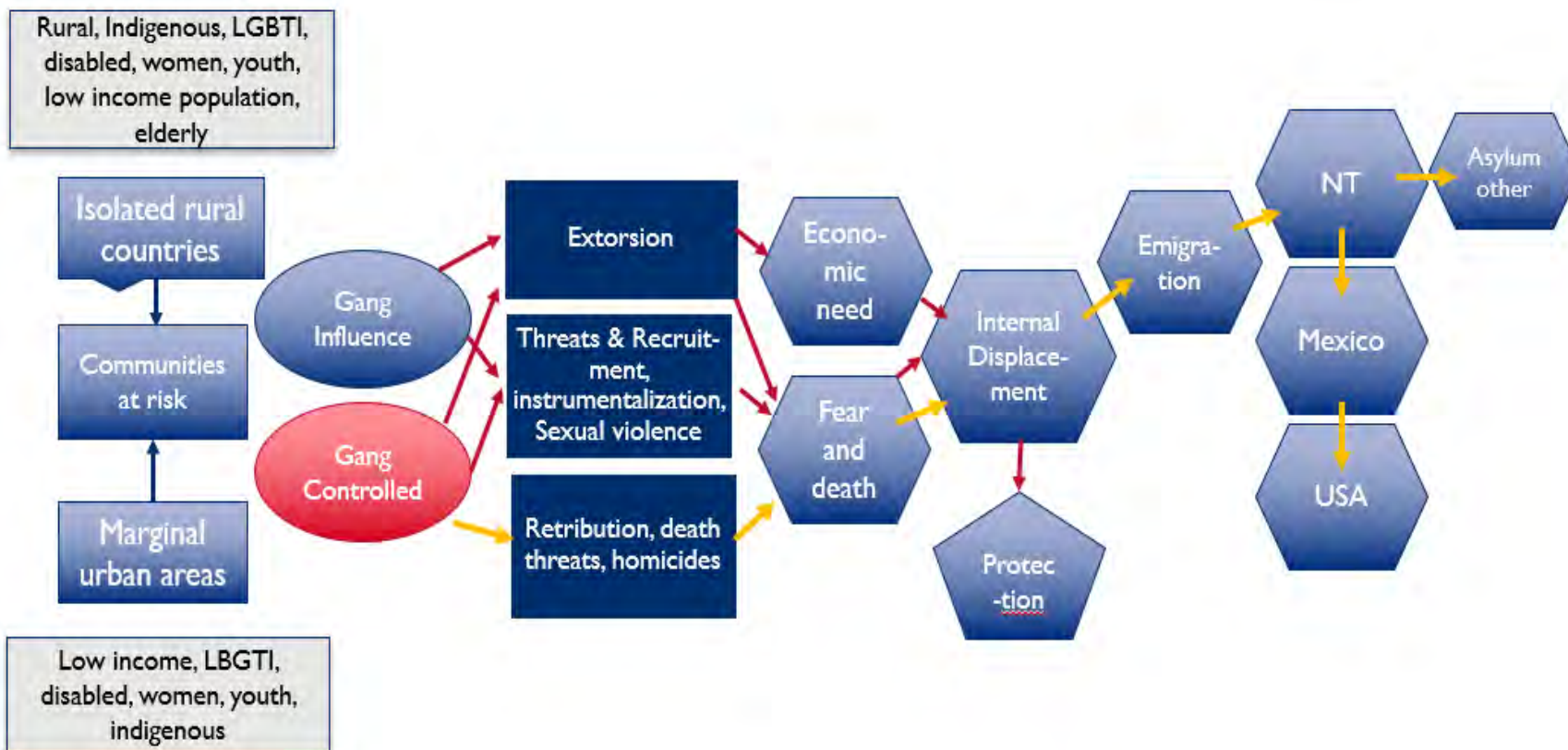
CONCLUSION FIGURES

Figure 8: Characteristics of the Segments of Vulnerable Groups That Are at Risk of Migrating



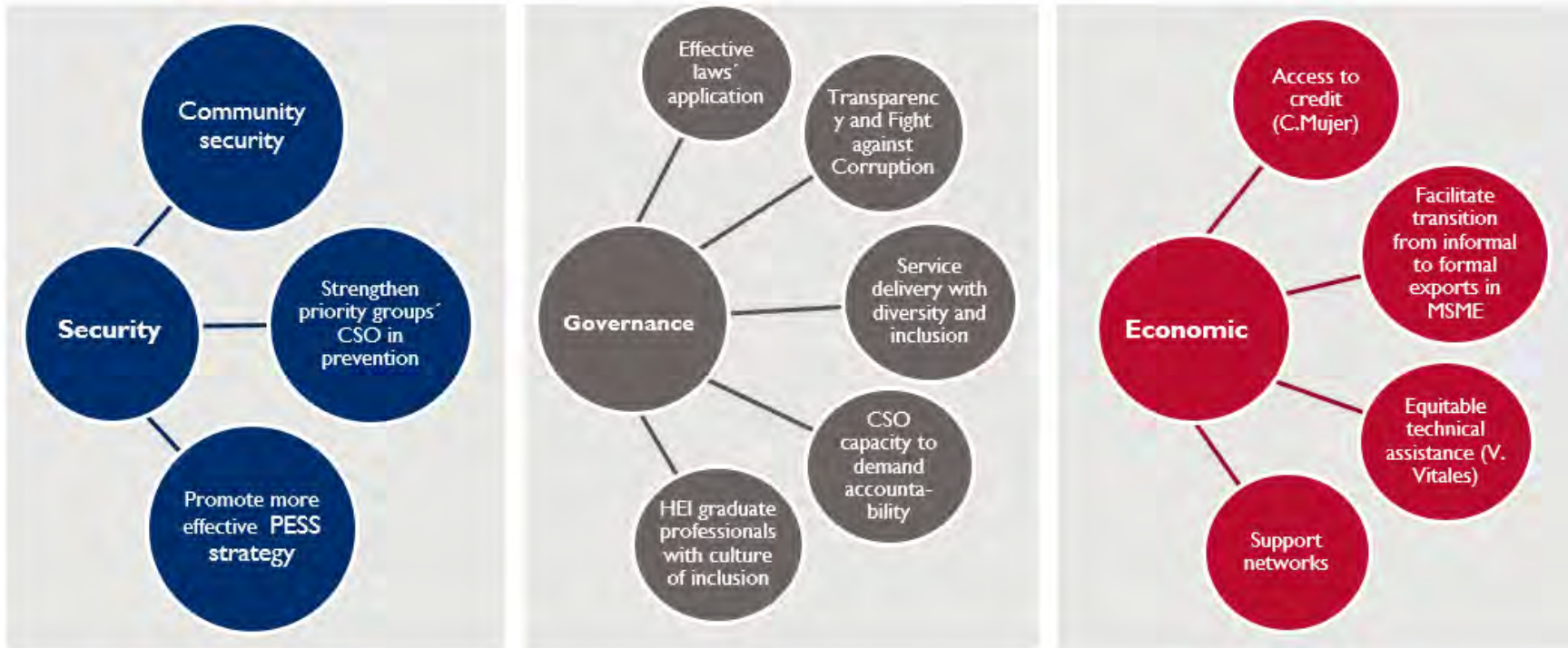
Source: Own design.

Figure 9: Hypothesis of the Findings of the Gender and Inclusion Analysis



Source: Own design.

Figure 10: Objectives to Meet in Prevention of Internal Displacement and Irregular Migration



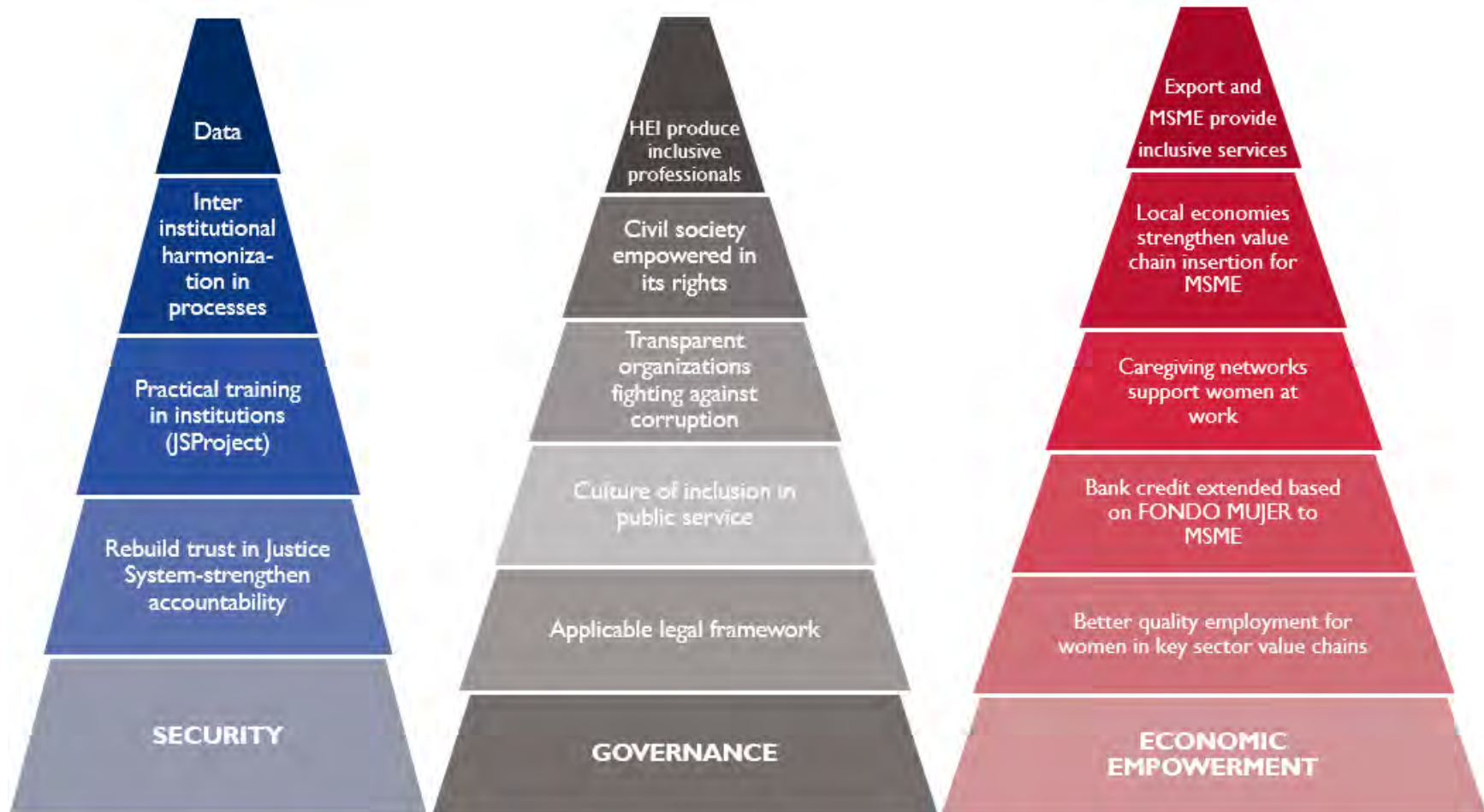
Source: Own design.

Figure 11: Capacity-Building Required to Achieve Prevention of Internal Displacement and Irregular Migration



Source: Own design.

Figure 12: Opportunities for Future USAID Interventions in the Three Sectors of Work



Source: Own design.

ANNEX II: SCOPE OF WORK

USAID/EI Salvador Gender and Inclusive Development Analysis Country Development Cooperation Strategy FY 2020-2024

Introduction

USAID/EI Salvador is preparing to develop a new Country Development Cooperation Strategy (CDCS) for FY 2020-2024. To inform the new CDCS, USAID/EI Salvador will contract the services to provide the Mission with a Gender and Inclusive Development Analysis, which will provide a framework and baseline for effective integration of gender and accessibility concerns in its programs. This responds to USAID gender requirements and complies with [ADS 201.3.2.9](#) and [ADS 205](#) that require that Strategic Plans must reflect attention to gender and social inclusion concerns.

Background

A Gender Analysis is an analytic, social science tool that is used to identify, understand, and explain gaps between males and females that exist in households, communities, and countries, and the relevance of gender norms and power relations in a specific context. Such analysis should involve examining differences in the status of women and men and their differential access to assets, resources, opportunities and services; the influence of gender roles and norms on the division of time between paid employment, unpaid work (including subsistence production and care for family members), and volunteer activities; the influence of gender roles and norms on leadership roles and decision-making; constraints, opportunities, and entry points for narrowing gender gaps and empowering females; and potential differential impacts of development policies and programs on males and females, including unintended or negative consequences.

An Inclusive Development Analysis²⁹ is an analytic tool that helps to map the context in which marginalized people³⁰ exist: 1) identifying, understanding, and explaining gaps that exist between persons of marginalized groups and the general population and to consider differential impacts of policies and programs; 2) identifying structural barriers and processes that exclude certain people from participating fully in society and development programs; 3) examining differences in access to assets, resources, opportunities, and services; and 4) leading to specific recommendations on how to include marginalized groups in development programs and designing these programs to reduce deprivations and to empower marginalized groups.

USAID promotes a nondiscriminatory, inclusive, and integrated development approach that ensures that all people, including those who face discrimination and thus may have limited access to a country's benefits, legal protections, or social participation are fully included and can actively

²⁹ Suggested Approaches for Integrating Inclusive Development Across the Program Cycle and in Mission Operations, Additional Help for ADS 201, Authored by DCHA/DRG/HR, July 2018

³⁰ Marginalized people may include but are not limited to: women and girls; persons with disabilities; displaced persons; lesbian, gay, bisexual, transgender, and intersex (LGBTI) individuals; migrants; indigenous peoples; youth and the elderly; and religious minorities.

participate in and benefit from development processes and activities. Consistent with this focus, USAID has issued policy documents detailing our commitment to inclusive development including, but not limited to, the Disability Policy Paper, the Gender Equality and Female Empowerment Policy, the Youth in Development Policy, the Democracy, Human Rights and Governance Strategy, LGBTI (Lesbian, Gay, Bisexual, Transgender and Intersex) Vision for Action, United States Strategy to Prevent and Respond to GBV Globally, and the Nondiscrimination for Beneficiaries Policy.

Per ADS 205.3.3, the gender analysis must provide descriptive statistics on men and women and will also provide country and sector-level quantitative and qualitative information on the key gender and social inclusion gaps in each of the five domains described in section 205.3.2 at the country level and in specific sectors where Mission resources are likely to be concentrated. In addition to these five domains of analysis, there is an additional domain called “Personal safety and security” which considers the ability of individuals from all identity groups to live a life free of discrimination, and free from harm, danger, and violence based on characteristics of personal identity. This issue is of particular importance in El Salvador, and therefore, the AT should use this sixth domain to identify questions that will provide information on the areas in which marginalized groups are disadvantaged or disempowered by violence and insecurity and may also open opportunities for partnering with marginalized groups or discover entry points for empowerment.

In alignment with ADS 205, the Gender and Inclusive Development Analysis will provide a country-wide analysis of gender roles and constraints faced by males/females and other vulnerable groups in the following sectors/areas:

1. Security (conflict mitigation, crime prevention)
2. Governance (access to justice, decentralization, political participation, anti-corruption)
3. Economic Growth (non-agriculture economic growth, business development and agriculture, entrepreneurs)
4. Education (youth workforce development; youth development; primary education; early grade reading; bilingual education; teacher training; after-school programming; higher education; youth and basic education policy, etc.)
5. Environment (resilience to climate change, energy, conservation of biodiversity, etc.)
6. Migration (profiles of potential migrants and returnees, differing root causes for migration, reintegration of returnees, internally displaced persons)

Purpose

The purpose of the Gender and Inclusive Development Analysis is to identify the key gender and social inclusion inequalities, issues and constraints that need to be addressed to inform programs and projects and strategic planning and program implementation. Findings from the analysis and evidence cited will provide initial and relevant recommendations on how USAID/EI Salvador can achieve greater gender and social inclusion in its programs. This Analysis should identify the gaps between males and females and other vulnerable groups as they relate to the technical areas identified above. These areas were highlighted during initial consultation discussions with USAID/EI Salvador.

Key Questions

The following list includes the initial questions developed by USAID/EI Salvador for the purpose of the Gender and Inclusive Development Analysis. USAID/EI Salvador expects the AT to identify and finalize the list (wording of the questions) prior to the analysis work taking into account the “six domains” framework.

1. Security

1. To what extent do members of marginalized groups experience identity-based violence or threats to personal security?
2. How do government, municipal governments, CSOs, communities, and others seek to prevent and respond to GBV and/or identity-based violence?
3. Do the institutions responsible for prevention and attention of GBV have harmonized their procedures to comply with the Law?
4. What changes have been noted in male and female gang involvement in the last five years?³¹
5. What gender and social inclusion-related barriers exist—formal or informal— to access and use the justice system?
6. What are the root causes driving a change in femicides and LGTBI hate-related homicides?
7. What are the principal barriers for reporting incidents of GBV for men and women?
8. Are the responsible institutions collecting sex and inclusion-variable related statistics on cases of GBV?

2. Governance

9. To what extent are women and other traditionally marginalized individuals able to access and fully participate in community systems (associations, municipal government, etc.) to make their voices heard and demand accountability of public officials?
10. Have there been significant changes in political participation of women in the last five years, at the central, municipal, and community levels? In the participation of vulnerable groups?
11. Have new social movements or advocacy groups emerged in the last five years that represent the interests of vulnerable groups and women/how do they mobilize support?
12. How advanced is the implementation of the laws for equality and life free of violence for women? What are the barriers to full implementation?

3. Economic Growth and Private Sector

13. What are the most significant growth and export barriers for female owned and operated businesses?

³¹ Are males’ involvement in gangs increasing, and if so, why and what are the factors contributing to this increase (same for women). What are the different roles that men and women play in gang activity?

14. What public policies and programs promote and foster female entrepreneurship?
15. What are the barriers to growth in USAID targeted value chains that most affect women, youth, and rural populations?
16. Which are the most promising sectors of employment with gender gaps in salaries that are neutral or favor women that could be targeted by USAID employment programs?
17. Which of the productive sectors supported by USAID has offered the most employment and the most entrepreneurship opportunities for women and youth?

4. Education

18. To what extent are schools and the Ministry of Education, Science, and Technology addressing issues of sexual abuse and adolescent pregnancies at school?

5. Environment

19. How is the Government of El Salvador gender mainstreaming in disaster risk reduction?

6. Vulnerable Groups

1. To what extent are vulnerable groups present in community, municipal, and national organizations?
2. How do cultural beliefs and stereotypes concerning people with disabilities impact access to programs and services offered?
3. What vulnerable populations are most at-risk in the country, and why?
4. In recent years, have any policies, laws, or programs been created in favor of vulnerable groups such as indigenous and afro descendant populations, persons with disabilities, and others?

7. Self-Reliance

5. How are gender and social inclusion issues relevant to El Salvador's journey to self-reliance?

8. Migration

6. What are the different needs of female and male migrant returnees, as well as returnees from vulnerable groups?

Methodology

This Analysis will include a combination of desk review of relevant resources, key informant interviews, and focus groups. The desk review will include analysis of secondary data—including national and regional statistical databases as well as literature relevant to the sector and the region. Semi-structured interviews to key informants, consultations with stakeholders, and focus group meetings, will complement data analysis.

Statistics and data must be disaggregated by sex, and when possible, by age and other relevant demographics (e.g., economically active population, indigenous and non-indigenous, family composition (with/without children), immigrants, etc.).

Important documents to include in the desk review include, but are not limited to:

- The Automated Directives System (ADS) 201 and 205, the 2012 Gender Equality and Female Empowerment Policy
- U.S. Strategy to Prevent and Respond to GBV
- USAID Vision for Ending Child Marriage and Meeting the Needs of Married Children
- U.S. Strategy to Empower Adolescent Girls
- Counter-Trafficking in Persons Policy
- USAID's Youth in Development Policy
- USAID Disability Policy Paper
- Advancing Disability-Inclusive Development
- USAID LGBT Vision for Action
- USAID Policy on Non-Discrimination
- Equal Employment Opportunity, Diversity and Inclusion
- Presidential Memorandum on International Initiatives to Advance the Human Rights of LGBT Persons
- USAID Suggested Approaches for Integrating Inclusive Development Across the Program Cycle and in Mission Operations
- The National Violence Against Women Survey. El Salvador 2016 and 2017, conducted by DIGESTYC
- Law on Equality, Equity and Eradication of Discrimination against Women, National Plan for Substantive Equality, Special Law for a life free of violence for women
- Legislation related to social inclusion

In addition, USAID/EI Salvador will provide a list of relevant analysis and assessments that already exist and should be consulted, as well as any available initial results from other CDCS assessments currently underway, including the Desk Study.

Key informant interviews should include meetings and discussions with USAID/EI Salvador and IPs' staff involved in developing Mission's program. These shall include:

- USAID/EI Salvador Front Office, Program Office and Technical Offices
- USAID/EI Salvador Gender and Social Inclusion Advisor and Gender and Youth CDCS Assessment teams
- Key expert stakeholders in the country
- Representatives of organized members of vulnerable groups in the country
- IPs involved in current programs with gender and social inclusion integration

FGDs will be held with a sample of the beneficiary population of USAID activities at municipal level and by sectoral themes. The purpose will be to triangulate information and engage in consultation regarding good practices and lessons learned in implementing and inclusive development.

Collaborative, Learning and Adaptation meetings will be held with the USAID community and also in smaller groups with stakeholders who share similarities and have good practices to share for a given sector.

USAID/EI Salvador will facilitate contact information for relevant local key informants, although others may be contacted and interviewed by the AT.

The AT is encouraged to interview other donors and key stakeholders as needed involved in gender and social inclusion areas.³²

The purpose of the key informant semi-structured interviews and focus groups is to clarify, complement, and improve the level of understanding of specific issues/topics to adequately respond to gender issues explored within USAID priority sectors and regions. Additional information will be sought to explain bottlenecks, identify plausible explanations for findings, etc. Semi-structured interviews, which combine open and closed questions, may be used to interview key informants such as experts, USAID representatives, stakeholders, and staff from USAID projects. Semi-structured interviews will be focused on pre-defined key questions, with sub-questions differentiated by key informants and their familiarity with the sector of interest. Semi-structured interview guides should be validated prior to their use in the field through expert judgment.

Data collected through semi-structured interviews and focus groups will be used as evidence to the findings. When possible, this evidence must be triangulated against information and findings from the desk review or other credible sources. Triangulation involves combining multiple data collection methods (desk review and semi-structured interviews) to answer the same question to gain a more complete understanding of the issue and increased confidence in the findings. By approaching the question from multiple techniques, evaluators can then compare and contrast the results from these different methods. If the findings from the different methods are similar, or reinforce one another, then users can have greater confidence in the findings than if they are based only on one method. It is important for different data collection methods to be complementary to extend the exhaustiveness of the analysis findings through more indepth understanding.

In general, data collection methods must have a predefined set of key questions that allows the evaluator to collect required information. In the case of semi structured and focus group interviews, the interviewer should have a guiding questionnaire that allows an ordered sequence with the interviewee/focus group. In these cases, it is important to differentiate/customize the guides based on the profiles, roles and specific responsibilities of key informants in regards to the Analysis.

The AT must consider ethical issues during data collection. Key informants must agree to interviews voluntarily. Prior to each interview/focus groups discussion, interviewers will inform participants of the nature of the analysis, the degree of confidentiality regarding answers received, information on the use of specific materials during the interview/FGDs, and his/her rights as participants at the end of the interviews/FGDs. Interviewers may obtain written informed consent from participants. If participants are minors (under 18 years old), authorizations from parents are required. Participants must be informed about the confidentiality of their answers. Information from participant's organization is confidential, unless there is prior approval for making it public.

³² La organizaciones que apoyan los esfuerzos en materia de seguridad y convivencia ciudadana son la Agencia Española de Cooperación Internacional para el Desarrollo (AECID), la Unión Europea (UE), la Agencia Alemana de Cooperación Técnica (GIZ), Agencia de los Estados Unidos para el Desarrollo Internacional (USAID) y el Programa de las Naciones Unidas para el Desarrollo (PNUD). Recuperado de: <https://www.elsalvador.com/noticias/nacional/531385/cooperacion-internacional-apoya-proyectos-contra-la-violencia/>

Data collected from interviews and focus group is stored in a safe place protected against unauthorized access. At the beginning of the interview/focus group and prior to turning on recording devices, permission must be requested to record and can be granted orally. At the same time, participants are informed that recording can be stopped at any point during the interview if he/she feels uncomfortable. This same requirement applies to focus groups. In addition, the AT must ask for permission to quote.

Team Planning Meetings

An initial team-planning/kick off meeting will be held in El Salvador between USAID/El Salvador and the AT before the submission of the Work plan so that USAID/El Salvador can clarify any question from the AT, expectation, and guidelines. The expected results of this meeting are to confirm the anticipated timeline and deliverables, discuss data collection tools and methodologies, and clarify each team member's role and responsibilities.

Additional meetings may be held as deemed necessary by USAID/El Salvador and/or the AT.

Estimated Level of Effort

The performance period is estimated to be approximately four months, 14 calendar weeks, after the initial meeting.

- 5 working days preparation reading documents
- Six weeks for field work. Present preliminary results to USAID.
- Three weeks to systematize and analyze the qualitative information and prepare a preliminary results presentation
- Two weeks (10 working days) to prepare the draft report based on data collected and initial USAID comments.
- 5 working days for USAID to provide comments
- 10 working days to incorporate comments and submit final reports in English/Spanish to
 - USAID
- 5 days for final presentation to USAID.

Note that this SOW includes a five-day work week.

Deliverables

The final Gender and Inclusive Development Analysis must be submitted in English and Spanish. The AT must submit the following deliverables in English:

- I. Work Plan and Proposed Timeline: Due one week after work begins. The Work Plan will be written in Word font Gill Sans size 12 and submitted to USAID via electronic mail. It should include:
 - AT composition and roles
 - Description of rationale and methods for deciding the number, timing, and location of the FGDs, how the participants will be selected and recruited, and how the discussions will be recorded
 - Draft of data collection protocols, such as questionnaires or focus groups moderator guide(s), interview scripts; consent forms, etc.
 - Data Management plan describing the capture of data (interview notes or live recording), storage and transfer, and how all data will be handled in such a manner

as to protect the identities of informants in any situations where there are comments could potentially have a negative impact on their employment or security

- Location of the assessment and site visit plan
 - Timeline or milestone plan, including tentative starting time for data collection, analysis, and reporting
 - Expected limitations
2. A Preliminary Findings Briefing for USAID on the preliminary findings identified by the AT immediately after finalizing the data collection phase and before starting the draft report. The briefing will be conducted in English. Only the Team Leader needs to be present for this briefing; however, local/regional AT members may also attend.

The Preliminary Findings Briefing will be used by the AT as a feedback exercise to prepare the Draft Report.

3. Draft Report: Due 9 weeks after the initial meeting. USAID will have one week to review and provide comments, which should be incorporated by the AT into the Final Report where possible.
4. Final Report: (In English and Spanish) Due two weeks after receiving USAID comments. The final report should be no longer than 40 pages in its body, written in font Gill Sans size 11 single space; excluding the cover page, Table of Contents, List of Acronyms, and Appendices.

The final report should include the following sections:

Executive summary (3-4 pages): Synthesizes main findings, recommendations, and lessons learned. Does not include new information not available in the report. This must be a stand-alone document.

Purpose (1 page): Clearly specifies the purpose of the analysis/assessment, the use of findings, the decisions for which evidence is being provided, and audiences of the report. The analysis topics of interest are articulated to the purpose; questions regarding lessons learned are included in this section.

Context and Background (2-4 pages): This section summarizes the sector/ themes under analysis in regard to the main problem addressed, as well as a description of the target population, geographic area, economic, social, historic and cultural context.

Methodology and limitations (3-6 pages): This section includes a detailed description of the methodology and instruments used in the analysis/assessment. This allows the reader to estimate the degree of credibility and objectivity in the data gathered and, in the analyses, performed. In case of primary data collection, instruments and sampling criteria must be explained. Here, a summary table must be included which presents the following: instruments used, types of key informants, information gathered, and limitations or observations encountered during data collection. Similarly, limitations regarding secondary data analysis should be disclosed. All instruments used must be included in the Appendix.

Findings, conclusions, and recommendations (up to 15 pages): This is the main section of the report. Findings will be clearly supported by multiple evidence sources

referenced in the text, increasing its credibility. To the extent possible, evidence will be presented by using graphs and tables, and any other form that facilitates the reader's understanding of the text. Recommendations must be concise, specific, practical, and relevant supporting decision-making and the achievement of results on behalf of key stakeholders (including USAID), as appropriate.

Appendices: Must include: a) SOW of the analysis, b) copies of the instruments used, c) sources used for statistical and desk review analysis (primary and secondary), d) any other appendices required by USAID or provided by the AT.

When quoting an individual in the report, the AT must always give the context or circumstances of the quote. Correcting a grammatical error in the quote may be valid, but not rewording an entire phrase. When translating quotes from one language to another, the AT should do so in an idiomatic way and care must be taken to ensure that the tone of the translation is equivalent to the tone of the original. Quotes should be presented in their original language in the report texts.

4. Final Presentation: Due the final week of the contract. This should be in English in PowerPoint format with no more than 15 slides highlighting the main findings, recommendations and relevance to USAID/Salvador's CDCS development.

All reports and papers will be considered draft versions until they are approved by USAID. These draft documents must be labeled with the word "DRAFT" in watermark. All reports must comply with the USAID Graphic Standards Manual and the ADS Style and Format Guide. Once a Final Report has been approved by USAID, the AT will make it compliant and submit it to USAID's Development Experience Clearinghouse (DEC). The AT will email USAID the DEC link for the report.

AT

The Gender and Inclusive Development AT should include three people at a minimum, including a team leader, two experts and two junior consultants. It is highly desirable that the AT includes:

Team will include a team leader, a senior expert, an inclusion expert and two junior consultants. Together the team will have expertise in gender, social inclusion and qualitative research and analysis, and good knowledge of the context of the country and of USAID Mission in El Salvador's policies and programs.

Team Leader

Minimum qualifications:

Experience and Education: The team leader must have at least 15 years of experience in development work, with at least 5 years of experience working specifically on gender and social inclusion issues. A Master's degree in a relevant field is preferred, as is experience with USAID and working in Central America.

Skills: Fluent in English and Spanish (Level IV). Leadership skills to lead meetings, coordinate, and gather different points of view of team members and key informants. Research skills to synthesize large amounts of data and analyze and present it clearly. Writing skills to draft and review documents. Presentation skills to present findings and recommendations clearly and concisely. The team leader must be familiar with public policies addressing gender and social inclusion gaps,

GBV, indigenous people, disability, and gender and social inclusion agendas and programs of the main development agencies in El Salvador.

Responsibility: Overall oversight and coordination. Draft and approve the final reports. Responsible for submitting high quality deliverables on time and following SOW terms.

A Gender and Social Inclusion Expert

Minimum qualifications:

Experience and Education: The team member must have at least ten years of experience in gender and social inclusion analysis and work. Formal studies in gender and/or social inclusion is preferred, as is a Master's degree in a relevant field.

Skills: The experts must have a working knowledge of Spanish and English (Level III). The expert should be familiar with public policies addressing gender and social inclusion gaps, GBV, indigenous people, disability, and gender and social inclusion agendas and programs of the main development agencies in El Salvador, particularly of USAID. S/he must have experience in the drafting and implementation of qualitative research instruments. At least one expert must be from or live in El Salvador, preferably with contacts in academia, think tanks, government institutions and NGOs in order to be able to facilitate interviews and focus groups.

A Social Inclusion Expert

Minimum qualifications:

Experience and Education: The team member must have at least 8 years of experience in social inclusion analysis and work. Working experience with disabled people is required. Formal studies in gender and/or social inclusion is preferred, as is a Master's degree in a relevant field.

Skills: The experts must have a working knowledge of Spanish and English (Level III). The expert should be familiar with public policies addressing gender and social inclusion gaps, GBV, indigenous people, disability, and gender and social inclusion agendas and programs of the main development agencies in El Salvador, particularly of USAID. S/he must have experience in the drafting and implementation of qualitative research instruments. At least one expert must be from or live in El Salvador, preferably with contacts in academia, think tanks, government institutions and NGOs in order to be able to facilitate interviews and focus groups.

Junior consultants

Minimum qualifications:

Experience and Education: The team members must at least be graduates in a related career (psychology, sociology, law, social sciences, economics or other) and have experience in gender and/or social inclusion, and in conducting qualitative field research, systematization and analysis.

Skills: The team must be familiar with public policies addressing gender and social inclusion gaps, GBV, indigenous people, disability, and gender and social inclusion agendas and at least of USAID programs. Must have working experience in implementing instruments for qualitative research and conducting analysis techniques. Working knowledge of English would be desirable.

Logistics

The AT will be responsible for all logistics support under this SOW, including field office administration, all travel arrangements (with required USAID clearances), team planning

facilitation and appointment scheduling, coordination with all partners and stakeholders involved, administrative services (computer support, printing, and copying), report editing and dissemination, and for complying with provisions set forth in this SOW.

ANNEX III: METHODOLOGY AND LIMITATIONS

The Analysis has followed the terms in the SOW included in Annex II, and this Annex provides a detailed explanation of the methodology applied to the Analysis.

Analytical Approach

The domains of analysis for the overall study are those stated in ADS205 and ADS201 concerning gender analysis and inclusive development. These are: Domain 1, Normative and legal framework issues; Domain 2: blended Cultural Norms, Gender Stereotypes and Use of Time; Domain 3: Access to resources, and Domain 4: Participation in Decision Making. To analyze the inclusion of the priority groups, the same domains were used, adapting Domain 2 to explore Cultural Norms and within it looking at gender issues within the population group.

To meet the requirements imposed by the purpose of the Assessment, the Key Questions in the SOW have been used to guide the investigation, ensuring that Migration and Self-Reliance were included in every instrument.

To conduct the analysis and prepare the report, the team used the framework of the metrics used in the Journey to Self-Reliance. The elements that were relevant to the findings were included in the report as headings and subheadings in the section on Findings. The findings for the Key Questions of the study have been placed within the metrics where they provided relevant answers.

Team composition and distribution of work

To be able to conduct the Assessment with a rapid format, given the time frame in the SOW, the consulting team included two senior and two junior local consultants complemented with four interns from two universities, from the faculties of economics, communications and psychology.

The consulting team members had different specialties and main areas of responsibility. All team members participated in interviews and conducted FGDs.

- The team leader was also responsible for overall coordination, job assignment, and supervision; she conducted document research and analysis on LGBTI, Indigenous populations, Migration and Internal Displacement. She also analyzed all statistical data, developed the hypothesis for the study and edited the overall report.
- The gender specialist was responsible for qualitative analysis and report writing on Women and the economic sector, and contributed to the overall report.
- A Persons with Disabilities specialist was responsible for conducting KIIs with relevant institutions and organizations and for writing that report.
- One junior consultant, a male psychologist, was responsible for researching Migration, supporting the research on Persons with Disabilities, organizing statistical information from the MPHS database for further analysis, and writing the segment on migrant returnees.
- The second junior consultant, a female psychologist, was responsible for the section on Internal Displacement and for data quality control, organization, and storage. She has coordinated and supervised the work of the intern support team, organized the files in the shared drive, cleaned the final interview document, and organized the corresponding annexes.

- The Logistical Support specialist set up and followed every interview appointment beneficiary and participant in the KII, FGD, and CLA meeting, as well as coordinated the financial and logistical arrangements of the overall consultancy. She is responsible for the final 508 compliance adaptation of the final report.
- The intern team have transcribed and cleaned data from KIIs, have recorded and photographed FGDs, and systematized the information collected into an Exit Matrix disaggregated by key question and informant. In the analysis stage, they have supported the synthesis of information preparing narratives for each key question in the analysis matrix.

Research methodology

The team used a mixed-methods approach; it engaged in quantitative analysis of statistical data from secondary sources to understand the context in each area of interest, and reviewed qualitative information gathered from documents, KIIs, and FGDs. The information from the various sources was triangulated. With the results, the team formulated a hypothesis to guide the analysis, conclusions, and recommendations.

The process of preparing the analysis had three stages:

- Phase I: Involved document collection from IPs, government institutions, NGOs, and from institutional websites in the Internet; and information gathering from government institutions, CSOs, international cooperants, USAID staff and key IPs, and a sample of beneficiaries. The methods employed were document review, statistical data analysis, KIIs with government institutions, cooperants, and IPs; FGDs with CSOs representing priority groups for inclusion, USAID gender and inclusion specialists, and beneficiaries from municipalities with USAID presence; and CLA meetings with USAID IPs to launch the investigation and to validate the findings.
- Phase II consisted of the information's organization and analysis, identification of findings and conclusions, and the validation of information through FGDs with priority group organizations during focus group meetings, and through a CLA meeting with IPs. To organize the information received, an Excel matrix was prepared with the key questions of the study and matching relevant Self-Reliance indicators. To analyze the organized information, it was transferred to another matrix organized by section of the report and then used to prepare each section of the findings and to inform the conclusions and recommendations.
- Phase III consisted of preparing the draft and the Final Report.

Sources of Information

The sources of statistical data were the annual MPHs of DIGESTYC, annual data on crimes from the Supreme Court of Justice (SCJ) (as the official final figures that come from the three justice institutions), and sectoral surveys and annual reports that were published by government institutions during the period (CONAIPD, CONAMYPE, MJSP, and ISDEMU).

Sources of documented information were Internet websites of credible specialized institutions, often by referral from interviewed institutions; printed documents provided by informants from government institutions and NGOs; and documentation gathered by MEL from previous studies and evaluations.

- Annex VII lists the bibliography consulted for the document review.

The instruments for information gathering consisted of:

- Questionnaires guides KIIs. The 38 questionnaires have been included in Annex V.
- Facilitation guides for each of the FGDs with priority groups. A single instrument was used in all the municipal meetings with beneficiaries. They are included in Annex V.
- An agenda was used for the CLA meetings. These and the questions asked in the online survey are included in Annex V.

Informants

The criteria for selecting informants were:

- Institutions responsible for overseeing issues of gender equality, inclusion of priority groups, defense of human rights, and migration.
- NGOs involved in human rights issues of priority groups, women, and returned migrants.
- Organizations representing women and the priority groups.
- International cooperation with programs aimed at women, the priority groups, and migration.
- IPs with activities that are key for inclusion of the priority groups.
- USAID officers in the CDCS committee and members of the Gender Committee.
- Beneficiaries that belong to the priority groups and have participated at the municipal level.

Annex VI lists the informants interviewed. Table 21 below summarizes for each research method, the type of informants and the type of instrument used.

Table 21: Summary Table of Instruments Used by Type of Informant

Method	Instrument Used	USAID	IP	Beneficiaries	GOES	NGOS	Cooperants	Total
Documents Reviewed	127							127
KIIs	Questionnaire		6		20	6	6	37
FGDs	Facilitation guides		1	6		4		11
CLA Meetings with IP	Agenda	2	17					17
COP of IP Online Survey	Questionnaire online		8					8

Overall, information obtained came from 127 documents, 37 KIIs, 11 FGDs with 85 participants, two CLA meetings involved 17 USAID activities, and one online survey for COPs with eight responses. Each of these is discussed below.

Key Informant Interviews included 37 interviews with 20 government institutions, six NGOs, six USAID IPs, and five international cooperation entities. Questionnaires were individualized to explore the key questions relevant to each informant. Every questionnaire had codes for the key questions to facilitate the systematization of responses.

FGDs included 11 meetings, one with gender and inclusion specialists from IPs, four with the priority groups, and six in municipalities with beneficiaries of USAID activities. The total number of focus groups were determined by the time available for the Gender and Inclusion Analysis.

Meetings for organizations and beneficiaries in San Salvador were held at the Initiative's installations, except for the FGD with Persons with Disabilities because the physical facilities were not suitable. Meetings outside the capital were held in safe locations either in the municipality or in a hotel.

FGDs lasted from two to three hours and followed a guide; two members of the team acted as facilitator and note taker. Refreshments were provided during the meeting. To maintain anonymity, participants received a number matching their place in the registration list, which requested participants' sex and organization/project of origin. The note taker wrote the participant number for every intervention. Permission was requested from participants to record the meetings and, in all cases, this was granted. Participants were given a stipend to travel to the meetings, unless the host activity provided the transport.

To select the sites for the municipal focus groups, the team used the USAID investment map to identify the top six municipalities with the most IPs present. The team then asked their COP to identify beneficiaries in each municipality that fit the profile of the priority groups, and to invite them to meetings at the place, date, and time provided. The six municipalities with the most investment were Santa Ana, Sonsonate, Ciudad Arce, San Salvador, Zacatecoluca, and San Miguel. Many IPs were not able to provide beneficiaries in these municipalities.

Five USAID activities had direct beneficiaries at the community level that could participate in the FGDs. These were Bridges for Employment (in all locations except San Salvador), Cacao Alliance and Strengthening Local Government (Sonsonate, Zacatecoluca), Government Integrity Project, and Young Industry in San Salvador.

Focus group participants totaled 85 persons. By type of priority group for inclusion, these were indigenous peoples (20.9 percent), LGBTI persons (12.1 percent), women (5.5 percent), persons with disabilities (8.8 percent), and USAID project beneficiaries (48.4 percent). The focus group with gender and inclusion specialists represented 4.4 percent.

Source: Participant attendance lists of FGDs.

Disaggregating participants by sex and gender/sexual orientation, there were 47 women (54 percent), 27 men (34 percent), and 11 LGBTI persons (10 percent, disaggregated as Lesbian one percent, Gay 2 percent, Transgender women, 5 percent, and Transgender men 2 percent). See Tables 22 and 23.

Participants in the FGD with persons with disabilities included physical (two, one man and one woman), blind (one man and one woman), one Lessa interpreter (woman), and three caregivers (women).

Table 22: Focus Group Discussion, Type and Number of Participants Disaggregated by Sex

Focus Group	Total No.	Total %	Women	%	Men	%
Indigenous	19	20.9%	9	18%	10	32%
LGBTI	11	12.1%	0	0%	0	0%
Women	5	5.5%	5	10%	0	0%
Persons with Disabilities	8	8.8%	6	12%	2	6%
Municipal IP	44	48.4%	25	51%	19	61%
FGD Gender and Inclusion Specialists from IP	4	4.4%	4	8%	0	0%
Total	85	100%	47	100%	27	100%
Total (%)	100%		64%		36%	
% of Total by Sex, Gender			54%		34%	

Table 23: FGDs, Participants Disaggregated by Inclusion Variables

Focus Group	Total	Lesbian	Gay	Transgender Women	Transgender Men	Physical	Blind	Deaf	Caregivers
Indigenous	19								
LGBTI	11	2	5	2	2				
Women	5								
Persons with Disabilities	8					2	2	1	3
Municipal IP	44								
FGD IP	4								
Total	85	2	5	2	2	2	2	1	3
Total (%)	100%	18%	45%	18%	18%	25%	25%	13%	38%
% of Total by Sex, Gender		1%	2%	5%	2%				

CLA Meetings: At the CLA meetings with IPs, 17 Activities attended. The initial meeting had six COPs (COP) (five women, one man) among the 34 participants (24 women, 70.6 percent, ten men, 29.4 percent). The validation meeting had 17 activities participating, although only 21 persons attended (71 percent women, 29 percent men), one them a COP (woman). See Table 24.

Table 24: CLA Meetings with USAID IPs' Informants

CLA Type	USAID	IP	COP	Total Attending	Women	Men
Initial	1	17	6	34	70.6%	29.4%
Validation	2	17	1	21	71.4%	28.6%

Online Survey: the purpose of the survey was to get a sense of project administrative practices that have incorporated a gender focus. The AT invited 26 COPs to complete an online survey with ten questions in a SurveyMonkey platform reachable by telephone. It used yes or no answers. Eight COPs completed the survey. There was no time limit set and no reminders. Two of the eight were activities that are closing, and the other six were new activities. Annex III E includes the survey questions.

Limitations

FGDs with USAID beneficiaries in municipalities.

The assumption that USAID activities that invested in municipalities would have beneficiaries in those locations was incorrect, although it worked well with the Youth Assessment Study. Many activities did not have beneficiaries that met the criteria provided. Some submitted names of institutional beneficiaries that could not be included as they were interviewed as key informants. Others could not submit persons with the characteristics requested or submitted names that could not be reached or who could not attend because of previous commitments.

Secondary data analysis.

The team encountered the following limitations:

- In the case of information on crimes due to inability to compare information from diverse institutional reports, the source used was the SCJ, collected in the Initiative database using Access to Information requests.
- For economic sector indicators of employment, salaries, poverty, the sources used were the MPHSs from 2014 to 2018.
- Data on Violence Against Women, including femicides, come from the annual publications of ISDEMU and the MJPS. Data on sexual crimes were taken from the Observatory operated by ORMUSA, available in their website. Since typifying femicide is still an inconsistent practice, figures on violent deaths of women (homicides) have been used to illustrate the trend of increasing extreme violence against women.

The data on IDPs have the most extrapolated evidence. The AT quoted from the report of the Ombudsman for Internally Displaced Persons in the UN that cites a representative survey whose results scaled nationally to produce the estimate quoted. Knox (2018) published by GRID also quotes the survey, so it is assumed this is the methodology used to calculate their annual figures. The same Ombudsman's report said that the government was conducting its own survey in 2017 and found that 1.1 percent of the households were affected by this phenomenon. The AT extrapolated this percentage using information of the MPHS for 2017 to calculate a lower end figure, mentioned in this report.

ANNEX IV: LIST OF DATA COLLECTION INSTRUMENTS AND CLA MEETING AGENDAS

A. Questionnaire Guides for Key Informant Interviews

Questionnaire Guide I for ANDRYSAS

GUÍA ENTREVISTA PARA ACTORES CLAVES ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL – CUESTIONARIO I USAID, MARZO-ABRIL 2019

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución/Organización: ANDRYSAS

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Violencia

1. (1-KQ-2) ¿Cómo considera que el gobierno, y principalmente los gobiernos municipales, las organizaciones de la sociedad civil locales, las comunidades y otros actores buscan prevenir y responder a la violencia de género y/o a la violencia basada en la identidad de género?

B. Participación Política y Gobernanza

2. (2-KQ-9) ¿En qué medida considera que están presentes los grupos vulnerables en las organizaciones comunitarias, municipales y nacionales?

3. (2-KQ-10) ¿Considera que en los últimos cinco años ha habido cambios significativos en la participación política de las mujeres, a nivel central, municipal y comunitario? ¿Y en la participación de grupos vulnerables?

4. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de defensa en los últimos cinco años que representan los intereses de los grupos vulnerables y las mujeres?

5. (2-KQ-12) En los últimos años, ¿se han creado políticas, leyes o programas en favor de la igualdad y no discriminación y otras que promueve la inclusión? ¿Que tanto han avanzado las instituciones públicas en implementar estas leyes? ¿Qué desafíos enfrentan?

6. (2-CQ-2) En la gestión municipal, ¿cómo se está incorporando el enfoque de género en sus políticas y programas?

7. (5-KQ-19) En la gestión de riesgos, ¿cómo se incorpora en los planes municipales de prevención de riesgos el enfoque de género?

**GUÍA ENTREVISTA PARA ACTORES CLAVES
ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL- CUESTIONARIO 2
USAID, MARZO-ABRIL 2019**

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución: Instituto Salvadoreño para el Desarrollo de la Mujer, ISDEMU

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Violencia

1. (I-KQ-2) ¿Cómo considera que el gobierno, los gobiernos municipales, las organizaciones de la sociedad civil, las comunidades y otros actores buscan prevenir y responder a la violencia de género y/o a la violencia basada en la identidad de género?
2. (I-KQ-3) ¿Considera que las instituciones responsables de la prevención y atención de la violencia de género han armonizado sus procedimientos para cumplir con la Ley (Ley de Igualdad y Ley Especial para una Vida Libre de Violencia)?
3. (I-KQ-4) En los últimos cinco años ¿Qué cambios se han observado en el comportamiento de las pandillas, en relación a mujeres y hombres que las integran?
4. (I-KQ-8) ¿En el caso de las instituciones responsables, al momento de registrar casos atendidos, especialmente de violencia de género, qué datos se registran de las personas denunciantes y denunciadas?
5. (I-KQ-1) Hasta qué punto considera que parte de la discriminación o la violencia que sufren algunos grupos vulnerables esté relacionada con su identidad de género
6. (I-KQ-5) Por razón de género o exclusión social, ¿Cuáles son las barreras formales e informales que identifican para acceder y utilizar el sistema de justicia?
7. (I-KQ-7) ¿Cuáles son las principales barreras que identifica que pueden impedir que las mujeres víctimas de violencia denuncien?

8. (1-KQ-6) ¿Cuáles considera que son las causas que están impulsando el cambio observado en feminicidios y crímenes de odio contra población LGTBI?
9. En el caso de población migrante, ¿cómo afecta la violencia a las mujeres, y a emigrantes con identidades LGTBI?

B. Participación Política y Gobernanza

10. (2-KQ-10) ¿Considera que en los últimos cinco años ha habido cambios significativos en la participación política de las mujeres, a nivel central, municipal y comunitario? ¿Y en la participación de grupos vulnerables?
11. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de defensa en los últimos cinco años que representan los intereses de las mujeres y grupos vulnerables debido a su orientación o identidad de género?
12. (2-KQ-12) En los últimos años, ¿se han creado políticas, leyes o programas en favor de la igualdad y no discriminación? ¿Qué tanto han avanzado las instituciones públicas en transversalizar estos principios? ¿Qué desafíos enfrentan?

C. Crecimiento Económico

13. (3-KQ-14) ¿Qué políticas y programas públicos promueven y fomentan el emprendimiento femenino?
14. (3-KQ-16) ¿Cuáles son los sectores productivos en los que se ha identificado que hay oportunidad de empleo y tienen brechas de género neutrales o en contra de las mujeres en cuanto a participación, salario, entre otras, y que podrían ser el objetivo de los programas de empleo de USAID?

Questionnaire Guide 3 for CONAMYPE

GUÍA ENTREVISTA PARA ACTORES CLAVES ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL- CUESTIONARIO 3 USAID, MARZO-ABRIL 2019

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución: Comisión Nacional de la Micro y Pequeña Empresa, CONAMYPE

Persona entrevistada: _____
Número de contacto: _____ email: _____
Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. PARTICIPACIÓN

- Existen datos que nos indiquen sobre las MIPYMES:
 - a. ¿Qué proporción tiene propietarias mujeres?
 - b. ¿Qué proporción tienen personas con discapacidad como propietarias?
 - c. ¿Qué proporción tiene personas LGBTI como propietarias?
 - d. ¿Qué proporción tiene personas emigrantes retornadas como propietarias?

¿Podrían proporcionarnos ese estudio o bases de datos?

B. Gobernanza

1. (2-KQ-12) En los últimos años, ¿se han creado políticas, leyes o programas en favor de la igualdad y no discriminación y otras que promuevan la inclusión para las MIPYMES?

- a. ¿Qué tanto han avanzado su institución en transversalizar el principio de igualdad y no discriminación?
- b. ¿Qué desafíos enfrentan al transversalizar?

2. (AG-1.1) ¿Cuáles son las formas de discriminación por desigualdad de género (incluido por razones de orientación o identidad de género) que enfrentan las personas propietarias de MIPYMES? Por ejemplo, como:

- En los casos particulares de: ¿Mujeres? ¿Personas con discapacidades propietarias de MIPYMES? ¿Personas de identidad LGBTI?

- a. (AG-3) ¿Qué limita el acceso a formación? ¿Servicios? ¿Financiamiento? ¿Otros?
- b. (AG-4) ¿Qué limita el acceso a Juntas directivas de gremiales o de sus empresas?
- c. (8-CQ-7) ¿Con qué frecuencia se cierran MIPYMES porque la propietaria o propietario decide migrar? ¿Hay información sobre razón del cierre y migración para hombres, para mujeres? ¿sobre sector de trabajo, volumen de ventas, empleos generados, ubicación de las empresas?
- d. (8-CQ-9) ¿Hay alguna proporción notable de MIPYMES propiedad de emigrantes retornados hombres? ¿Mujeres? ¿Hay información sobre sector de trabajo, volumen de ventas, empleos generados, ubicación de esas empresas?

3. (AG-2) ¿Cuáles son las razones por las que ocurre esta discriminación?

4. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de incidencia en los últimos cinco años que representan los intereses de las mujeres y otros grupos por la inclusión en las MIPYMES? ¿Cuáles? ¿Qué intereses?

C. Crecimiento Económico

5. (3-KQ-15) ¿Cuáles son las cadenas de valor con mayor participación de mujeres y jóvenes propietarias de MIPYMES?

- ¿Cuáles son las cadenas de valor con mayor **empleo** de mujeres y jóvenes?
 - ¿Y mayor empleo de personas con discapacidad?
 - ¿De personas LGBTI?
6. (3-KQ-13) ¿Cuáles son los productos **de exportación** en los cuales MIPYMES participan en las cadenas de valor? (listar los nombres de los productos finalmente exportados)
7. **¿Cuáles son las barreras más importantes** para MIPYMES involucradas **en cadenas de valor exportadoras?** Por ejemplo:
- ¿En el uso de la internet y tecnologías de información para mejorar sus negocios?
 - ¿En el acceso a transporte y logística para mejorar sus ventas?
 - En el acceso a formas de financiamiento:
 - ¿para invertir en iniciar su negocio?
 - ¿para capital de trabajo?
 - ¿para incrementar su inversión en equipos o fuerza laboral o mercadeo?
 - ¿En poder cumplir con la reglamentación necesaria en empresas formales? (¿conocimiento, costo, acondicionamiento requerido?)
 - ¿Tener la fortaleza personal, financiera, técnica necesaria para sostenerse durante la etapa inicial del negocio? – ¿Qué porcentaje de las que inician logran sostener su negocio?
8. (3-KQ-14) ¿Qué políticas y programas públicos promueven y fomentan el emprendimiento femenino? ¿En qué rubros tienden a formarse más estos emprendimientos?
9. (3-KQ-16) ¿Cuáles son los sectores productivos en los que se ha identificado que hay oportunidad de empleo y tienen brechas de género neutrales o en contra de las mujeres en cuanto a participación, salario, entre otras, y que podrían ser el objetivo de los programas de empleo de USAID?
10. (7-AQ-2.1.2) ¿En su estimación, que proporción de las entradas de las MIPYMES va a cubrir impuestos de diversos tipos? ¿Hay datos? ¿Qué tanto contribuyen las MIPYMES a los impuestos del país (a través del IVA, combustible, retención de rentas, renta propia)?

**GUÍA ENTREVISTA PARA INSTITUCIONES Y ORGANIZACIONES POR LOS
DERECHOS DE PERSONAS CON DISCAPACIDAD – CUESTIONARIO 4
ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL
USAID, MARZO-ABRIL 2019**

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución/Organización: Consejo Nacional de Atención Integral a la Persona con discapacidad CONAIPD

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Violencia

1. (1-KQ-1) ¿Hasta qué punto considera que parte de la discriminación o la violencia que sufren algunos grupos vulnerables esté relacionada con su identidad de género?

B. Grupos Vulnerables

2. (6-KQ-20) ¿En qué medida considera que están presentes las personas con discapacidad en las organizaciones comunitarias, municipales y nacionales?

3. (6-KQ-22) ¿Cómo afectan las creencias culturales y los estereotipos sobre las personas con discapacidades al acceso a los programas y servicios ofrecidos? ¿Qué se debería hacer para superarlas? ¿Hay buenas prácticas para superar estos desafíos?

4. (6- KQ-23) En los últimos años, ¿se han creado políticas, leyes o programas en favor de grupos vulnerables, como las personas con discapacidad y otras? ¿Hay proyectos de ley en marcha que son prioridad para las personas con discapacidad? ¿Cuáles? ¿Cuál es su propósito?

C. Participación Política y Gobernanza

5. (2-KQ-10) ¿Considera que en los últimos cinco años ha habido cambios significativos en la participación política de los grupos vulnerables, a nivel central, municipal y comunitario? ¿Y en la participación de mujeres que conforman grupos vulnerables?

6. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de defensa en los últimos cinco años que representan los intereses de los grupos vulnerables?

7. (2-KQ-12) ¿Que tanto ha avanzado CONAIPD en transversalizar el principio de igualdad de género y no discriminación (Ley de Igualdad... – ¿LIE, LEIV)? ¿Qué desafíos enfrentan al hacerlo?

8. (7-KQ-24) ¿En qué medida considera que la agenda de los grupos vulnerables, en este caso, de las personas con discapacidad, es importante para que el país alcance mayores niveles de desarrollo y autosuficiencia?

Questionnaire Guide 5 for MINEC

GUÍA ENTREVISTA PARA ACTORES CLAVES ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL- CUESTIONARIO 5 USAID, MARZO-ABRIL 2019

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución: Ministerio de Economía, MINEC.

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Gobernanza

1. (2-KQ-12) En los últimos años, ¿se han creado políticas, leyes o programas en favor de la igualdad y no discriminación y otras que promueven la inclusión para las MIPYMES?

- ¿Qué tanto han avanzado su institución en transversalizar el principio de igualdad y no discriminación?
- ¿Qué desafíos enfrentan al transversalizar?

2. (AG-1.1) ¿Cuáles son las formas de discriminación por desigualdad de género (incluido por razones de orientación o identidad de género) que enfrentan las personas propietarias de MIPYMES? Por ejemplo, como:

¿Mujeres? ¿Personas con discapacidades propietarias de MIPYMES?

¿Personas de identidad LGBTI?

a. (AG-3) ¿Qué limita el acceso a formación? ¿Servicios? ¿Financiamiento? ¿Otros?

b. (AG-4) ¿Qué limita el acceso a Juntas directivas de gremiales o de sus empresas?

- c. (8-CQ-7) ¿Con qué frecuencia se cierran MIPYMES porque la propietaria o propietario decide migrar? ¿Hay información sobre razón del cierre y migración para hombres, para mujeres? ¿sobre sector de trabajo, volumen de ventas, empleos generados, ubicación de las empresas?
 - d. (8-CQ-9) ¿Hay alguna proporción notable de MIPYMES propiedad de emigrantes retornados hombres? ¿Mujeres? ¿Hay información sobre sector de trabajo, volumen de ventas, empleos generados, ubicación de las empresas?
3. (AG-2) ¿Cuáles son las razones por las que ocurre esta discriminación?
 4. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de incidencia en los últimos cinco años que representan los intereses de las mujeres en las MIPYMES? ¿Cuáles? ¿Qué intereses?

B. Crecimiento Económico

5. (3-KQ-13) ¿Cuáles son las barreras más importantes en las áreas de crecimiento y exportación para las empresas que son propiedad y lideradas por mujeres? ¿Lideradas por personas con discapacidad? ¿mujeres? ¿Hombres? ¿por personas LGBTI? ¿Por mujeres, por hombres emigrantes retornados? ¿Por propietarios en el sector rural- mujeres? Hombres?
6. (3-KQ-14) ¿Qué políticas y programas públicos promueven y fomentan el emprendimiento femenino?
7. (3-KQ-16) ¿Cuáles son los sectores productivos en los que se ha identificado que hay oportunidad de empleo y tienen brechas de género neutrales o en contra de las mujeres en cuanto a participación, salario, entre otras, y que podrían ser el objetivo de los programas de empleo de USAID?
8. (3-KQ-15) ¿Cuáles son las cadenas de valor con mayor participación de mujeres y jóvenes propietarias de MIPYMES? ¿Y cuáles son las principales barreras al crecimiento de estas MIPYMES?

Questionnaire Guide 6 for MINEDUCYT

GUÍA ENTREVISTA PARA ACTORES CLAVES ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL- CUESTIONARIO 6 USAID, MARZO-ABRIL 2019

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución/Organización: Ministerio de Educación, MINEDUCYT.

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Educación

1. (4-CQ-4) ¿Cuáles son las acciones del MINEDUCYT por incorporar los enfoques de igualdad e inclusión en el sistema educativo?
2. (4-KQ-18) ¿En qué medida las escuelas y el Ministerio de Educación, Ciencia y Tecnología abordan los problemas de abuso sexual y embarazos de adolescentes en la escuela?

B. VIOLENCIA

3. (1-KQ-4) ¿Qué cambios se han observado en el involucramiento de muchachas y muchachos estudiantes en los grupos delincuenciales en los últimos cinco años?
4. (1KQ-7) ¿En el ámbito escolar, cuáles son las barreras que pueden impedir que estudiantes y/o docentes denuncien incidentes de violencia, especialmente violencia sexual y violencia por identidad de género u orientación sexual?

C. GRUPOS VULNERABLES

5. (6-KQ-20) En qué proporción se encuentran en la población escolar personas con discapacidades sensoriales? ¿con discapacidades mentales (por ejemplo trastornos que afectan el aprendizaje)? Y ¿cómo trabaja MINEDUCYT en la inclusión con igualdad o equidad de estas personas?
6. (6-KQ-23) En años recientes ¿se han creado políticas, leyes o programas a favor de grupos vulnerables clave como personas con discapacidades, indígenas, afrodescendientes, que MINEDUCYT tome en cuenta en sus políticas institucionales de igualdad y no discriminación? ¿Cuáles?

D. MIGRACIÓN

7. (8-KQ-25) En el ámbito escolar, cuáles son las necesidades especiales de niñez y adolescentes que son personas desplazadas internamente o emigrantes retornados que desean reintegrarse en una localidad?

**GUÍA ENTREVISTA PARA INSTITUCIONES Y ORGANIZACIONES POR LOS
DERECHOS DE PERSONAS LGTBI- CUESTIONARIO 7A
ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL
USAID, MARZO-ABRIL 2019**

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución/Organización: SIS – DIRECCIÓN DE DIVERSIDAD SEXUAL

Persona entrevistada: _____

Cargo: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Violencia

1. (I-KQ-1) ¿Cuáles son las formas de discriminación que se evidencian para personas en LGBTI? (¿Tiene estudios con datos en los últimos cinco años?) Favor facilitarlos.
2. (I-KQ-1) Hasta qué punto considera que parte de la discriminación o la violencia que sufren las personas en cada uno de los grupos esté relacionada con su identidad de género.
3. (I-KQ-2) ¿Cómo considera que el gobierno, los gobiernos municipales, las organizaciones de la sociedad civil, las comunidades y otros actores buscan prevenir y responder a la violencia basada en la identidad de género?
4. (I-KQ-5) ¿Cuáles son las barreras formales e informales que identifican para acceder y utilizar el sistema de justicia para personas LGBTI?
5. (I-KQ-7) ¿Cuáles son las barreras que pueden impedir que denuncien las personas LGBTI?
6. (I-KQ-8) ¿Se están recolectando datos estadísticos con variables para reconocer la identidad y la orientación de género en delitos relacionados con la violencia basada en género? ¿Y en los reportes de este tipo de violencia?

B. Participación Política y Gobernanza

7. (2-KQ-12) En los últimos años, ¿se han creado políticas, leyes o programas en favor de la comunidad LGTBI? ¿Qué tanto ha avanzado la implementación por las instituciones públicas? ¿Cuáles son los desafíos en institucionalizar la no discriminación a esta población?
8. (2-CQ-3) ¿Cómo afectan las creencias culturales y los estereotipos sobre las personas LGTBI al acceso a los programas y servicios ofrecidos?
9. (2-KQ-10) ¿Considera que en los últimos cinco años ha habido cambios significativos en la participación política de la población LGBTI a nivel central, municipal y comunitario?
10. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de defensa en los últimos cinco años que representan los intereses de los grupos vulnerables?

C. Self-Reliance

11. (7-KQ-24) ¿En qué medida considera que la agenda de los grupos vulnerables, en este caso, de la comunidad LGTBI, es importante para que el país alcance mayores niveles de desarrollo y autosuficiencia?

Questionnaire Guide 8A for Ministry of External Affairs/Vice Ministry of Salvadorans in the Exterior and CONMIGRANTS.

GUÍA ENTREVISTA PARA INSTITUCIONES Y ORGANIZACIONES POR LOS DERECHOS DE PERSONAS MIGRANTES – CUESTIONARIO 8A ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL USAID, MARZO-ABRIL 2019

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución/Organización: VICEMINISTERIO DE SALVADOREÑOS EN EL EXTERIOR

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Migración

1. (8-CQ-6) ¿Cuál es el perfil demográfico y social de las personas emigrantes y emigrantes retornadas?

2. (8-CQ -7) ¿Considera que las razones para emigrar son diferentes entre hombres y mujeres? ¿Y cuáles son?
- ¿Entre individuos del colectivo LGBTI?
 - ¿Entre personas con discapacidades?
3. (8-KQ-25) ¿Cuáles son las diferentes necesidades de las mujeres y hombres emigrantes retornados?
- ¿Entre mujeres y hombres con discapacidades emigrantes retornados?
 - ¿Entre identidades del colectivo LGBTI?

B. Violencia

4. (1-KQ-1) ¿Qué proporción de la población migrante anual representarían:
- ¿En qué proporción están representadas las mujeres en la cantidad anual de emigrantes? ¿Y entre retornadas? ¿Hombres?
 - ¿En qué proporción están representadas las identidades del colectivo LGBTI entre emigrantes? ¿Y entre retornados?
 - ¿En qué proporción están representadas las personas con discapacidad? ¿Hay unas discapacidades más presentes que otras?
 - ¿Niñez y adolescencia Masculina y femenina?

C. GOBERNANZA

5. (6-KQ-23) ¿En años recientes se han creado políticas, leyes o programas a favor de migrante, emigrantes retornados, desplazados internos?
6. (1-KQ-12) Con respecto a la LIE y la LEIV ¿Que tanto han avanzado el Viceministerio en la transversalización de la igualdad y no discriminación en sus funciones? ¿Qué desafíos enfrentan? ¿Cómo impacta esto en la población emigrante?
7. (1-KQ-12) ¿Quién vela por la población migrante desplazada dentro del país?
8. (2-KQ-10) ¿Considera que en los últimos cinco años ha habido cambios significativos en la participación política de los emigrantes? ¿Y los emigrantes retornados?
9. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de defensa en los últimos cinco años que representan los intereses de las personas migrantes?

D. Self-Reliance

10. (7KQ-24) ¿En qué medida considera que la agenda para las personas migrantes retornadas es importante para que el país alcance mayores niveles de desarrollo y autosuficiencia?

**GUÍA ENTREVISTA PARA INSTITUCIONES Y ORGANIZACIONES POR LOS
DERECHOS DE PERSONAS MIGRANTES – CUESTIONARIO 8B
ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL
USAID, MARZO-ABRIL 2019**

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución/Organización: Organización Internacional para las Migraciones, OIM.

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Violencia

1. (1-KQ-1) Hasta qué punto considera que parte de la discriminación o la violencia que sufren las personas migrantes esté relacionada con su identidad de género

B. Grupos Vulnerables

2. (6-KQ-20) ¿En qué medida considera que los intereses de los migrantes retornados están presentes en las organizaciones comunitarias, municipales y nacionales?

3. (6-KQ-23) ¿En años recientes se han creado políticas, leyes o programas a favor de migrante, emigrantes retornados, desplazados internos?

C. Migración

4. (8-CQ-6) ¿Cuál es el perfil de las personas migrantes retornadas?

5. (8-CQ -7) ¿Considera que las razones para migrar son diferentes entre hombres y mujeres?

6. (8-KQ-25) ¿Cuáles son las diferentes necesidades de las mujeres y hombres emigrantes retornados, así como las personas retornadas de grupos vulnerables (mujeres, adolescentes, personas con discapacidad, personas LGBTI)?

D. Gobernanza

7. (2-KQ-10) ¿Considera que en los últimos cinco años ha habido cambios significativos en la participación política de los migrantes, a nivel central, municipal y comunitario?

8. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de defensa en los últimos cinco años que representan los intereses de las personas migrantes?

E. Self-Reliance

9. (7KQ-24) ¿En qué medida considera que la agenda para las personas migrantes retornadas es importante para que el país alcance mayores niveles de desarrollo y autosuficiencia?

Questionnaire Guide 8C for CRISTOSAL

GUÍA ENTREVISTA PARA INSTITUCIONES Y ORGANIZACIONES POR LOS DERECHOS DE PERSONAS MIGRANTES – CUESTIONARIO 8C ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL USAID, MARZO-ABRIL 2019

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución/Organización: CRISTOSAL

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Migración

1. (8-CQ-6) ¿Cuál es el perfil de las personas emigrantes y emigrantes retornadas?
 - ¿En qué proporción están representadas las mujeres en la cantidad anual de emigrantes? ¿Y entre retornadas?
 - ¿En qué proporción están representadas las identidades del colectivo LGBTI entre emigrantes? ¿Y entre retornados?
 - ¿En qué proporción están representadas las personas con discapacidad? ¿Hay unas discapacidades más presentes que otros?
2. (8-CQ -7) ¿Considera que las razones para emigrar son diferentes entre hombres y mujeres? ¿Y cuáles son?
 - a. ¿Entre individuos del colectivo LGBTI?
 - b. ¿Entre personas con discapacidades?
3. (8-KQ-25) ¿Cuáles son las diferentes necesidades de las mujeres y hombres emigrantes retornados?
 - ¿Entre mujeres y hombres con discapacidades emigrantes retornados?

- ¿Entre identidades del colectivo LGBTI?

B. Violencia

4. (1-KQ-1) Hasta qué punto considera que parte de la discriminación o la violencia que sufren las personas migrantes esté relacionada con su identidad de género? ¿Es diferente el tipo de violencia al que van expuestos de acuerdo a su sexo, o identidad de género u orientación sexual?

C. Grupos Vulnerables

5. (6-KQ-20) ¿En qué medida considera que los intereses de los migrantes retornados se toman en cuenta en las organizaciones comunitarias, municipales y nacionales?

6. (6-KQ-23) ¿En años recientes se han creado políticas, leyes o programas a favor de migrante, emigrantes retornados, desplazados internos? ¿con qué propósito? ¿Quiénes son las instituciones rectoras? ¿Se están aplicando? ¿Hacen una diferencia?

D. Gobernanza

7. (2-KQ-10) ¿Considera que en los últimos cinco años ha habido cambios significativos en la participación política de los emigrantes? Y de emigrantes retornados a nivel nacional y en sus municipios y comunidades?

8. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de defensa en los últimos cinco años que representan los intereses de las personas migrantes? (¿Ha mejorado su capacidad de incidir para reivindicar sus derechos / prevención y protección contra la violencia?)

E. Self- Reliance

9. (7KQ-24) ¿En qué medida considera que la agenda para las personas emigrantes retornadas es importante para que el país alcance mayores niveles de desarrollo y autosuficiencia? *(¿cuál es el rol que las personas emigrantes y emigrantes retornadas pueden desempeñar en fortalecer la capacidad del país de alcanzar la autosuficiencia?)*

Questionnaire Guide 9 for ASPCDIMSI, FUNDASENDAS, ASFAES, Network of Survivors, and IAIP

GUÍA ENTREVISTA PARA INSTITUCIONES Y ORGANIZACIONES POR LOS DERECHOS DE PERSONAS CON DISCAPACIDAD – CUESTIONARIO 9 ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL USAID, MARZO-ABRIL 2019

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

ORGANIZACIONES DE PERSONAS CON DISCAPACIDAD

Institución/Organización: _____

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

I. Violencia

1. (1-KQ-1) Hasta qué punto considera que parte de la discriminación o la violencia que sufren algunos grupos vulnerables esté relacionada con su identidad de género

2. Participación Política y Gobernanza

2. (2-KQ-9) ¿En qué medida considera que están presentes los grupos vulnerables en las organizaciones comunitarias, municipales y nacionales?

3. (2-KQ -10) ¿Considera que en los últimos cinco años ha habido cambios significativos en la participación política de representantes de las personas con discapacidad a nivel central, municipal y comunitario? ¿Y en la participación de mujeres que conforman grupos vulnerables?

4. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de defensa en los últimos cinco años que representan los intereses de su grupo?

5. (2-CQ-3) ¿Cómo afectan las creencias culturales y los estereotipos sobre las personas con discapacidades al acceso a los programas y servicios ofrecidos?

6. (2-KQ12) ¿Las leyes de igualdad de género y prevención de la violencia contra las mujeres, favorecen a las personas por las que trabaja su organización? ¿Cómo se compara la participación de las mujeres vs hombres que representan en el acceso al trabajo, a servicios, y a espacios de tomar decisiones como juntas directivas?

7. (2-KQ12) En los últimos años, ¿se han creado políticas, leyes o programas en favor de su tipo de discapacidad? ¿Cuáles? ¿Cómo ha avanzado su implementación por las instituciones públicas? ¿Qué desafíos enfrentan? ¿Tienen algún proyecto de ley en marcha para superar los desafíos que enfrentan? ¿Qué haría ese proyecto de ley?

F. Self-Reliance

8. (7-KQ-24) ¿En qué medida considera que la agenda de los grupos vulnerables, en este caso, de las personas con discapacidad, es importante para que el país alcance mayores niveles de desarrollo y autosuficiencia?

**GUÍA ENTREVISTA PARA ACTORES CLAVES
ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL-CUESTIONARIO II
USAID, MARZO-ABRIL 2019**

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución: Procuraduría para la Defensa de los Derechos Humanos

Para: a) Personas con discapacidad b) Personas Indígenas y afrodescendientes c) Personas LGBTI

Persona entrevistada: _____
Número de contacto: _____ email: _____
Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Violencia

1. (I-KQ-2) ¿Cómo considera que el gobierno, los gobiernos municipales, las organizaciones de la sociedad civil, las comunidades y otros actores buscan prevenir y responder a la violencia de género y/o a la violencia basada en la identidad de género?
2. (I-KQ-3) ¿Considera que las instituciones responsables de la prevención y atención de la violencia de género han armonizado sus procedimientos para cumplir con la Ley (Ley de Igualdad y Ley Especial para una Vida Libre de Violencia)? (Ej. PNC, FGR, PGR, Medicina Legal)
3. (I-KQ-3) ¿Cuánto ha avanzado la PDDH en la transversalización del principio de igualdad y no discriminación en su institución y en los servicios que presta? ¿Cuáles desafíos enfrenta en esto?
4. (I-KQ-4) En los últimos cinco años ¿Qué cambios se han observado en el comportamiento de las pandillas, en relación a mujeres y hombres que las integran?
5. (I-KQ-8) ¿En el caso de las instituciones responsables, al momento de registrar casos atendidos, especialmente de violencia de género, qué datos se registran de las personas denunciantes y denunciadas?
6. (I-KQ-1) Hasta qué punto considera que parte de la discriminación o la violencia que sufren algunos grupos vulnerables esté relacionada con su identidad de género

7. (1-KQ-5) Para cada uno de los grupos, ¿Cuáles son las barreras formales e informales que identifican para acceder y utilizar el sistema de justicia?
8. (1-KQ-7) ¿Y cuáles son las barreras que identifica que pueden impedir que las mujeres víctimas de violencia denuncien?
9. (1-KQ-6) ¿Cuáles considera que son las causas que derivan en FEMINICIDIOS y en crímenes de odio a grupos vulnerables, por ejemplo, contra población LGTBI?

B. Participación Política y Gobernanza

10. (2-KQ-10) ¿Considera que en los últimos cinco años ha habido cambios significativos en la participación política DEL GRUPO EN DISCUSIÓN y las mujeres en este grupo, a nivel central, municipal y comunitario?
11. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de defensa en los últimos cinco años que representan los intereses del GRUPO EN DISCUSIÓN y las mujeres en este grupo?

C. Grupos Vulnerables

12. (6-KQ-22) Con respecto a la vulneración de los derechos humanos, ¿Qué poblaciones vulnerables están en mayor riesgo en el país y por qué?
13. (6-KQ-23) En los últimos años, ¿se han creado políticas, leyes o programas en favor de grupos vulnerables, como las poblaciones indígenas y afrodescendientes, las personas con discapacidad y otras?

Questionnaire Guide 12 for PNC, PDDH, Rights of Women and Family, and Checchi

GUÍA ENTREVISTA PARA ACTORES CLAVES ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL- CUESTIONARIO 12 USAID, MARZO-ABRIL 2019

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución: Policía Nacional Civil, PNC.

Persona entrevistada: _____
 Número de contacto: _____ email: _____
 Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Violencia

1. (I-KQ-2) ¿Cómo considera que el gobierno, los gobiernos municipales, las organizaciones de la sociedad civil, las comunidades y otros actores buscan prevenir y responder a la violencia de género y/o a la violencia basada en la identidad de género?

- ¿Considera que este tipo de violencia resulta en la migración de grupos específicos como:
 - Mujeres – en qué proporción?
 - Personas LGBTI - en qué proporción?
 - Personas con discapacidades – en qué proporción?
 - Personas indígenas y /o afrodescendiente – en qué proporción?
 - Las personas migrantes retornadas, y en qué proporción?

2. (I-KQ-3) ¿Considera que las instituciones responsables de la prevención y atención de la violencia de género han armonizado sus procedimientos para cumplir con la Ley (Ley de Igualdad y Ley Especial para una Vida Libre de Violencia)? ¿Cuánto ha avanzado la PNC? ¿Qué desafíos siguen pendientes? ¿Cuál ha sido el impacto de esta armonización institucional en las víctimas de violencia que son mujeres? ¿Personas LGBTI? ¿Mujeres y hombres con discapacidades?

3. (I-KQ-4) En los últimos cinco años ¿Qué cambios se han observado en el comportamiento de las pandillas, en relación a la integración de mujeres y hombres? ¿De qué edades son la mayoría jóvenes o adultos? ¿Han cambiado los niveles de participación? ¿los roles y funciones de hombres y mujeres que las integran? ¿el riesgo de jóvenes hombres y mujeres que no son miembros?

4. (I-KQ-8) En el caso de la PNC, al momento de registrar casos atendidos, especialmente de violencia de género, ¿qué datos se registran de las personas denunciantes y denunciadas? (¿se registra el sexo, identidad de género, orientación sexual, edad, etnia, raza? ¿Lugar de origen? ¿Lugar del crimen?)

- ¿Por qué hay diferencias entre los datos sobre delitos sociales y sexuales reportados por la PNC, por la FGR y Medicina Legal? Y ¿cómo se están armonizando estos datos para que sean comparables?

5. (I-KQ-5) ¿Cuáles son las barreras formales e informales que identifican para acceder y utilizar el sistema de justicia: a) los muchachos jóvenes? B) las muchachas jóvenes? Las personas L-G-B-I &Trans? c) personas indígenas, d) las personas migrantes retornadas?

6. (I-KQ-6) ¿Cuáles considera que son las causas que están impulsando el cambio observado en feminicidios y crímenes de odio contra población LGTBI, la Trans en particular?

7. (I-KQ-7) ¿Cuáles son las barreras que pueden impedir que denuncien las víctimas de delitos sexuales y crímenes de odio?

8. (I-KQ-1) Hasta qué punto considera que parte de la discriminación o la violencia que sufren las personas en cada uno de los grupos esté relacionada con su identidad de género?

Questionnaire Guide 13 for Civil Protection

**GUÍA ENTREVISTA PARA ACTORES CLAVES
ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL-CUESTIONARIO 13
USAID, MARZO-ABRIL 2019**

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución/Organización: Dirección de Protección Civil

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Prevención de Riesgos

1. (5-KQ-19) ¿De qué forma incorpora el gobierno la perspectiva de género en sus acciones de prevención y mitigación de riesgos?
2. (5-CQ-5) En La gestión de riesgos, ¿cómo se incorpora el enfoque de género en los planes municipales de prevención de riesgos?
3. (1-KQ-3) Las instituciones responsables **de la gestión de riesgos** ¿han armonizado sus reglamentos y procedimientos para cumplir con el principio de igualdad y no discriminación (LIE, LEIV)?

Questionnaire Guide 14 for SIS Executive Secretary

**GUÍA ENTREVISTA PARA ACTORES CLAVES
ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL – CUESTIONARIO 14
USAID, MARZO-ABRIL 2019**

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución: Secretaría de Inclusión Social (Dirección Ejecutiva)

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Violencia

1. (6-CQ-6) ¿Para el GOES, cuáles son los grupos oficialmente prioritarios para la inclusión social y ¿por qué?

2. (1-KQ-2) ¿Cómo considera que las instituciones del sector público, los gobiernos municipales, y las organizaciones de la sociedad civil buscan prevenir y responder a la violencia de género y/o a la violencia basada en la identidad de género u orientación sexual?

- ¿Es la migración una de las opciones para evitar la violencia para grupos vulnerables (personas con Discapacidad, personas LGBTI, jóvenes)
- ¿Cuál (es) grupos tienden a emigrar más que otros? ¿Cuál es su perfil sociodemográfico?

3. (1-KQ-3) ¿Considera que SU institución ha armonizado sus procedimientos para cumplir con la Ley (Ley de Igualdad y Ley Especial para una Vida Libre de Violencia)?

- ¿Qué se ha hecho para promover la igualdad de género entre los grupos vulnerables?
- ¿Hay algún proyecto de ley sobre inclusión social que esté en marcha? ¿Cuáles grupos prioritarios consideran este proyecto de ley de suma importancia?
- ¿Qué se está haciendo para dar continuidad a las políticas y programas de la SIS en la siguiente administración?

4. (1-KQ-1) Hasta qué punto considera que parte de la discriminación o la violencia que sufren algunos grupos vulnerables esté relacionada con su identidad de género? En términos de igualdad de oportunidades, ¿cómo están las mujeres con respecto a los hombres en cada uno de estos grupos vulnerables a la discriminación y violencia? ¿Esta situación es visible o se invisibiliza por la desventaja del grupo en general? ¿Qué hacen las mujeres al respecto?

5. (1-KQ-5) Para cada uno de los grupos considerados vulnerables a la exclusión social, ¿Cuáles son las barreras formales e informales que identifican para acceder y utilizar el sistema de justicia cuando sufren violencia?

6. (1-KQ-7) ¿Y cuáles son las barreras que identifica que pueden impedir que las mujeres EN ESTOS GRUPOS VULNERABLES que víctimas de violencia denuncien?

7. (1-KQ-6) ¿Cuáles considera que son las causas que derivan en FEMINICIDIOS y en crímenes de odio a grupos vulnerables, por ejemplo, contra población LGTBI?

B. Participación Política y Gobernanza

8. (2-KQ-10) ¿Considera que en los últimos cinco años ha habido cambios significativos en la participación política de los grupos vulnerables, a nivel central, municipal y comunitario? ¿Y en la participación de grupos vulnerables?

9. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de incidencia en los últimos cinco años que representan los intereses de los grupos vulnerables?

**GUÍA ENTREVISTA PARA ACTORES CLAVE – CUESTIONARIO 16
ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL
USAID, MARZO-ABRIL 2019**

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Además, el estudio identificará buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables en las acciones de intervenciones apoyadas por USAID.

Institución/ IP: **FUNDAUNGO**

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

CONTEXTO DE LA IP

Nombre de Actividad: Promoting Citizen Participation in Public Policy in El Salvador
Implementing Partner: Fundación Dr. Guillermo Manuel Ungo (FUNDAUNGO)

Duration: October 26, 2017 - October 25, 2020

Total Projected Investment: \$4.9 million

The activity will contribute to improving democratic governance by promoting more participatory and inclusive public policies and electoral processes, improving the capacities of CSOs to have a greater influence in the electoral processes and in the formation of public policies. This goal will be achieved by: 1) Supporting elaboration of citizen agendas and forums for discussion with candidates for Mayor and Congress (2018 elections), and Presidential Candidates (2019 elections); 2) supporting activities to monitor and evaluate the 2018 and 2019 electoral processes and formulate electoral reform proposals; 3) **Developing a certificate course in government and public policies for new political party and civil society leaders.**

Indicaciones: Por favor, responda las siguientes preguntas y, en caso disponga de documentos o información que complementen sus respuestas, agradeceremos pueda compartirla.

Violencia

I. (I-KQ-I para sector) En el ejercicio de brindar el voto, ¿Cómo ha incidido la violencia social, la presencia de grupos delincuenciales en los territorios en la participación ciudadana para ir a votar en las elecciones de los último cuatro años?

Esto ha afectado de manera diferente a:

- a. Las mujeres
- b. Los hombres
- c. Las personas con discapacidades
- d. Las personas LGBTI
- e. Las personas en ámbitos muy rurales
- f. Las personas jóvenes: mujeres, hombres

Participación Política y Gobernanza

2. (2-KQ-10) ¿Considera que en los últimos cinco años ha habido cambios significativos en la participación política para:
 - a. votar?
 - b. hacer incidencia política?En los siguientes grupos:
 - a. Las mujeres
 - b. Los hombres
 - c. Las personas con discapacidades
 - d. Las personas LGBTI
 - e. Las personas en ámbitos muy rurales
 - f. Las personas jóvenes: mujeres, hombres
3. (6-KQ-23 para sector) ¿De qué forma El Tribunal Supremo Electoral y lo partidos políticos, han promovido la participación de las mujeres, personas con discapacidades, personas LGBTI, jóvenes, y zonas rurales en las elecciones centrales, legislativa y municipales?
4. (6-AG-4) ¿Qué limita el acceso a ejercer sus derechos políticos de:
 - a. Las mujeres?
 - b. Los hombres?
 - c. Las personas con discapacidades?
 - d. Las personas LGBTI?
 - e. Las personas en ámbitos muy rurales?
 - f. Las personas jóvenes: mujeres, hombres?

Pacto de Derechos Civiles y Políticos (1966)

Article 25. Every citizen shall have the right and the opportunity, without any of the distinctions mentioned in article 2 and without unreasonable restrictions:

*(a) To take part in the **conduct of public affairs, directly or through freely chosen representatives;***

(6) To vote and to be elected at genuine periodic elections which shall be by universal

and equal suffrage and shall be held by secret ballot, guaranteeing the free expression of the will of the electors;

(c) To have access, on general terms of equality, to public service in his country.

Article 26. All persons are equal before the law and are entitled without any discrimination to the equal protection of the law...discrimination on any ground such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

5. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de defensa en los últimos cinco años que representen los intereses de:
 - a. Las mujeres?
 - b. Los hombres?
 - c. Las personas con discapacidades?
 - d. Las personas LGBTI?

- e. Las personas en ámbitos muy rurales?
 - f. Las personas jóvenes: mujeres, hombres?
6. (7-KQ-24) En el contexto de promover la *Self Reliance* en el país, en el área de trabajo de su proyecto, ¿qué se debe tomar en cuenta en la programación de los siguientes cinco años, con base en la experiencia que han tenido hasta la fecha en su programa?

Questionnaire Guide 17 for Bridges for Employment DAI

**GUÍA ENTREVISTA PARA ACTORES CLAVES
ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL- CUESTIONARIO 17
USAID, MARZO-ABRIL 2019**

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución: Proyecto Puentes para el Empleo/DAI

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

1. A lo largo del período de implementación, de cara a las personas beneficiarias ¿cómo se han ejecutado las actividades con las que se espera promover la igualdad y la inclusión?
2. La información que se ha generado desde el proyecto ¿está desagrada en variables de participación por sexo, por inclusión de personas con discapacidad, LGTBI, etnia?
3. ¿Cuáles han sido los logros más importantes en el proyecto en el marco de la incorporación de los enfoques de igualdad e inclusión?
4. ¿Desde el proyecto se ha atendido a jóvenes retornados? ¿Conocen a otros actores que estén trabajando con esta población?
5. Además de las acciones que ya se implementan en el proyecto ¿qué otras acciones consideran son necesarias para promover el empleo, la empleabilidad y el desarrollo en los municipios y que pueden desincentivar la migración?
6. ¿Qué acciones considera es necesario continuar implementando para promover la autosuficiencia (*self-reliance*)?
7. Si se realizaran nuevas intervenciones similares a las de su proyecto ¿Qué recomendaciones haría para mejorar la incorporación de los enfoques de igualdad e inclusión?

**GUÍA ENTREVISTA PARA ACTORES CLAVE – CUESTIONARIO 18
ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL
USAID, MARZO-ABRIL 2019**

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Además, el estudio identificará buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables en las acciones de intervenciones apoyadas por USAID.

Institución/ IP: FUNDE /ALAC

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responda las siguientes preguntas y, en caso disponga de documentos o información que complementen sus respuestas, agradeceremos pueda compartirla.

A. Violencia

1. (1-KQ-1 para Transparencia) ¿Cómo están aprovechando la transparencia los sectores ciudadanos de:

- a. Las mujeres?
- b. Los hombres?
- c. Las personas con discapacidades?
- d. Las personas LGBTI?
- e. Las personas en ámbitos muy rurales?
- f. Las personas jóvenes: mujeres, hombres?

2. En el tema de migración, ¿cómo incide el tema de transparencia con respecto a brindar información sobre el número, perfil sociodemográfico, lugar de origen de las personas que están emigrando? ¿Y sobre el desplazamiento interno? ¿Se está recogiendo y brindando la información?

3. ¿Cómo afecta al ejercicio de rendición de cuentas y aprovechamiento de la transparencia la violencia social? Y esto, ¿ha afectado de manera diferente a los diferentes sectores de ciudadanos?

B. Participación Política y Gobernanza

4. (2-KQ-10) ¿Considera que en los últimos cinco años ha habido cambios significativos en la participación ciudadana para hacer incidencia política e informarse?

En los siguientes grupos:

- g. Las mujeres
- h. Los hombres
- i. Las personas con discapacidades
- j. Las personas LGBTI
- k. Las personas en ámbitos muy rurales
- l. Las personas jóvenes: mujeres, hombres

5. ¿Cuáles instituciones públicas son las rectoras sobre transparencia y rendición de cuentas?

(6-KQ-23 para sector) ¿De qué forma las instituciones públicas y de la OSC responsables de la transparencia han promovido la participación ciudadana de las mujeres, personas con discapacidades, personas LGBTI, jóvenes, y zonas rurales en las elecciones centrales, legislativa y municipales?

6. ¿Cuáles son los derechos ciudadanos más relevantes en el tema de transparencia y redición de cuentas?

7. (6-AG-4) ¿Qué limita el acceso a ejercer esos derechos ciudadanos para:

- g. Las mujeres?
- h. Los hombres?
- i. Las personas con discapacidades?
- j. Las personas LGBTI?
- k. Las personas en ámbitos muy rurales?
- l. Las personas jóvenes: mujeres, hombres?

8. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de incidencia para el seguimiento de políticas públicas y rendición de cuentas del Estado en los últimos cinco años que representen los intereses de:

- a. Las mujeres
- b. Los hombres
- c. Las personas con discapacidades
- d. Las personas LGBTI
- e. Las personas en ámbitos muy rurales
- f. Las personas jóvenes: mujeres, hombres

9. (7-KQ-24) En el contexto de promover la *Self Reliance* en el país, ¿Qué se debe asegurar en el apoyo al tema de transparencia y rendición de cuentas por la cooperación internacional en los próximos cinco años y más?

Questionnaire Guide 19 for Palladium

GUÍA ENTREVISTA PARA ACTORES CLAVES ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL- CUESTIONARIO 19 USAID, MARZO-ABRIL 2019

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución: PALLADIUM - USAID PROJECT FOR ECONOMIC COMPETITIVENESS

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

1. (Q-CONTEXTO 1) ¿En qué consiste el apoyo que brinda el proyecto a las MIPYMES?
2. (Q-CONTEXTO 2) ¿Han realizado estudios de diagnóstico sobre mujeres empresarias? ¿O de enfoque de género en las MIPYMES? ¿Podrían facilitarnos copias?
Si no, preguntar quién es el COR/AOR en USAID, para solicitarlo directamente.

A. **Gobernanza**

9. (AG-1.1) ¿Cuáles son las formas de discriminación por desigualdad de género (incluido por razones de orientación o identidad de género) que enfrentan las personas propietarias de MIPYMES? Por ejemplo, como:

- ¿Mujeres?
- ¿Personas con discapacidades propietarias de MIPYMES?
- ¿Personas de identidad LGBTI?
- ¿Personas de pueblos originarios (Indígenas)?

a. (AG-3) ¿Qué limita el acceso a formación? ¿Servicios? ¿Financiamiento? ¿Otros? Para cada uno de estos grupos.

b. (AG-4) ¿Qué limita el acceso a Juntas directivas de gremiales o de sus empresas para cada uno de estos grupos?

c. (8-CQ-7) ¿Con qué frecuencia se cierran MIPYMES porque la propietaria o propietario decide migrar? ¿Hay información sobre razón del cierre y migración para hombres, para mujeres? ¿Sobre sector de trabajo, volumen de ventas, empleos generados, ubicación de las empresas?

d. (8-CQ-9) ¿Hay alguna proporción notable de MIPYMES propiedad de emigrantes retornados hombres? ¿Mujeres? ¿Hay información sobre sector de trabajo, volumen de ventas, empleos generados, ubicación de las empresas?

10. (AG-2) ¿Cuáles son las razones por las que ocurre esta discriminación?

11. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de incidencia en los últimos cinco años que representan los intereses de cada uno de estos grupos en las MIPYMES? ¿Cuáles? ¿Qué intereses?

B. **Crecimiento Económico**

12. (3-KQ-13) ¿Cuáles son las barreras más importantes en las áreas de crecimiento y exportación para las empresas que son propiedad y lideradas por

- a. mujeres?
- b. lideradas por personas con discapacidad – mujeres, hombres?

- c. por personas LGBTI?
- d. por mujeres, por hombres migrantes retornado?
- e. por propietarios en el sector rural- mujeres, hombres?

13. (3-KQ-14) ¿Qué políticas y programas públicos promueven y fomentan el emprendimiento femenino y la inclusión de grupos vulnerables?

14. (3-KQ-16) ¿Cuáles son los sectores productivos en los que las MIPYMES han generado mayor nivel de empleo en los últimos años?

- ¿Hay datos sobre empleo generado por empresas con propietarios hombres? ¿Mujeres?
- ¿Hay datos sobre salarios promedios que se pagan en las MIPYMES? ¿A hombre? ¿A Mujeres?

15. (3-KQ-15) ¿Cuáles son las cadenas de valor con mayor participación de mujeres y jóvenes propietarias de MIPYMES? ¿Y cuáles son las principales barreras al crecimiento de estas MIPYMES?

Questionnaire Guide 22 for Secretariat of Culture

**GUÍA ENTREVISTA PARA ACTORES CLAVES
ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL-CUESTIONARIO 22
USAID, MARZO-ABRIL 2019**

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución: MINISTERIO DE CULTURA

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

GRUPO POBLACIONAL DE DISCUSIÓN: PUEBLOS ORIGINARIOS Y AFRODESCENDIENTES

A. Análisis de Género

1. ¿Cuáles son las formas de discriminación que se evidencian en este sector, para hombres, para mujeres, en estos grupos? ¿cómo se manifiestan? Y ¿por qué?

2. (6-KQ-20) ¿En qué proporción se encuentran estos grupos poblacionales en las comunidades, municipios y a nivel nacional?

3. (6-KQ-22) ¿De qué manera interviene la discriminación por causa de los estereotipos y tradiciones culturales de la sociedad en general en generar desigualdad en acceso a los servicios y bienes públicos para estas poblaciones?

B. Violencia

8. (1-KQ-2) / (6-KQ-22) ¿Cómo considera que hay personas de los pueblos originarios que sufren de violencia social y de género?

a. ¿De qué manera los gobiernos municipales y las comunidades mismas buscan prevenir y responder a la violencia de género y/o a la violencia basada en la identidad de género?

9. (1-KQ-4) En los últimos cinco años ¿Qué cambios se han observado en el comportamiento de las pandillas, en relación su tratamiento de comunidades de pueblos indígenas – sus mujeres y hombres, jóvenes y adultos?

- (1-KQ-1) ¿Considera que parte de la discriminación o la violencia que sufren algunas personas de pueblos originarios también está relacionada con su identidad de género?

10. (1-KQ-5) Para personas de pueblos originarios, hombres y mujeres, ¿Cuáles son las barreras formales e informales que identifican para acceder y utilizar el sistema de justicia?

11. (1-KQ-7) ¿Y cuáles son las barreras que identifica que pueden impedir que las mujeres de pueblos originarios víctimas de violencia denuncien?

C. Participación Política y Gobernanza

12. (6-KQ-23) En años recientes, ¿se han creado políticas, leyes o programas a favor de los pueblos originarios?

13. (2-KQ-10) ¿Considera que en los últimos cinco años ha habido cambios significativos en la participación política de los pueblos originarios, y las mujeres en ellos, a nivel central, municipal y comunitario?

14. (2-KQ-11) ¿Han surgido y/o se han fortalecido nuevos movimientos sociales o grupos de incidencia en los últimos cinco años que representan los intereses de los pueblos originarios? ¿Y de las mujeres de los pueblos originarios?

D. MIGRACIÓN

15. ¿En los pueblos originarios, se observa la migración como una opción de vida? Si lo es, ¿Quiénes tienden a migrar? – hombres jóvenes, adultos? Mujeres jóvenes, adultas?, de que cuales pueblos? Municipios del país? ¿Se conocen las razones por las que emigran – cuáles son?

E. SELF-RELIANCE

16. (7-KQ-24) ¿Qué se necesita hacer para que los pueblos originarios puedan aportar a su autosuficiencia y la del país?

17. (7-CQ-11) Cuáles son las prioridades en sus programas para los próximos 5 años en las áreas promoción de la igualdad para pueblos originarios? ¿Y para la igualdad de género entre su población?

18. ¿Cuáles son las organizaciones de la sociedad civil son las más empoderadas en cada uno de los pueblos originarios? ¿Cuáles son las prioridades de los pueblos originarios organizados? ¿Qué tipos de acciones han avanzado en sus áreas prioritarias?

19. ¿Qué esfuerzos consideran clave para apoyar? ¿qué falta de fortalecer que no se está haciendo ahora? • ¿Qué áreas necesitan complementarse con esfuerzos de la cooperación internacional para promover la auto sostenibilidad de estos pueblos y del país?

Questionnaire Guide 23 for UN Women, Area of Violence Against Women

GUÍA ENTREVISTA PARA ACTORES CLAVES ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL- CUESTIONARIO 23 USAID, MARZO-ABRIL 2019

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución: ONU Mujeres Área de violencia contra la mujer.

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Contexto

1. ¿Podrían facilitarnos información sobre el trabajo que realiza ONU Mujeres de cara a fortalecer las leyes y políticas en materia de igualdad, principalmente para disminuir la violencia hacia las mujeres y grupos vulnerables como la población LGBTI, mujeres con discapacidad, indígenas, entre otros?

B. Gobernanza

2. (2-KQ-12) En los últimos años, de las políticas, leyes o programas que se han creado en favor de la igualdad y la no discriminación ¿cuáles destacarías como exitosos y en qué medida y cómo podría apoyarse su continuidad?

3. En el caso de las mujeres que enfrentan una mayor situación de vulnerabilidad, por ej. Mujeres rurales, indígenas, con discapacidad, ¿su organización les ofrece algún tipo de apoyo? ¿De qué forma?

4. De cara a las instituciones y organizaciones contrapartes de su organización ¿Qué tanto han avanzado en transversalizar el principio de igualdad y no discriminación? ¿Qué desafíos enfrentan para los próximos años?
5. (AG-I.1) ¿Cuáles son las formas de discriminación por desigualdad de género (incluido por razones de orientación o identidad de género) que enfrentan las mujeres y/o personas de grupos vulnerables que limiten sus posibilidades para desarrollarse con autonomía?
6. ¿Cuáles son las acciones que realiza su organización para prevenir los diferentes tipos de violencia ejercida contra las mujeres?
7. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de incidencia en los últimos cinco años que representan los intereses de las mujeres? ¿Cuáles? ¿Qué intereses?
8. ¿Cuál es el rol que considera que debe jugar la cooperación internacional en los próximos años para disminuir la violencia hacia las mujeres y fortalecer la autonomía de las mujeres y los grupos vulnerables?
9. ¿En qué medida considera que pueden alinearse los esfuerzos de la cooperación?
10. De cara a los futuros cambios políticos del país ¿Qué acciones considera pueden ser claves para garantizar la sostenibilidad de los logros alcanzados en los últimos años en materia de igualdad y no discriminación?

Questionnaire Guide 24 for UN Women, Economic Self-Sufficiency

**GUÍA ENTREVISTA PARA ACTORES CLAVES
ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL- CUESTIONARIO 24
USAID, MARZO-ABRIL 2019**

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución: ONU Mujeres Autosuficiencia económica

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Contexto

- I. Podrían facilitarnos información sobre el trabajo que realiza ONU Mujeres de cara a fortalecer las oportunidades económicas para las mujeres

B. Gobernanza

2. (2-KQ-12) En los últimos años, de las políticas, leyes o programas que se han creado en favor de la igualdad y la no discriminación, especialmente para fortalecer la autonomía de las mujeres, ¿cuáles destacarías como exitosos y en qué medida y cómo podría apoyarse su continuidad?
3. En el caso de las mujeres que enfrentan una mayor situación de vulnerabilidad, por ej. Mujeres rurales, indígenas, con discapacidad, ¿su organización les ofrece algún tipo de apoyo? ¿De qué forma?
4. De cara a las instituciones y organizaciones contrapartes de su organización ¿Qué tanto han avanzado en transversalizar el principio de igualdad y no discriminación? ¿Qué desafíos enfrentan para los próximos años?
5. (AG-1.1) ¿Cuáles son las formas de discriminación por desigualdad de género (incluido por razones de orientación o identidad de género) que enfrentan las mujeres y/o personas de grupos vulnerables que limiten sus posibilidades para insertarse al mercado laboral y para avanzar hacia su autonomía económica?
6. (3-KQ-16) ¿Cuáles son los sectores productivos en los que su organización ha identificado que hay oportunidad de empleo y tienen brechas de género neutrales o en contra de las mujeres en cuanto a participación, salario, entre otras, y que podrían ser el objetivo de los programas de empleo de USAID?
7. En el caso de las mujeres microempresarias y empresarias ¿cuáles son los avances que han alcanzado en su posicionamiento en los mercados y cuáles son las brechas que persisten en relación a sus pares hombres?
8. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de incidencia en los últimos cinco años que representan los intereses de las mujeres? ¿Cuáles? ¿Qué intereses?
9. ¿Cuál es el rol que considera que debe jugar la cooperación internacional en los próximos años para fortalecer la autonomía de las mujeres y los grupos vulnerables?
10. ¿En qué medida considera que pueden alinearse los esfuerzos de la cooperación?
11. De cara a los futuros cambios políticos del país ¿Qué acciones considera pueden ser claves para garantizar la sostenibilidad de los logros alcanzados en los últimos años en materia de igualdad y no discriminación?

**GUÍA ENTREVISTA PARA ACTORES CLAVES
ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL - CUESTIONARIO 26
USAID, MARZO-ABRIL 2019**

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución: UNION EUROPEA

Persona entrevistada: _____

Número de contacto: _____ email: _____

Entrevistador/a: _____ Fecha: _____

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

1. ¿Podrían facilitarnos información sobre el trabajo que realiza la EU de cara a fortalecer la igualdad de género y la inclusión social de grupos en condición de vulnerabilidad?
2. ¿Han desarrollado prácticas exitosas que faciliten el trabajo para la inclusión de cada uno de sus grupos prioritarios?
3. (2-KQ-11) ¿Han surgido nuevos movimientos sociales o grupos de incidencia en los últimos cinco años que representan los intereses de las mujeres? ¿Cuáles? ¿Qué intereses?
4. De cara a los futuros cambios políticos del país ¿Qué acciones considera pueden ser claves para garantizar la sostenibilidad de los logros alcanzados en los últimos años en materia de igualdad y no discriminación?
5. ¿Cuál es el rol que considera que debe jugar la cooperación internacional en los próximos años para fortalecer la autonomía de las mujeres y los grupos vulnerables?
6. ¿En qué medida considera que pueden alinearse los esfuerzos de la cooperación?

**GUÍA ENTREVISTA PARA ACTORES CLAVES
ESTUDIO SOBRE GÉNERO E INCLUSIÓN SOCIAL- CUESTIONARIO 27
USAID, MARZO-ABRIL 2019**

Introducción

USAID El Salvador está realizando un estudio sectorial sobre Género e Inclusión Social, con el propósito de conocer el contexto nacional en relación a la igualdad de género y la inclusión y de ofrecer un insumo para la planificación del próximo ciclo de programación de USAID en el país. Se espera, además, identificar dentro de las intervenciones apoyadas por USAID las buenas prácticas y lecciones aprendidas para incorporar a las mujeres y a los grupos vulnerables dentro de sus acciones.

Institución: **UNFPA**

Persona entrevistada:

Cargo:

Número de contacto: _____

email:

Entrevistador/a: _____

Fecha:

Indicaciones: Por favor, responder las siguientes preguntas y en caso de disponer de documentos o de información que pueda complementar las respuestas, se agradecerá pueda compartirla.

A. Contexto

2. ¿Podrían facilitarnos información sobre el trabajo que realiza UNFPA en El Salvador con respecto a SSR, Prevención de la Violencia de Género/ contra las mujeres? ¿Sobre su función en el proyecto SPOTLIGHT?

B. EDUCACION

3. **I-KQ-18** Que están haciendo el MINEDUCYT en escuelas y Universidades para manejar y prevenir el abuso sexual y los embarazos?

4. ¿Cuál es la estrategia de prevención de embarazos del GOES?
¿Cómo esto ayudaría a la reducción de violencia sexual y embarazos en las escuelas?

5. **I- KQ-6** Para cada uno de los grupos, ¿Cuáles son las barreras formales e informales que identifican para acceder y utilizar el sistema de justicia en caso de violencia sexual?

6. **I- KQ-7** En casos de violencia sexual ¿Cuáles son las barreras que pueden impedir que denuncien?

7. **I-KQ-4** ¿Qué cambios se han observado en el involucramiento de muchachas y muchachos en los grupos delincuenciales en los últimos cinco años?

8. **I-KQ-4** Las instituciones responsables de la prevención y atención a la violencia basada en género, ¿han armonizado sus reglamentos y procedimientos para cumplir con el principio de igualdad y no discriminación (LIE, LEIV)?

C. SEGURIDAD

9. **I-KQ-7** ¿Cuáles considera que son las causas que están impulsando el cambio observado en feminicidios? y crímenes de odio contra población LGTBI?

10. **I-KQ-5** ¿Qué cambios se han observado en el involucramiento de muchachas y muchachos en los grupos delincuenciales en los últimos cinco años?

D. RIESGOS

11. **5-KQ-19** ¿Cómo incorpora el enfoque de género en la prevención de riesgos el GOES en refugios? ¿Cómo incorpora las necesidades especiales de los grupos vulnerables como personas con discapacidades? ¿Personas LGBTI?

12. **6-KQ22-** ¿Cuáles considera que son los sectores de población más vulnerable en el país y por qué?

E. MIGRANTES: desplazamiento interno y migración: ¿Cuáles son las necesidades de SSR que se deben tomar en cuenta en la atención a población desplazada?

13. **I-KQ-8** ¿Se están recolectando datos estadísticos con variables para reconocer la identidad y la orientación de género en delitos relacionados con la violencia basada en género? ¿Y en los reportes de este tipo de violencia?

B. Facilitation Guides for the FGDs

Facilitation Guide for Gender and Inclusion Specialists Focus Group

GUÍA GRUPOS FOCALES PARA ESPECIALISTAS DE GÉNERO E INCLUSIÓN EN ACTIVIDADES DE USAID EL SALVADOR ANÁLISIS DE GÉNERO E INCLUSIÓN SOCIAL PARA CDCS 2020-2024 USAID, MARZO-ABRIL 2019

**Lugar: OFICINA IMEL, San Benito, San Salvador
8 a.m. a 11 a.m.**

FECHA DEL EVENTO: 11 de abril 2011

EQUIPO CONSULTOR:

- Team leader: Margarita Sánchez, Género e Inclusión Social
- Especialista: Vanessa Pocasangre, Evaluaciones y estudios
- KML especialista: Beatriz Flores
- Asistentes: Karla García, Jennyfer Tejada, Tania Rivera, Pablo Durán.

OBJETIVO:

Aportar insumos sobre la experiencia en la transversalización de las políticas de USAID para un desarrollo inclusivo que aporten lecciones aprendidas y buenas prácticas para el diseño de la CDCS 2020-2024.

TEMA 1: TRANSVERSALIZACIÓN DE GÉNERO E INCLUSIÓN EN LAS ACTIVIDADES DE USAID

Guía de preguntas:

1. ¿Que se esperaba lograr con el aporte de una especialista en el proyecto?
2. ¿Qué pasó? ¿Se está logrando lo esperado?
3. ¿Qué está ocurriendo en la ruta de transversalización a continuación?

Ruta de transversalización a explorar:

HITOS	Ocurrió o no ocurrió en la Actividad
Contratos o acuerdos entre USAID-IP	Tenía cláusula sobre género e inclusión de grupos vulnerables
Sub contratos IP-proveedores de bienes y servicios (consultorías)	Se integró clausula sobre no discriminación por sexo u otras causas en los subcontratos
Información recolectada y reportada con enfoque de género e inclusión	Se recogen datos desagregados por sexo Se observa la participación de grupos vulnerables Se reporta desagregando resultados por sexo
Formación del personal para prestar servicios con enfoque de género e inclusión	Se capacita al personal técnico sobre género e inclusión Se capacita al personal administrativo sobre género e inclusión
Acciones afirmativas y plan de trabajo implementado con enfoque de género e inclusión	Se desarrollaron actividades específicas para género y/o inclusión, por ejemplo: diagnósticos, estrategias, acciones en los programas (capacitación, asistencia técnica, sub grants orientados a estos grupos meta), tenían o no presupuesto.
Seguimiento y monitoreo de avances de resultados con enfoque de género e inclusión	Los informes de monitoreo rastrean avances en indicadores de género y de inclusión; reportan avances en participación en las actividades y en los espacios de tomar decisión para estos grupos meta.
Evaluaciones con enfoque de género e inclusión	Se incluyó género e inclusión en el abordaje de las evaluaciones realizadas.
OTROS	

TEMA 2: PRÁCTICAS EXITOSAS DESARROLLADAS

¿Qué hemos aprendido hasta la fecha con la experiencia?

- **¿Logros** en género? ¿Logros en inclusión?
 - ¿Qué hicieron?
 - Acciones afirmativas
 - Transversalización con actores clave
 - Otras
 - ¿Qué resultados han tenido?
- **¿Desafíos** enfrentado? ¿Cuáles se ha superado? ¿Cuáles continúan?
 - ¿Con qué recursos contaron?

- ¿personal formado?
- Personal colaborador
- ¿Datos desagregados?
- ¿Prácticas de analizar y reportar con enfoque inclusivo?
- ¿retroalimentación para mejorar?
- Fondos para acciones
- Otros

4. ¿Cuáles son las prácticas que consideran han sido exitosas en promover la igualdad de género y la inclusión de los grupos vulnerables prioritarios de USAID?

- Para promover la igualdad
- Para prevenir la violencia basada en género
- Para promover el empoderamiento de las mujeres y de los grupos prioritarios de inclusión

5. ¿Cuáles son los factores importantes en el éxito de estas prácticas?

TEMA 3: CONCLUSIONES Y RECOMENDACIONES

6. Para futuros proyectos, con base en las experiencias y los desafíos:

- ¿Qué recomendaciones haría para promover la igualdad de género?
- ¿Qué recomendaciones harían para promover la inclusión de grupos prioritarios?
- En la experiencia de trabajo de su Actividad, ¿cuáles son los grupos **encontrados** que deben ser prioritarios para la inclusión?

A. Cierre

Las personas facilitadoras resumirán los principales hallazgos identificados en la sesión y se agradece a las personas asistentes su colaboración.

La validación de los resultados del estudio se llevará a cabo en una reunión de CLA el día 15 de mayo de 8-12 am, se informará sobre el lugar.

Facilitation Guide for LGBTI Organizations Focus Group

GUÍA GRUPOS FOCALES PARA ORGANIZACIONES DE PERSONAS LGBTI ANÁLISIS DE INCLUSIÓN SOCIAL PARA CDCS 2020-2024 DE USAID

24 de abril 2019

Lugar: OFICINA IMEL, San Benito, San Salvador

8:30 a.m. a 11:30 a.m.

FECHA DEL EVENTO: 24 de abril 2011

EQUIPO CONSULTOR:

- Team leader: Margarita Sánchez, Género e Inclusión Social
- Especialista: Vanessa Pocasangre, Evaluaciones y estudios
- Asistentes: Marvin Flamenco, Karla García, Jennyfer Tejada, Tania Rivera, Pablo Durán.

OBJETIVO:

Para personas LGBTI, validar el diagnóstico de inclusión y los resultados de la revisión documental con respecto a la vulneración de sus derechos individuales y colectivos, la calidad de los servicios que les brinda el Estado, y su participación en proyectos de USAID.

GUIA DE PREGUNTAS

TEMA I: Análisis de la inclusión:

Guía de los temas de discusión:

1. ACCESO (15 min)

a. **¿Cómo es el acceso para personas LGBTI a la protección, a obtener educación, empleo, emprendedurismo, atención por el sistema de justicia?**

Considerar si el acceso es afectado por los siguientes factores:

- EDAD: ¿Cambia el nivel de acceso para personas LGBTI menores de 29 años? ¿personas adultas LGBTI? ¿personas LGBTI de tercera edad?
- NIVEL SOCIO ECONÓMICO: ¿afecta diferenciadamente a personas de diversos niveles?
- IDENTIDAD: ¿Es diferente el acceso de acuerdo a la identidad L, G, B, T, I?
- LOCALIDAD: ¿La zona del país donde viven afecta de diferente manera este trato?
- Vulneración en su **seguridad** y su derecho a la integridad personal
- Vulneración en obtener **empleos** dignos para sostener una vida digna

2. MARCO NORMATIVO: (15 minutos)

a. **¿Cómo el marco normativo del país permite que personas LGBTI puedan desarrollarse plenamente e igualdad de condiciones con las demás personas en el país?**

Considerar:

- ¿Cuáles convenciones internacionales, leyes, decretos, reglamentos, etc. protegen los derechos que son más vulnerados? (5 min) para escribir la respuesta
- ¿Qué normativa y procedimientos faltan para brindar una protección integral? (5 min) para escribir la respuesta

Facilitadora: (5-10 minutos)

- Resume e indaga sobre la falta de marco normativo similar a la LEIV, y los problemas enfrentados en hacer que ese marco normativo se cumpla: con PNC, FGR, CAM, con los jueces, etc.
- ¿Qué proponen para superar estos desafíos?

3. NORMAS Y ESTEREOTIPOS CULTURALES (15 min)

- ¿Cuáles tradiciones culturales y estereotipos afectan negativamente a las personas LGBTI?
- ¿Cuáles son las consecuencias de la discriminación por causas culturales?
- ¿Qué aspectos de la cultura y qué comportamientos de la población deben cambiar para asegurar la igualdad de condiciones en el trato de personas LGBTI?

Facilitadora: (5-10 minutos)

- ¿Cuál es el impacto de la cultura al momento de implementar leyes, reglamentos, protocolos y brindar servicios?
- ¿Cuáles estereotipos afectan más negativamente en el trato de las personas LGBTI?

- ¿Cómo proponen luchar contra este desafío?

4. PARTICIPACIÓN EN ESPACIOS DE TOMAR DECISIONES (15 min)

- ¿Tienen acceso igualitario para participar en directivas a nivel comunitario, en consejos municipales, en la Asamblea Legislativa?
- ¿Qué tipo de organizaciones tienen? ¿A quién representan y qué propósitos tienen? ¿Para qué más hay que organizarse?
- ¿Qué necesitan para fortalecer sus organizaciones y participar como sociedad civil organizada?

Facilitadora: (5-10 minutos)

Indagar: ¿Qué identifican como sus fortalezas y debilidades como organizaciones?

¿Cuáles serán sus siguientes pasos?

SESIÓN 3 (0:50 hora)

TEMA 2: PRÁCTICAS EXITOSAS PARA INCLUSIÓN CON IGUALDAD

USAID promueve en nuestro país programas de Seguridad Ciudadana y Gobernabilidad, fortaleciendo el sistema de justicia y la Transparencia y Redición de Cuentas; y en el sector económico promueve la empleabilidad de la población joven y el emprendedurismo, así como el fortalecimiento de la innovación en el sector industrial a través de la investigación en universidades.

1. 10 Min. ¿Cuáles de estas áreas de trabajo son de importancia para las personas que representan en sus organizaciones? ¿por qué?

ESCRIBIR EN POST IT

2. 10 Min. ¿Su organización ha participado en actividades de proyectos financiados por USAID?

- ¿Cómo se llaman?
- ¿Cómo participaron? Y ¿Cuál fue el resultado?

ESCRIBIR EN POST IT

3. 15 Min. ¿Qué se hizo bien para asegurar una inclusión con igualdad sustantiva?

ESCRIBIR EN POST IT

4. 15 Min. ¿Que se podría mejorar para asegurar la participación en igualdad de condiciones de personas LGBTI?

ESCRIBIR EN POST IT

Facilitadora: Hará un resumen de lo que se ha registrado y preguntará si falta algo más.

Recomendaciones

5. 20 Min. ¿Que recomiendan a la cooperación internacional sobre formas de apoyo estratégico para lograr la igualdad de las personas LGBTI en su goce de derechos individuales y colectivos?

ESCRIBIR EN POST IT

Facilitadora: Hará un resumen de lo que se ha registrado y preguntará si falta algo más.

SESIÓN 4

Cierre

Las personas facilitadoras resumirán los principales hallazgos identificados en la sesión y se agradece a las personas asistentes su colaboración.

**GUÍA GRUPOS FOCALES PARA PERSONAS BENEFICIARIAS EN MUNICIPIOS
ANÁLISIS DE GÉNERO E INCLUSIÓN SOCIAL PARA CDCS 2020-2024
USAID, MARZO-ABRIL 2019**

MUNICIPIO: _____

FECHA DEL EVENTO: _____

EQUIPO CONSULTOR:

- Facilitadora principal: _____
- Persona Anotadora: _____
- Logística: _____

OBJETIVO:

Indagar sobre la percepción de las personas beneficiarias sobre la política de género y las de inclusión de USAID.

RESULTADO ESPERADO DE LA REUNIÓN:

- Conocimiento de la normativa de inclusión e igualdad de género y cómo les beneficia.
- Percepción de medidas identificadas en el proyecto que han promovido la inclusión y que les han beneficiado
- Percepción de buenas prácticas y áreas de mejora
- Incidencia de temas claves en la vida de personas beneficiarias
- Recomendaciones a USAID

GUÍA DE PREGUNTAS

TEMA 1: NORMATIVO

- 1.- Que conocen sobre la normativa del derecho a la igualdad y para la inclusión?
- 2.- ¿Cuáles son las tradiciones y normas culturales que dan paso a los estereotipos de roles género, de identidades de género (LGBTI), pueblos originarios que son excluidos en la sociedad?

TEMA 2: BUENAS PRÁCTICAS Y LECCIONES APRENDIDAS

3. Qué medidas han visto en el proyecto en que han participado que ha promovido la inclusión de personas de los grupos prioritarios.
4. De lo que han visto, que consideran ¿qué ha funcionado bien para promover una inclusión en igualdad de condiciones?
5. Cuáles posibles áreas de mejora?

TEMA 3: SELF RELIANCE

5. ¿Qué piensan hacer con lo que han aprendido en el proyecto?

TEMA 4: RECOMENDACIONES

6. ¿Qué recomendarían que es necesario fortalecer para promover la participación de personas con características de los grupos prioritarios?

PREGUNTAS ADICIONALES

TEMA 5: OTROS TEMAS. (20 MIN)

Seguridad: ¿en su entorno familiar y de trabajo, hay problemas causados por la inseguridad que afectan sus actividades educativas, económicas y su integridad personal? ¿Cómo manejan esta situación?

Acceso a la Justicia- Si sufren por algún delito, ¿tienen la confianza de ir a denunciarlo ante alguna autoridad? ¿Por qué algunas personas no denuncian?

Migración. Hay desplazamiento interno ocurriendo en su comunidad (¿porque nueva gente llega de otros lugares o porque gente se va de la comunidad a otras o al extranjero?) ¿Por qué se movilizan estas personas? ¿Qué tipo de personas son por su edad, sexo, profesión, lugar de origen, identidad de género, etnia?

Educación- ¿En su comunidad, las mujeres adolescentes que han sido madres y dejaron la escuela, regresan a continuar su educación? ¿Cómo lo hacen?

Gestión de Riesgos - Los comités comunales de riesgo en sus comunidades, ¿toman en cuenta las necesidades especiales de grupos como personas con discapacidad, mujeres embarazadas, adultos mayores en sus planes de contingencia para la movilización y para los refugiados?

Facilitation Guide for Persons with Disabilities Focus Group

GUÍA GRUPOS FOCALES PARA ORGANIZACIONES DE PERSONAS CON DISCAPACIDAD

ANALISIS DE INCLUSIÓN SOCIAL PARA CDCS 2020-2024 DE USAID

2 de mayo 2019

Lugar: Hotel presidente, San Benito, San Salvador

8:30 a.m. a 11:30 a.m.

FECHA DEL EVENTO: 2 de mayo 2019

EQUIPO CONSULTOR:

- Team leader: Margarita Sánchez, Género e Inclusión Social
- Especialista: Vanessa Pocasangre, Evaluaciones y estudios
- Facilitadores Asistentes: Karla García, Marvin Flamenco
- Anotadoras: Jennyfer Tejada, Tania Rivera, Pablo Durán.

OBJETIVO:

Para personas con discapacidades, validar el diagnóstico de inclusión y los resultados de la revisión documental con respecto a la vulneración de sus derechos individuales y colectivos, la calidad de los servicios que les brinda el Estado, y su participación en proyectos de USAID.

GUIA DE PREGUNTAS PARA FACILITADORAS Y FACILITADOR

PARTE I: En subgrupos

I. ACCESO (20 min)

- ¿Cómo es el acceso para personas con diversos tipos de discapacidad a la protección, obtener educación, empleo, emprendedurismo, y atención por el sistema de justicia?

2.NORMAS Y ESTEREOTIPOS CULTURALES (20 min)

- ¿Cuáles tradiciones y estereotipos existen en la cultura que generan la exclusión de personas con diversas discapacidades?
- ¿Cuáles son las consecuencias de esta discriminación?

- ¿Desafíos: ¿Qué cambiar y cómo?

3. PRÁCTICAS EXITOSAS PARA INCLUSIÓN CON IGUALDAD (15 min)

AREAS DE IMPORTANCIA PARA USTEDES EN ORDEN DE PRIORIDAD:

- } Seguridad Ciudadana y Justicia _____
- } Gobernabilidad Transparencia y Rendición de Cuentas _____
- } Empleabilidad de jóvenes y emprendedurismo _____

PARTICIPACIÓN EN PROYECTOS USAID

- Proyectos
- Tipo de participación
- Resultados

BUENAS PRÁCTICAS:

- ¿qué se hizo bien?
- ¿qué se puede mejorar?

I. AUTOSOSTENIBILIDAD DEL PAÍS (10 min)

- Para lograr que las personas con discapacidades sean una ciudadanía productiva y que aporta al país, ¿En qué se necesita invertir?

PARTE 2: EN PLENARIA

6. PLENARIA: MARCO NORMATIVO (15 min)

- ¿Que no se cumple?
- ¿Qué Falta?
- ¿Cómo superar esos desafíos (propuesta Ley de Inclusión)?

7. PLENARIA: PARTICIPACIÓN EN ESPACIOS DE TOMAR DECISIONES (15 min)

- ¿Qué espacios ocupan ahora?
- ¿A qué espacios desean acceder y para qué?
- ¿Fortalezas para actuar como grupo de interés organizado?

8. PLENARIA: RECOMENDACIONES A COOPERANTES (10 min)

- Áreas estratégicas de apoyo para la inclusión de personas LGBTIQ

SESIÓN 4: Cierre

- Las personas facilitadoras agradecen a las personas asistentes su colaboración e indican lo que se hará con esta información.

**GUÍA GRUPOS FOCALES PARA ORGANIZACIONES DE MUJERES
ANÁLISIS DE GÉNERO E INCLUSIÓN SOCIAL PARA CDCS 2020-2024 DE USAID**

3 de mayo 2019

Lugar: Oficina de IMEL, San Benito, San Salvador

8:30 a.m. a 11:30 a.m.

FECHA DEL EVENTO: 3 de mayo 2019

EQUIPO CONSULTOR:

- Team leader: Margarita Sánchez, Género e Inclusión Social
- Especialista: Vanessa Pocasangre, Evaluaciones y estudios
- Facilitadores Asistentes: Karla García, Marvin Flamenco

OBJETIVO:

Para Mujeres en general y mujeres con factores de interseccionalidad, validar el diagnóstico de inclusión y los resultados de la revisión documental con respecto a la igualdad y la prevención de la violencia contra las mujeres, la calidad de los servicios que les brinda el Estado, y su participación en proyectos de USAID.

GUIA DE PREGUNTAS

I. ACCESO (20 min)

- ¿Cuáles son las dificultades enfrentadas en lograr acceso con igualdad sustantiva (en educación, empleo, emprendedurismo, ciudadanía)
- ¿En el caso de atención, prevención y sanción a la violencia de género a servicios que no revictimizan y logran justicia (acceso a la justicia)?
- Cómo se transforma esta situación en el caso de la interseccionalidad de las mujeres:
- ¿Mujeres (niñas, adolescentes, jóvenes, adultas, adultas mayores) con diversas discapacidades?
 - ¿Mujeres indígenas, mujeres rurales, mujeres en extrema y relativa pobreza?
 - ¿Mujeres nacidas mujeres, con diferente orientación sexual y/o identidad sexual?
 - ¿Por qué consideran que han incrementado la violencia delincuencia/feminicidios y crímenes de odio hacia mujeres trans?
 - ¿Qué impide o estimula que las mujeres hagan denuncias?

PREGUNTAS A PROFUNDIDAD

ACCESO

- Temas de desigualdad para las mujeres al buscar servicios públicos a nivel central, ministerial, municipal...
- Ia. Seguridad: ¿Ha cambiado la manera de acosar a niñas y a niños y adolescentes por las pandillas? a qué riesgos están expuestos de acuerdo a su sexo?
- Ib. Acceso a justicia: ¿Qué riesgos se enfrenta al denunciar? ¿Obtienen justicia las personas que denuncian?

- ¿Han incrementado las muertes violentas de mujeres? ¿Los crímenes de odio contra mujeres trans? ¿Por qué?
- ¿Se están manejando las estadísticas de manera que ayuden a diagnosticar la situación de mujeres y hombres, por edad, por otras variables de exclusión?
- Se aplica el enfoque de género e identidad de género/orientación sexual en el manejo de riesgos ambientales, especialmente en albergues?

ECONOMIA

- ¿Cuáles son las barreras más importantes en las áreas de crecimiento y exportación para las empresas que son propiedad y lideradas por mujeres?
- ¿Qué falta en el marco legal y normativo para promover el rol económico de las mujeres y su igualdad al acceso a ingresos?
- ¿Cuáles son los sectores que ofrecen a las mujeres mayores oportunidades empresariales y/o de empleo?
- ¿Y para los grupos prioritarios?

2. Normas culturales (20 Min)

- ¿Cuáles tradiciones y estereotipos existen en la cultura que limitan el avance en la implementación del marco jurídico de igualdad y prevención de la violencia contra las mujeres? e, ¿incluyendo situaciones de interseccionalidad?
- ¿Cómo se reproduce esta discriminación?
- ¿Qué cambiar y cómo?

PREGUNTAS A PROFUNDIDAD

- ¿Cuáles estereotipos generados culturalmente causan la mayor discriminación en el acceso a los servicios y programas para las mujeres? para mujeres y hombres en los grupos prioritarios?
- ¿Cuáles son los riesgos más graves a los que están expuestas las mujeres? las mujeres en los grupos prioritarios?

PARTICIPACIÓN EN PROYECTOS USAID (15 min)

- ¿Qué proyectos? ¿Tipo de participación? ¿Resultados?
- ¿Qué se hizo bien al promover la igualdad de género?
- ¿Qué se puede mejorar en el futuro?

4. AUTOSOSTENIBILIDAD DEL PAÍS (15 min)

- Para lograr tener una ciudadanía que respeta la igualdad y es productiva y que aporta al país, ¿En qué se necesita invertir?

PREGUNTA A PROFUNDIDAD

- ¿Por qué es importante la igualdad de las mujeres y los grupos prioritarios para la futura autosostenibilidad del país?

5. Marco Normativo (20 min)

En la LIE, en la LEIV

- ¿Qu no se crumple?
- ¿Qué Falta?

- ¿Cómo superar esos desafíos?

PREGUNTAS A PROFUNDIDAD

- ¿Cómo ha avanzado el desarrollo y a implementación del marco legal para promover la igualdad y prevenir la violencia basada en género y contra las mujeres?
- ¿Cubre este marco las necesidades adicionales de mujeres en los grupos prioritarios?
- ¿Cuál es la prioridad en los próximos cinco años?

6. Participación en espacios de tomar decisiones / organización (20 min)

- ¿Qué espacios de decisión ocupan ahora? (Nivel Central, 3 poderes; nivel local, comunitario, ¿OSC?)
- ¿A qué espacios desean acceder y para qué?
- Las mujeres jóvenes, ¿están entrando a organizaciones de mujeres? ¿Están formando las propias alrededor de sus propios intereses?
- ¿Fortalezas / debilidades para actuar como grupo de interés organizado a largo plazo?

PARTICIPACIÓN POLÍTICA

PREGUNTAS A PROFUNDIDAD

- ¿Cómo ha cambiado la participación política de las mujeres en los últimos 5 años en el gobierno local? ¿En la Asamblea? ¿En el gobierno central?
- ¿Y la participación de grupos prioritarios: jóvenes, LGBTI, con discapacidades, ¿pueblos originarios?
- ¿Han surgido nuevos movimientos y organizaciones entre estos grupos? ¿Están organizándose las mujeres jóvenes para proteger sus derechos a la igualdad y prevención de violencia?

7. Otros Temas:

- Seguridad
- Embarazos de adolescentes
- Gestión de riesgos
- Migración
- ¿Cómo está ocurriendo a migración entre las mujeres? entre las mujeres de los grupos prioritarios?

8. RECOMENDACIONES de temas claves para inclusión (10 MIN)

9. CIERRE (5 MIN)

- Las personas facilitadoras agradecen a las personas asistentes su colaboración e indican lo que se hará con esta información.

**GUÍA GRUPOS FOCALES PARA ORGANIZACIONES INDIGENAS
ANALISIS DE INCLUSIÓN SOCIAL PARA CDCS 2020-2024 DE USAID**

7 de mayo 2019

Lugar: OFICINAS CCNIS, San Salvador

10:00 a.m. a 12:00 p.m.

FECHA DEL EVENTO: 07 de mayo de 2011

EQUIPO CONSULTOR:

- Team leader: Margarita Sánchez, Género e Inclusión Social
- Especialista: Vanessa Pocasangre, Evaluaciones y estudios
- Asistentes: Karla García, Jennyfer Tejada, Tania Rivera, Pablo Durán.

OBJETIVO:

Para personas de pueblos indígenas, validar el diagnóstico de inclusión y los resultados de la revisión documental con respecto a la vulneración de sus derechos individuales y colectivos, la calidad de los servicios que les brinda el Estado, y su participación en proyectos de USAID.

TEMA 1: INCLUSIÓN – ACCESO A BIENES Y SERVICIOS (20 minutos)

I. CONSECUENCIAS DE LA EXCLUSIÓN DE PUEBLOS ORIGINARIOS (20 min)

- ¿Como ocurre lo siguiente en la población indígena en todo el país y que edad/sexo son más afectados? ¿población indígena con discapacidad? ¿Población indígena LGTBI?

FACILITACIÓN:

- Explicará que, por el corto tiempo disponible, se están validando áreas en las que USAID tiene actividades y capacidad de responder. Otras áreas importantes no están al alcance de sus programas.
- solicitar a cada persona que escriba en *post it*, o que le diga a la persona asistente para que se lo escriba, su información sobre cada subtema.

TEMA 2: MARCO NORMATIVO (20 min)

- Hay una reforma en el artículo 63 de la constitución, hay una política pública, hay un plan de acción nacional...
 - ¿Qué falta para garantizar los derechos indígenas?
 - ¿Dónde debería poner sus esfuerzos la cooperación internacional para apoyar un marco legal para los derechos humanos de pueblos indígenas?

I.SEGURIDAD CIUDADANA Y ACCESO A LA JUSTICIA (25 min)

- i.La violencia por causa de maras, pandillas, crimen organizado, trata de personas.
- ii.Intervención estatal en los territorios (PESS) ¿Cómo se ha llevado a cabo? ¿Qué consecuencias ha traído?
- iii.La muerte violenta de jóvenes varones y hombres
- iv.La violencia sexual contra las niñas y mujeres adolescentes

- v. Muertes violentas de mujeres y desapariciones.
- vi. Crímenes de odio hacia personas LGBTI
- vii. La migración a otros países y los desplazamientos internos
- viii. El desarrollo positivo para los y las jóvenes en las comunidades

II. **CRECIMIENTO ECONÓMICO (20 min)**

- i. Acceso a la educación formal y técnica
- ii. Acceso a programas de preparación para el empleo para juventud
- iii. Acceso a programas de apoyo a MIPYMES y créditos blandos
- iv. Acceso a programas agrícolas, en especial cadenas de valor del café y cacao

FACILITACIÓN:

- Solicitar respuestas escritas o con apoyo de anotadoras
- Pegar las respuestas en el papelógrafo
- Resumir los resultados

TEMA 3: MARCO CULTURAL (25 min)

- ¿Cómo se expresa la discriminación hacia el estereotipo indígena?
- ¿Qué sucede con la población indígena con discapacidad?
- ¿Qué sucede con la población indígena LGBTI?
- ¿Cuáles son las consecuencias de ser discriminado y discriminada?
 - Responder de acuerdo a las experiencias propias y de personas a las que representan

FACILITACIÓN:

- Solicitar respuestas escritas o con apoyo de anotadoras
- Pegar las respuestas en el papelógrafo
- Resumir los resultados

TEMA 4: IGUALDAD DE LAS MUJERES INDIGENAS: 25 min

- ¿Cuál es el estereotipo que se tiene en la actualidad entre las personas indígenas de lo que deben hacer las mujeres y los hombres?
- Discusión:
 - ¿Hay igualdad de condiciones en la autonomía de hombres y mujeres en las familias de pueblos indígenas?
 1. En el uso del tiempo – productivo, reproductivo
 2. Decisiones sobre el uso de los ingresos del hombre y la mujer
 3. Participación en actividades comunitarias
 4. Acceso a la educación formal
 5. Escoger su pareja para el matrimonio

FACILITACIÓN:

- Solicitar respuestas escritas o con apoyo de anotadoras
- Pegar las respuestas en el papelógrafo
- Resumir los resultados

TEMA 5: PARTICIPACIÓN EN TOMAR DECISIONES (10 min)

- ¿De qué manera los pueblos indígenas influyen en las decisiones que les afectan en el ámbito municipal? ¿Nacional? ¿Internacional? Y si no, ¿cómo se puede hacer?
- ¿Quiénes tienen acceso a esos espacios? Mujeres / Hombres adultos? Mujeres/ Hombres jóvenes y adolescentes? ¿Personas en el ámbito rural? ¿Urbano? ¿Ciudades grandes?
- ¿Quiénes se quedan a fuera de la toma de decisiones?
- ¿Cómo se puede mejorar el acceso a tomar decisiones por parte de los pueblos indígenas?

FACILITACIÓN:

- Solicitar respuestas escritas o con apoyo de anotadoras
- Pegar las respuestas en el papelógrafo
- Resumir los resultados

TEMA 6: ORGANIZACIONES 10 min

- ¿cuáles son las fortalezas y debilidades y la calidad de organización que han logrado los pueblos indígenas hasta la fecha?

Discusión:

- ¿Cubren el nivel comunitario? ¿Municipal? ¿Central? ¿Internacional?
- ¿Qué funciones cumplen: ¿Hacen incidencia? ¿Gestionan proyectos socioeconómicos? ¿Hacen diagnósticos de los pueblos? ¿Sus acciones responden a las necesidades prioritarias de los pueblos?
- ¿Trabajan en coordinación? ¿Generan sinergia para el bien común?
- ¿Qué necesitan a mediano plazo para fortalecer la capacidad de actuar como pueblos indígenas organizados llevando sus comunidades y país a la autosostenibilidad?

FACILITACIÓN:

- Solicitar respuestas escritas o con apoyo de anotadoras
- Pegar las respuestas en el papelógrafo
- Resumir los resultados

TEMA 7: RECOMENDACIONES

- Qué temas debería priorizar la cooperación internacional para avanzar la inclusión en igualdad de condiciones para los pueblos indígenas,
 - especialmente en sus proyectos y
 - en las áreas de seguridad, gobernanza y promoción del crecimiento económico a través del empleo, MIPYMES y cadenas de valor agropecuarias?

FACILITACIÓN:

- Solicitar respuestas escritas o con apoyo de anotadoras
- Pegar las respuestas en el papelógrafo
- Resumir los resultados

CIERRE

Las personas facilitadoras resumirán los principales hallazgos identificados en la sesión y se agradece a las personas asistentes su colaboración.

C. AGENDAS OF CLA MEETINGS

AGENDA

Primer Encuentro de Aprendizaje
Comunidad USAID de colaboración, aprendizaje y adaptación
Estudio de análisis de género para estrategia 2020-2024
27 de marzo 2019

Hora	Actividad
7:45	Inscripción de participantes e intercambio entre participantes
8:00	Palabras de Bienvenida, R. Thompson
8:05	Presentación I: USAID Comunidades de Práctica, A. de Valencia
8:25	Plenaria: preguntas de aclaración
8:30	Presentación II: Estudio de Género e Inclusión para el diseño de la CDCS 2020-2024 de USAID El Salvador, M. Sánchez
8:50	Organización de mesas de trabajo
9:00	MESAS DE TRABAJO TEMA 1 – Suplementar el análisis de género con las experiencias de USAID por temas. Identificar buenas prácticas y lecciones aprendidas. Recomendar prácticas para fomentar desarrollo inclusivo en la futura programación.
9:30	MESAS DE TRABAJO TEMA 2 – Identificar áreas que complementar durante la investigación del estudio.
10:00	MESAS DE TRABAJO TEMA 3 – Áreas de colaboración con el estudio.
10:15	Preparación de resultados de puntos I y II de la mesa para presentarlos.
10:30	RECESO- REFRIGERIO
10:45	PLENARIA: Presentación de resultados por mesas de trabajo & aportes de otras mesas a cada presentación
11:45	PLENARIA: Comunidad de práctica – reflexiones de participantes
12:30	PLENARIA: ACUERDOS
1:00	CIERRE Y ALMUERZO

AGENDA

ANÁLISIS DE GÉNERO E INCLUSIÓN Para CDCS 2020-2024 DE USAID EL SALVADOR

Desayuno - CLA de Validación
Hotel Barceló, Salón Windsor I, segundo nivel
Miércoles 15 de mayo de 2019

Agenda	
<i>Desayuno servido a las 8:00 am Presentación mientras se desayuna</i>	
8:15	Palabras de Bienvenida: Randal J. Thompson, COP
8:20	Introducción: Objetivos de la Reunión
8:30	Presentación de los hallazgos de la investigación para el Análisis de Género e Inclusión
9:30	Plenaria: Preguntas de aclaración por la audiencia
10:00	Grupos de discusión: acordar observaciones para el Análisis de Género e Inclusión
10:30	Plenaria para compartir los resultados de los grupos de discusión
10:50	Post evaluación del evento: temas de seguimiento a través de la comunidad de práctica CLA (llenado de formulario corto)
11:00	Cierre

D. Online Survey Questions

Nombre de Actividad de USAID: _____

Nombre de COP: _____

1. En el contrato/acuerdo de su implementadora/organización con USAID para esta Actividad, ¿hay alguna cláusula sobre cumplimiento de las políticas de USAID de género y de inclusión de grupos vulnerables prioritarios? SI ___ NO ___

2. Los subcontratos de su Actividad para compra de bienes y servicios de consultoría, ¿incluyen alguna cláusula sobre el cumplimiento de políticas de USAID de género y de inclusión de grupos vulnerables prioritarios? SI ___ NO ___

3. En la etapa de inicio de la Actividad de USAID, ¿se llevó a cabo algún diagnóstico para identificar medidas de cumplimiento de las políticas de USAID de género y de inclusión de grupos vulnerables prioritarios? SI ___ NO ___

4. En la implementación de la Actividad, ¿se han desarrollado acciones para avanzar la igualdad de género y la inclusión de grupos vulnerables prioritarios de USAID (si se encuentran presentes en su grupo meta?) SI ___ NO ___

5. En algún momento en la vida de su Actividad ¿se ha formulado una o varias de las siguientes opciones?:

a) una estrategia/medio o política de desarrollo inclusivo con enfoque de género; SI ___ NO ___

b) estrategia de género; SI ___ NO ___

c) estrategia de inclusión de grupos vulnerables prioritarios de USAID SI ___ NO ___

6. En el Plan de Monitoreo, Evaluación y Aprendizaje de su Actividad, ¿se han incluido indicadores de género y de inclusión de grupos vulnerables prioritarios? SI ___ NO ___

7. Para la Actividad, ¿se recogen datos desagregados por sexo para datos sobre personas? SI ___ NO ___

8. Para la Actividad, ¿se recoge algún dato de variables para identificar grupos vulnerables prioritarios de USAID? SI ___ NO ___

9. En la elaboración de informes de la Actividad, ¿se identifican las implicaciones de género e inclusión? SI ___ NO ___

10. Se han llevado a cabo acciones en la implementadora con su personal para la formación y rendición de cuentas sobre avances en las políticas de USAID de género y de inclusión de grupos vulnerables prioritarios? SI ___ NO ___

ANNEX V: LIST OF INFORMANTS

A. List of Institutions Interviewed

#	Organization	Position	Date/Time
0	USAID	Gender AT	April 1, 2019
1	Secretariat for Social Inclusion	Director of Sexual Diversity	April 1, 2019 10:00am
2	Secretariat for Social Inclusion	Sub Secretary	April 2, 2019 10:00am
3	MINEC	Chief of Gender Unit	April 2, 2019 2:00pm
4	PNC	Chief Inspector	April 2, 2019 2:30pm
5	ASPCDIMSI	Salvadoran Association of Blind Persons and Multiple Disabilities for Comprehensive Improvement (Asociación Salvadoreña de Personas Ciegas y Discapacidades Múltiples para la Superación Integral)	April 2, 2019 10:00am
6	FUNDASENDAS	Paths Foundation of El Salvador (Fundación Sendas de El Salvador)	April 2, 2019 11:00am
7	ASFAES	Salvadoran Association of Relatives and Friends of Persons that Suffer Schizophrenia and other Mental Disorders (Asociación Salvadoreña de Familiares y Amigos de personas que padecen Esquizofrenia y otros trastornos mentales)	April 2, 2019 2:00pm
8	Network of Survivors	Foundation Network of Survivors and Persons with Disabilities (Fundación Red de Sobrevivientes y Personas con Discapacidad)	April 2, 2019 2:30pm
9	PDDH (Procuraduría para la Defensa de los Derechos Humanos)	Adjunct Ombudsman for the Defense of Disability and Human Rights	April 3, 2019 8:30am
10	FUNDAUNGO	Deputy Director of USAID Project	April 3, 2019 10:00am
11	Bridges to Employment	Youth Officer	April 3, 2019 1:30pm
12	PDDH	Adjunct Ombudsman for the Defense of Civil and Individual Rights	April 3, 2019 2:30pm
13	FUNDE	Transparency Coordinator	April 4, 2019 10:30am
14	CONAIPD	Executive Director	April 4, 2019 1:30pm

#	Organization	Position	Date/Time
15	Palladium	COP	April 4, 2019 2:30pm
16	MINEDUCYT	Gender Unit Chief	April 5, 2019 9:00am
17	National Association of Salvadoran Regidores, Trustees, and Mayors (ANDRYASAS)	Representative	April 5, 2019 9:00am
18	ISDEMU	Specialist Equality	April 5, 2019 10:30am
19	IOM	Chief of Mission	April 5, 2019 3:00pm
20	PDDH	Adjunct Ombudsman for Migration and Public Safety	April 12, 2019 10:00am
21	PDDH	Adjunct Ombudsman Economic, Social, and Cultural Rights	April 11, 2019 12:30pm
22	CONAMYPE	Manager, Female Entrepreneurship Program	April 8, 2019 10:00am
23	Cristosal	Regional Officer for Victim Accompaniment	April 8, 2019 2:00pm
24	UN Women	Area of Violence Against Women	April 8, 2019 3:30pm
25	FGR	National Directorate of Women, Childhood and Adolescence, LGBTI Population and other Groups in Condition of Vulnerability	April 9, 2019 9:00am
26	Secretariat of Culture	Chief of Department	April 9, 2019 9:30am
27	Civil Protection	Secretary for Vulnerability Affairs	April 9, 2019 11:00am
28	Checchi Consultants	Institutional Strengthening Officer	April 9, 2019 2:00pm
29	PDDH	Adjunct Ombudsman for the Defense of the Rights of Women and Family	April 9, 2019 2:00pm
30	UN WOMEN	Program Coordinator	April 11, 2019 10:30am
31	European Union	Cooperation Adjunct, EU Delegation in El Salvador	April 12, 2019 7:45am
32	AECID	Gender Expert	April 12, 2019 9:00am
33	Ministry of External Affairs/ Vice Ministry of Salvadorans in the Exterior	Vice Minister	April 12, 2019 1:30pm
34	UNFPA	Gender Expert	April 22, 2019 2:00pm
35	MINEDUCYT	Manager for Educational Space	April 22, 2019 3:00pm
36	IAIP	Board of Commissioners and Gender Specialist	April 26, 2019 9:30 am
37	CONMIGRANTS	Executive Director	April 29, 2019 2:00 pm
0	USAID	USAID Gender Committee	May 9, 2019 2:00pm
0	USAID	USAID Presentation to Mission	May 14, 2019 8:00am

B. List of the Group Meetings Conducted

#	Group Meetings	Date
1	FGD Gender and Inclusion Specialists	April 11, 2019
2	FGD LGBTI	April 24, 2019
3	FGD Santa Ana	April 26, 2019
4	FGD Sonsonate	April 26, 2019
5	FGD Zacatecoluca	April 29, 2019
6	FGD Ciudad Arce	April 29, 2019
7	FGD San Miguel	April 30, 2019
8	FGD San Salvador	April 30, 2019
9	FGD Persons with Disabilities	May 2, 2019
10	FGD Women	May 3, 2019
11	Group meeting CCNIS (Indigenous people)	May 7, 2019
#	CLA Meetings	Date
1	Launching of Gender and Inclusion Analysis	March 27, 2019
2	Validation of findings	May 15, 2019

ANNEX VI: BIBLIOGRAPHY

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