

HONDURAS WORKFORCE DEVELOPMENT ACTIVITY GENDER ANALYSIS

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HONDURAS WORKFORCE DEVELOPMENT ACTIVITY

GENDER ANALYSIS

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PROJECT OVERVIEW

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Geographic Coverage	Tegucigalpa, San Pedro Sula, Choloma, La Ceiba and Tela
Reporting Period	Life of Project

CONTENTS

Acronyms	3
Executive Summary	5
I. Introduction	7
1.1 Workforce Development Activity in Honduras	7
1.2 WFD Activity results and objectives	7
2 Gender Analysis	10
2.1 Purpose.....	10
2.2 Methodology	10
2.3 Gender in Honduras.....	11
2.3.1 Country Context.....	11
2.3.1 Laws and policies in relation to gender	12
2.3.1.1 National Institute of Women (INAM)	13
2.3.2 Gender and political participation.....	14
2.3.3 Gender and decision Making	15
2.3.4 Gender and economic participation	15
2.3.5 Gender, discrimination and sexual harassment.....	16
2.3.6 Gender and education	18
2.3.7 Gender in technical and vocational training	18
2.3.8. Gender and sexual and reproductive health	19
2.3.9 Gender and violence	21
3. Recommendations	28
4. Conclusion	31
ANNEX 1: Key Informants	32
ANNEX 2: Interview Guide for Key Informants	35
BIBLIOGRAPHY	38

ACRONYMS

ASONAPVSI DAH	National Association of People Living with HIV
ATIC	Technical Criminal Investigation Agency
AWID	Association for Women’s Rights in Development
CAPRODEM	Centro de Atención y Protección de los Derechos de la Mujer
CARSI	Central American Regional Security Initiative
CBO	Community-Based Organization
CD	Ciudad Mujer
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CICESCT	Interagency Commission on Child Trafficking and Commercial Sexual Exploitation
CIDH	Inter-American Commission on Human Rights
COPEITSA	Committee to Prevent STIs & Pregnancy among Adolescents Ages 12-19
COPINH	Council of Indigenous Peoples
CPREV	Centre for Violence Prevention (CPREV)
CSOs	Civil Society Organizations
DO	Development Objective
ECLAC	United Nations Economic Commission for Latin America and the Caribbean
ENAPRAH	Honduras National Program to Prevent Adolescent Pregnancy
ENDESA	National Demographic and Health Census
EPHPM	Encuesta Permanente de Hogares de Propósitos Múltiples (Multiple Use Dwellings Survey)
IDECOAS	Instituto de Desarrollo Comunitario, Agua y Saneamiento
IHER	Instituto Hondureño de Educación por Radio
GBV	Gender-based Violence
GEFE	Gender Equality and Female Empowerment
GNI	Gross National Income
GOH	Government of Honduras
HDI	Human Development Index
IDB	InterAmerican Development Bank
IDLO	International Developments and Law Organization
ILO	International Labor Organization
INAM	National Institute of Women

INE	National Statistics Institute
INFOP	Instituto Nacional de Formación Profesional (National Institute for Professional Development)
LGBTI	Lesbian, Gay, Bisexual, Transgender and Intersex
LOP	Life of the Project
MAI	Modelo de Atención Integral
MDGs	Millennium Development Goals
MSF	Medecins Sans Frontières
MSF OGC	Medicines sans Frontieres Operational Centre Geneva
NDI	National Democratic Institute
NEP	National Employment Policy
NGOs	Non-governmental Organizations
PAE	Emergency Oral Contraception
PASMO	Pan American Social Marketing Association
PNPRRS	National Program for the Prevention, Rehabilitation and Social Reinsertion
RNP	Registro Nacional de Personas
SDG	Sustainable Development Goals
SRH	Sexual and Reproductive Health
STI	Sexually Transmitted Disease
TFR	Total Fertility Rate
TIP	Trafficking in Persons
UNAH	National Autonomous University of Honduras
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
USAID	United States Agency for International Development
USG	United States Government
VAT	Victimization Assessment Tool
WFD	Workforce Development

EXECUTIVE SUMMARY

For Honduras, violence is pervasive in daily life and places youth at risk for a myriad of issues, often hindering their capability to become active and productive citizens within society. Low rates of primary and secondary school completion; early marriage and pregnancy; migration; poverty; socioeconomic and gender inequality as well as unemployment make matters worse for youth leaving them with few options to succeed in life. In 2012, safety concerns led to the withdrawal of Peace Corps volunteers after a presence of over 45 years. Honduras boasts the largest criminal gang presence in the region, an estimated thirty-six thousand members belonging to as many as one hundred local and transnational groups.¹ There are high numbers of youth who are not in school or working known as “*ninis*” who are high risk for being conscripted into gangs and other criminal activity.

The Central America Regional Security Initiative (CARSI) was launched by the US government to work with Central American governments to improve security conditions. Through CARSI, the United States Agency for International Development (USAID) builds resilience to insecurity in high-crime, urban communities by improving access to public services, jobs, and justice. With 50 percent of the Central American population under 25 years old, USAID focuses on youth who are at particular risk of being not only victims, but also perpetrators of violence.

The Workforce Development Activity (WFD) will contribute to an increase in citizen security for vulnerable populations in urban, high crime municipalities by supporting employment and protective factors for at-risk male and female youth and increasing their income generating opportunities, while building on best practices and lessons learned from prior WFD projects in Honduras and around the world. This activity directly supports USAID/Honduras Development Objective (DO) 1: Sub-Intermediate Result 1.1.2, “quality services that protect against violence increased.” Youth with improved job skills, youth who obtain employment and youth who improve their employment reduce their susceptibility to violence and criminal behavior, increase incomes and become agents of change in their communities.

Gender equality and female empowerment are now universally recognized as core development objectives, fundamental for the realization of human rights and key to effective and sustainable development outcomes. The WFD Activity will primarily focus on young males, given their prevalence in the national violence statistics. The activity will utilize a differentiated approach to work with a lesser number of females. Addressing gender equality, female empowerment and mitigating gender-based violence will be a common thread woven throughout all efforts to achieve the goals and results of the WFD Activity.

¹ Shifter, M., Council of Foreign Relations, Council Special Report No. 64, *Countering Criminal Violence in Central America*, April 2012

This gender analysis was developed in line with USAID’s 2012 Gender Equality and Female Empowerment Policy (GEFE).² It examines a number of the societal, cultural and institutional root causes which lead to gender inequalities in Honduras, the disempowerment of women across society and the continued epidemic of gender-based violence (GBV) – all within the context of the Workforce Development Activity. The analysis provides a series of recommendations so that the design and implementation of the WFD Activity program can not only contribute to the reduction of existing barriers, but also foster dialogue among youth (particularly men), their families and communities on a positive way forward toward reaching gender equality, empowering females and addressing GBV in the target municipalities.

The gender analysis consisted of a desk review and field research including 60 key informant discussions in four of the five municipalities under the WFD Activity. There are number of gender gaps and GBV issues that could affect the results of the WFD Activity:

- A continued lack of an enabling environment across sectors to promote gender equality, female empowerment and to prevent GBV;
- Increasing violence, especially gender-based violence and the notion that is just part of daily life.
- The mean primary school completion rate is 5.5 years for both men and women and this rate has been stagnant for a number of years.
- High adolescent pregnancy rates, no access to emergency contraception and limited adolescent sexual and reproductive health programming for youth, both in and out-of-school;
- Existing gender programing or training tends to focus on women and girls while programming around masculinities is nascent;
- Gender stereotypical courses offerings are the norm for women and girls in the majority of technical and vocational training programs;
- Sexual harassment and discrimination continues in the workplace and hiring practices;
- Lack of knowledge around existing rights and responsibilities of citizens under Honduran law as well as a lack of enforcement , particularly in the workplace; and
- A dearth of official data, including sex disaggregated data.

The conclusion and recommendations located at the end of this document focus on these gender gaps and GBV issues and will serve as the basis for the Gender Inclusion Strategy.

² USAID Gender Equality and Female Empowerment Policy, March 2012

I. INTRODUCTION

I.1 WORKFORCE DEVELOPMENT ACTIVITY IN HONDURAS

The USAID-funded Workforce Development Activity in Honduras is a five-year project targeting high crime areas within the USAID/Honduras Development Objective 1 municipalities that will increase employment and income generating opportunities for youth who are the most at-risk of being perpetrators of violence. This flagship activity will strengthen comprehensive workforce readiness services, including job linkage and self-employment to benefit male and female at-risk youth between the ages of 16 and 30 years old, including those who qualify for primary, secondary and tertiary violence prevention services. The activity will expand current opportunities for youth as well strengthen local WFD and youth-oriented programs and inputs through a series of integrated WFD best-practice support and interventions.

The goal of the WFD Activity is to increase employment and protective factors for at-risk youth living in the municipalities of Tegucigalpa, San Pedro Sula, Choloma, La Ceiba and Tela.

I.2 WFD ACTIVITY RESULTS AND OBJECTIVES

The five-year USAID-funded WFD Activity has three key results focused on the themes of training and job placement for at-risk youth – including those in need of tertiary prevention services – and the capacity building of key workforce development institutions. All training and capacity building will be guided by market driven demands for skills and services and emphasize sustainability. The WFD Activity will also focus resources on sharing lessons learned with the broader workforce development community in Honduras. Anticipated results will be achieved working with and through Honduran partner organizations and are described below.

Result 1: At least 7,500 at-risk youth (60% male) will have benefitted from comprehensive workforce development services with improved job placement and self-employment rates; and at least 50 percent of youth who received services from the WFD Activity will have obtained new or improved employment, including self-employment.

Result 2: INFOP will have strengthened their institutional capacity to provide quality services and to effectively align services with the needs of the private sector.

Result 3: At least 400 youth identified as in need of tertiary prevention services will have received services leading to improved rates of legal income generation, and, there will be increased knowledge about effective strategies in providing

comprehensive workforce development services to youth in conflict with the law and/or ex-gang members.

In order to achieve the goal and results, Banyan Global has identified five cross-cutting themes or sub-objectives for action: (1) increase the capacity of local institutions to deliver comprehensive market-driven vocational training programs for at-risk youth; (2) deliver quality training to youth from high-violence communities that increases their potential for employment and increases their protective factors; (3) deliver bridging, job insertion and follow-on services focused on at-risk youth obtaining and maintaining new or improved employment or entrepreneurship opportunities; (4) create pilot employment or livelihoods programs for youth requiring tertiary prevention services; and (5) disseminate lessons learned to stakeholders to increase quality and sustainability of programs.

Addressing gender equality, female empowerment and mitigating gender-based violence will be a common thread throughout all efforts to achieve the goals and results of the WFD activity. The gender analysis was developed in line with USAID's 2012 Gender Equality and Female Empowerment Policy.³ The goal of this policy is to improve the lives of citizens around the world by advancing equality between women and men, and empowering women and girls to participate fully in and benefit from the development of their societies.⁴

This policy is framed by three overarching outcomes for the Agency:

- Reduce gender disparities in access to, control over and benefit from resources, wealth, opportunities and services - economic, social, political, and cultural;

Box 1

DEFINITIONS

Gender equality concerns women and men, and it involves working with men and boys, women and girls to bring about changes in attitudes, behaviors, roles and responsibilities at home, in the workplace, and in the community. Genuine equality means more than parity in numbers or laws on the books; it means expanding freedoms and improving overall quality of life so that equality is achieved without sacrificing gains for males or females.

Female empowerment is achieved when women and girls acquire the power to act freely, exercise their rights, and fulfill their potential as full and equal members of society. While empowerment often comes from within, and individuals empower themselves, cultures, societies, and institutions create conditions that facilitate or undermine the possibilities for empowerment.

Gender integration involves identifying, and then addressing, gender inequalities during strategy and project design, implementation, and monitoring and evaluation. Since the roles and power relations between men and women affect how an activity is implemented, it is essential that project managers address these issues on an ongoing basis.

³ USAID Gender Equality and Female Empowerment Policy, March 2012

⁴ Ibid

- Reduce gender-based violence and mitigate its harmful effects on individuals and communities; and
- Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision-making in households, communities, and societies.

2. GENDER ANALYSIS

2.1 PURPOSE

This Gender Analysis is intended to inform the design of planned activities and studies to be implemented under the Workforce Development Activity. The analysis looks at the relevant gaps in the status and anticipated levels of participation of men and women that could hinder overall WFD Activity outcomes. The analysis specifically explores a number of the societal, cultural and institutional root causes which lead to gender inequalities in Honduras, the disempowerment of women across society and the continued epidemic of gender-based violence. As well, the analysis identifies opportunities available to the WFD Activity so that the design and implementation of the program can not only contribute to the reduction of existing barriers, but also foster dialogue among youth (particularly men), their families and communities on a positive way forward to reaching gender equality, empowering females and addressing GBV in the target municipalities. Results of this analysis will serve as the basis of a gender inclusion strategy over the Life of Project (LOP).

2.2 METHODOLOGY

The methodology used to conduct this analysis included primary research through key informant interviews with representatives of academia, civil society, community-based organizations, government (national and municipal), international and national NGOs (including USG implementing partners), technical training institutions, United Nations and World Bank program staff, and women's and youth groups. A few key informants, such as members of municipal committees, were interviewed in a small group setting. A secondary data analysis was conducted via a desk review of over 30 existing documents (other project reports, publications and existing data) published by Honduran, US, regional and international stakeholders. An international consultant was contracted to conduct the analysis and was assisted by a local workforce development consultant. A total of 60 key informant interviews and discussions took place from August 10, 2016 through September 8, 2016. This list of key informants can be found in **Annex I**.

Per USAID ADS 205 on Integrating Gender Equality and Female Empowerment in USAID's Program Cycle, the domains of analysis include:

1. Laws, Policies, Regulations, and Institutional Practices
2. Cultural Norms and Beliefs
3. Gender Roles, Responsibilities and Time Used
4. Access to and Control Over Assets and Resources
5. Patterns of Power and Decision-Making

2.3 GENDER IN HONDURAS

2.3.1 COUNTRY CONTEXT

Honduras is still struggling to recover from the 2009 constitutional crisis which led to the removal of the democratically elected president to be replaced by a president appointed by congress. As noted in the USAID Mission’s Gender Assessment in 2013, civil society organizations (CSOs) protested against the breakdown of the constitutional order and were subsequently suppressed by the military. The suspension of civil freedoms and prohibition of political mobilization had a severe impact on civil society and human rights organizations, specifically women’s organizations along with the LGBTI community. Many local, national and international

STATISTICAL SNAPSHOT

- ✓ Population (2015): 8,570,154
Male: 47.8 %
Female: 52.1%
- ✓ Average Years of Schooling: 5.5
- ✓ Literacy Rate (age 15+): 89.1%
- ✓ Gross national Income: \$3,938

organizations feel that women’s and human rights still continue to deteriorate to this day. The word “feminism” still has a negative connotation and many activists are labeled as aggressive while others have been threatened and jailed. As well, environmental and anti-corruption organizations have been under attack this year. Berta Cáceres, the 2015 Goldman Environmental Prize winner, was murdered in her home in March 2016 after receiving numerous threats for her environmental activism. The InterAmerican Commission for Human Rights had called on the government of Honduras to provide her with protection. *La Prensa* newspaper reported police stating that Cáceres was killed at a house they were not surveilling.

Corruption is spread across all levels of government and attempts are being made to address this. In early 2016, the Special Commission for the Restructuring and Purging of the National Police was established. However, two months later, the civil society members of the commission, including Transparency International’s national chapter in Honduras, Asociación para una Sociedad Mas Justa, were threatened and intimidated. In June of this year, the Transparency International Secretariat condemned the threat and called on the government of Honduras to take urgent steps to protect the civil society members of the commission.

Over the past decade, gangs and organized crime activity has increased across the country. Violence is pervasive in the lives of all Hondurans regardless of sex or age, and takes place at home, school, at work and within their communities. For women and girls, poverty, violence and patriarchal cultural norms contribute to their precarious status across all levels of society. They struggle with limited economic prospects, increasing pressure to marry at an early age and whether married or not, faced with an unmet need for contraception.⁵

⁵Darroch JE et al., Guttmacher Institute, *Adding It Up: Costs and Benefits of Meeting the Contraceptive Needs of Adolescents*, New York, 2016

2.3.1 LAWS AND POLICIES IN RELATION TO GENDER

Honduras is signatory to all relevant international agreements on gender equality and has also ratified several international conventions on labor and on human rights. In 1983, Honduras ratified the U.N. Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) – but the ratification of the Optional Protocol has been pending for more than 12 years.⁶ In addition, the government has not submitted a periodic report to the committee since 2006. In 1995, they ratified the Inter American Convention for the Prevention, Punishment and Eradication of Violence against Women. As well, Honduras subscribed to the Beijing Declaration and Plan for Action (1995), the Cairo Program for Action on Population and Development and the Millennium Development Goals (MDGs) in 2000. Honduras is one of the nine pilot countries where the United Nations is supporting country-level implementation of the 2030 Agenda for Sustainable Development. To date, not much information is available on how the government plans to meet the Sustainable Development Goals (SDGs).

Over the years, Honduras has passed a series of laws and developed a number of policies as related to gender as well as to violence. Some of these include:

- National Policy on the Prevention of Violence towards Honduran Children and Youth (2013)
- National Women's Policy: 2nd Plan for Gender Equality and Equity in Honduras, 2010-2022 (II PIEGH)
- Law against Femicide (2012)
- Law against Trafficking (2012)
- National Action Plan to Combat Violence Against Women (2006-2010)
- National Women's Policy: First Plan for Equal Opportunity, PIO 2002-2007
- Reforms to the Electoral and Political Organization Law (2004)
- Reforms to the Penal Code, to include crimes against women (2005) and inclusion of sexual violence crimes (1997)
- Law against Domestic Violence and subsequent reforms (1997; 2005; 2013)
- Creation of the Court Specialized on Domestic Violence (2000)
- The Law establishing the National Institute of Women (1999)
- Convention on the Rights of the Child (1990)
- Family Code (1984, 1989, 2002)

It is unclear what the legal age of marriage is in Honduras, as the Civil Code and Family Code hold contradictory legal ages for marriage.⁷ While all of these policies and laws exist on paper, there is no guarantee of budget line items and funding either to the implement or enforce them. This was consistently pointed out in conversations with key informants along with the fact that many Hondurans are not fully aware of their rights and responsibilities under the law. Informants

⁶ Can Commitment to the 2030 Agenda Restore Human Rights? <http://www.socialwatch.org/node/17338>, Honduras Country Report, July 2016

⁷ Social Institutions and Gender Index (SIGI), OECD Development Center Website

also noted that many laws are not enforced, and that often human rights are violated in the workplace and little is done to enforce the law.

While the government has signed off on international commitments to human rights, there are no specific protections under the law offered to the LGBTI population. Their rights are based on their sexual identity as listed on their national identification card. Currently, the addition of “sexual identity” was approved to be included in the anti-discrimination law (Article 3/29) of the Penal Code.⁸

2.3.1.1 NATIONAL INSTITUTE OF WOMEN (INAM)

The National Institute of Women was established in 1999 by Congress as an autonomous institution; INAM is responsible for implementing the government’s responsibilities pertaining to women’s rights and its gender policy. INAM did not condemn human rights violations against women during the 2009 constitutional crisis. As a result, women’s groups withdrew their support for INAM. INAM continues to be seen as a weak institution by women’s groups and other civil society organizations as well as donors. As noted in the USAID Mission’s 2015 Gender-based Violence Analysis, INAM’s loss of line ministry status after the realignment of government has been a major institutional setback. INAM now falls under the Sectorial Cabinet of Inclusion and Social Development.

The National Women’s Policy: II PIEGH was developed by INAM in 2010. This comprehensive document details the six cornerstones of women’s rights, based on the priorities identified in the evaluation of the First Plan for Equal Opportunity, PIO 2002-2007, and during the consultative process in the development of the II PIEGH.

The II PIEGH has prioritized the promotion, protection and guarantee of:

1. Women’s social and political participation as well as rights to citizenship;
2. Women’s, children’s, and adolescent’s rights to peace and a life free of violence;
3. Women’s health throughout the life cycle, including sexual and reproductive rights;
4. Rights to education, cultural and multicultural rights, and the right to access information;
5. Economic rights, as well as right to labor, employment, and access to and control of resources; and
6. Access to and the use of sustainable control over biodiversity, natural resources and risk management.

What INAM has made clear within this policy is that the institute is not the only government entity responsible for the formulation, execution and follow up of the gender equality and equity policies - the goal of gender equality and equity as well as the eradication of gender discrimination is the

⁸ According to the Honduran Minister of Labor speaking at a public forum in Tela on September 22, 2016, “while Honduras may be one the countries that has signed off on the most treaties or commitments, it could also be one of the countries that has the least amount of compliance.”

job of all government institutions across all levels and all Honduran citizens.⁹ It remains to be seen whether INAM has the ability to see that this takes place across government entities.

Ciudad Mujer - (CD) is a new Presidential Initiative designed to protect the fundamental rights of women in Honduras based on the model under of El Salvador's Secretaria of Social Inclusion.¹⁰ At a meeting in August 2016, the Minister of INAM stated "This one-stop center for women (age 15 and above) will be a place where 15 public institutions coordinate, collaborate and cooperative among themselves to provide quality and invite services for the holistic development of Honduran women in a safe and positive environment." The governance structure of Ciudad Mujer presented was quite complicated given that 15 organizations are involved and it is a presidential initiative. The Tegucigalpa facility is scheduled to open in December, 2016. The facility in San Pedro Sula is expected to open in late 2017, followed by La Ceiba and Juticalpa in 2018.

Ciudad Mujer consists of six services components: Sexual and Reproductive Health, Childcare, Economic Self Sufficiency, Violence against Women and Community Education and Adolescent Services. The service components are designed to reach all Honduran women - from all backgrounds, including Afro-Honduran, indigenous, returned migrant, rural, urban, LGBTI and disabled populations. The Minister, among others, noted that with CD, Honduras will be able to demonstrate to the international community that they are aligned with signed international agreements such as CEDAW among others.

2.3.2 GENDER AND POLITICAL PARTICIPATION

In 2000, the Equal Opportunity Law for Women (Decree No. 34-2000) was passed. The law guarantees the political participation and decision-making by women within the power structure by setting a 30% quota within political parties, the National Congress, the Centro American Parliament, and department and municipal government agencies. The latest data reported in the 2015 Human Development Report shows that 25% of the seats in congress are held by women. Many key informants felt that most of the women in Congress were simply there to fill the quota and were not really championing women's issues. Also, none of the women hold high-level positions on any of the congressional committees. Clearly, the quota system alone is not enough, political will is needed across all sectors to ensure the mandatory incorporation of the National Women's Policy within all government plans, policies, programs and projects.

UN Women, together with the National Democratic Institute (NDI) have been working to build bridges between civil society and decision making through their Women's Political Empowerment and Leadership program. The program is designed to move women out of the private space and into the public space so they may move forward and increase their political participation. Through their Candidates Academy, UN Women builds the capacity of female candidates in popular elections (UNDP is focusing on mayoral candidates). One-third of the 33 female deputies elected in 2013 participated in this academy. UN Women also provides technical assistance to INAM and

⁹ II Plan de Igualdad y Equidad de Género de Honduras 2010-2022, p.8.

¹⁰ <http://www.ciudadmujer.gob.sv>

strengthens the Gender Commission of the national congress to ensure that legislation has a gender focus where appropriate. Efforts have paid off - the national budget now includes a line item for the Technical Criminal Investigation Agency (ATIC) within the Public Prosecutors Office so they can now respond to the 2012 Law on Femicide.

2.3.3 GENDER AND DECISION MAKING

Women's decision-making power in Honduras has been increasing, albeit slowly. The 2011-2012 National Health and Demographic Survey (ENDESA) reported that nationally, 6 of every 10 women are the sole decision maker on how to spend their income; while 4 out of every 10 women make the decision jointly with their husband or partner. (Per the 2005-2006 ENDESA only 53 percent of women reported being the sole decision maker.) For men, 71 percent reported joint-decision making with their wife or partner and 21 percent reported that they were the sole decision maker. Key informants working on income generation programs with women noted that single younger women are more empowered and move forward with what they earn than older, married women. While younger women are the owners of their business, older women tend to turn the businesses over to their children to run. One of the reasons for this may be that older women are more susceptible to extortion from gang members.

More than half (54 percent) of women reported sharing decisions regarding their own health with their partner. A little under a third (32 percent) make their own health decisions and 19 percent reported that their husband or partner makes the decision. For men, 32 percent reported that men make health decisions for their wife while 12 percent reported their wife or partner makes the decision.

2.3.4 GENDER AND ECONOMIC PARTICIPATION

In 2013, the International Labor Organization (ILO) conducted the study on the gender dimensions of national employment policies (NEP) in 24 countries.¹¹ There were 226 considerations upon which each NEP was evaluated using a yes/no binary (e.g. Does the NEP disaggregate employment sector and subsector by sex?). If the answer to a question was yes, then it was counted in the total number of considerations. Countries that had 50-65 considerations were considered gender blind; those with 65-75 considerations were gender neutral; those with 76-115 were gender sensitive; those with 116 and above were gender positive. Honduras had 92 considerations counted therefore, the national employment policies were considered to be gender sensitive. But, policy does not necessarily translate into action. The 2015 Human Development Report for Honduras reports that only 42.8 of women age 15 and older participate in the labor force while 62.6 percent of men in the same age range participate.

¹¹ Goulding, Kristine , Gender dimensions of national employment policies : a 24 country study / Kristine Goulding ; International Labour Office, Gender, Equality and Diversity. - Geneva: ILO, 2013 156

The ILO recently published the 2016 World Employment and Social Outlook for Youth. The ILO estimates that the global youth unemployment rate is expected to reach 13.1 per cent in 2016 and remain at that level through to 2017.¹² In the review of which countries are the hardest for young people to find work in 2016, the percentage of Honduran youth aged 15-24 looking for, but unable to find work is between 7-13 percent. The same rate is reported for El Salvador while Guatemala is below seven percent.¹³

The document further notes that, across most labor market indicators, wide disparities exist between young males and females, underpinning and giving rise to wider disparities during the transition to adulthood. Such disparities can represent inequalities of opportunity and reflect deep-rooted socio-economic and cultural challenges that tend to disproportionately disadvantage women. Women face particular barriers in accessing credit and finance and can be attributed to several factors: a lack of information and understanding; risk-averse behavior and problems meeting financial obligations because of family responsibilities; and an inability to meet requirements for collateral and business documentation.

This is clearly true in the case of Honduras where the Youth Employment Gender Gap¹⁴ - the difference between the share of employed young women (29%) and employed young men (68%) as a percentage of their respective populations (aged 15-24) - is 39 points. This is the largest gap in the Northern Triangle followed by Guatemala at 35 points and El Salvador at 23 points.

Recent ILO school-to-work transition studies indicate that different regions have a common reason for female youth inactivity in the labor market. For example, in Latin America and the Caribbean and in Central and Western Asia, family responsibilities and pregnancy were cited as the most frequent response for inactivity among young women.¹⁵ Given that 24 percent¹⁶ of Honduran women between the ages of 15-19 years of age are either pregnant or already have a child may very well be one of the contributing factors to this 39-point gap.

2.3.5 GENDER, DISCRIMINATION AND SEXUAL HARASSMENT

Many Honduran women who do work face discrimination and sexual harassment - many even before they are hired. Per the Women's Rights Center, women seeking work in textile factories in San Pedro Sula are subject to a physical examination by the factory physician. They are often groped inappropriately during the exam and have little recourse. Pregnancy testing, as a condition of employment, is illegal but often administered in addition to an HIV test. The Centre for

¹² International Labour Organization. *World Employment and Social Outlook 2016: Trends for Youth*. http://www.ilo.org/global/research/global-reports/youth/2016/WCMS_513739/lang--en/index.htm

¹³ International Labour Organization. *World Employment and Social Outlook for Youth 2016*. "In Which Countries is it Hardest for Young People to Find Work in 2016?" http://www.ilo.org/global/about-the-ilo/multimedia/maps-and-charts/enhanced/WCMS_514559/lang--en/index.htm

¹⁴ Idib

¹⁵ Elder; Kring, S. 2016. Young and female – a double strike? Gender analysis of school-to-work transition surveys in 32 developing countries, Work 4 Youth Publication Series No. 32 (Geneva, ILO).

¹⁶ ENDESA

Women's Rights conducted a retrospective study looking at the number of human rights violations in the workplace against women from 1998-2014. They looked at 911 cases (individual and class action). In terms of gender discrimination, 14 percent of the individual cases and 18 percent of the class actions were for harassment due to pregnancy, refusal of time off to attend medical appointments, occupational health risks and the refusal of the right to breastfeed¹⁷.

Sexual harassment is criminalized under the Criminal Code and carries a sentence ranging from one to three years' imprisonment. Regardless, this is an everyday occurrence - women and girls are harassed in the streets, at work and school as well as over the internet or phone. Women are not keen to press charges for a number of reasons. In 2015, a sexual harassment charge was filed against the husband of a prominent politician; unfortunately, a feminist lawyer and human rights defender who conducted public advocacy and peaceful demonstrations in support of the plaintiff was charged with defamation and slander by the defendant and sentenced to house arrest.

Key informants also advised that even though Garifuna youth in training programs are offered internships, they are often placed in invisible jobs once arriving on the premises. A 2012 study reported that Garifuna men (3.3 percent) and women (1.9 percent) in urban areas reported having to leave their job based on being a Garifuna. A smaller percentage reported being refused employment in urban areas based on their ethnicity.¹⁸

In San Pedro Sula, the International Development Law Organization (IDLO) together with UNAIDS and the AIDS Forum, recently led a five-month consultative process involving municipal authorities and technical staff, NGOs, the National Association of People Living with HIV (ASONAPVSI DAH), networks of key population groups (most at risk of being exposed to HIV), the local Chamber of Commerce and Industry, trade unions and human resource staff from local businesses. As a result, the Municipality of San Pedro Sula has adopted a municipal-level policy on HIV/AIDS in the workplace, becoming the first city in Honduras to do so. The policy - anchored in the 2014 Honduran National Policy on HIV/AIDS at work - recognizes HIV/AIDS as a corporate social responsibility issue for both public and private employers, and commits the Municipality to taking action to eliminate discrimination against people living with HIV.

It also firmly establishes the principle that HIV is not a justifiable cause for dismissal and that people affected by HIV-related health conditions should be allowed to continue in their posts, if necessary with reasonable adjustments, as long as they are fit to do so. In addition, the policy endorses promoting HIV prevention in the workplace, prohibits HIV testing as a means of excluding people from employment, and upholds confidentiality on HIV status.¹⁹ What this policy does not appear to address is discrimination of HIV+ individuals in hiring practices.

¹⁷ Monitoreo: Las rutas del las trabajadores para accede a la justicia laboral;2015, Centro de Derechos de Mujeres

¹⁸ Encuesta de Vigilancia del comportamiento sexual y prevalencias de infecciones de transmisión sexual (ITS) y Virus de la inmunodeficiencia Humana (VIH) En poblaciones clave de Honduras 2012 (ECVC)

¹⁹<http://idlo.int/news/highlights/honduras-first-city-adopts-policy-hiv-workplace>, August 29, 2016

2.3.6 GENDER AND EDUCATION

Women in Honduras do better than men in terms of education. More girls tend to complete primary school (Grades 1-5) than boys. Boys (7.4 percent) have higher repetition rates in the first grade than girls (3.4 percent) and in the second grade (5.8 percent versus 3.4 percent). By sixth grade, the repetition rate is equal for both sexes at 1.6 percent.²⁰

The expected years of schooling in Honduras is 11.1 years (11.6 for girls and 10.6 for boys). The mean rate in 2014 was actually 5.5 years (5.5 for girls and 5.4 for boys). In fact, the mean rate of 5.5 years has been static since 2011.²¹ Despite this low level of educational attainment, the literacy rate is reported to be almost 90 percent. This brings to question as to the definition of literacy – is it the ability to read at a third grade level or is it simply the ability to sign one’s name?

For those who are able to complete all six years of primary school, their options to continue their education are limited. At present, Honduras has approximately 11,000 primary schools yet only 1,000 secondary schools. There are distance learning programs such as EDUCATODOS or through the Instituto Hondureño de Educación por Radio (IHER) where secondary studies can be completed and are recognized by the Ministry of Education. These courses are often offered through youth outreach centers, technical and vocational training centers and through NGOs.

2.3.7 GENDER IN TECHNICAL AND VOCATIONAL TRAINING

Public and private training programs for youth who have completed primary school are available to both males and females. In addition, several institutions and NGOs offer microenterprise training programs. What is not clear is how much of the actual training is based on the actual needs of the labor market. The Centro Tecnico Don Bosco in Tegucigalpa offers technical training to both males and females based on the needs of the labor market. Gender and human development are part of the core curriculum and girls make up 20 percent of the student body (900). Girls have enrolled in welding, carpentry, auto mechanics and other courses over the years, albeit in small numbers. The US Department of Labor is also funding a project that offers technical training to youth in San Pedro Sula. The gender dimensions of that project are not known and information is not yet available on their course offerings and whether or not all courses will be open to both boys and girls. Discussions on gender in programing during key informant interviews often revolved around tracking the numbers of participants and staff by sex, ensuring female representation.

Key informant discussions indicated that there were no challenges in recruiting either boys or girls into programs. They suggested that both boys and girls could be recruited from churches as well as from primary schools given that many of those who are about to complete primary schools may not have access to secondary schools. Several informants noted that it is easy to recruit boys through community leaders.

²⁰ EPHPM, 2015 Multiple Use Dwellings Survey INE 2016

²¹ 2015 Human Development Report: Work for Human Development, Honduran Briefing note, UNDP

The government training body, INFOP, has been offering short courses in a number of areas. Key informants have not been pleased with their performance. Issues include instructors not showing up or those that do not get paid on time. INFOP has also been conducting “Talleres Populares” (popular courses) within communities. Unfortunately, females are trained in areas such as jewelry or bread making and beauty-related training areas such as acrylic nails. Communities quickly become saturated with young women offering the same services, none making any money. Further investigation is needed as to how INFOP is addressing gender, if at all, within programming.

Given the lack of secondary schools, it is not surprising that in 2013, the percentage of the Honduran population between 15 and 24 years of age who neither work nor study (*ni trabajan ni estudian*) known as “*ninis*” was 26.8 percent, the highest rate in all of Latin America. The number of *ninis* went from 300,000 in 1992 to almost half a million in 2013 – an increase of 60 percent.²² These youths are an easy target for gang recruiters and susceptible to a number of high risk behaviors. In Latin America, the probability of a young woman becoming a *nini* is high if she gets married or becomes pregnant during adolescence. In 2013, 44 percent of the *ninis* between 15 and 24 years of age in Honduras were already married while the rate for those under age 18 was 25 percent.²³

2.3.8. GENDER AND SEXUAL AND REPRODUCTIVE HEALTH

Per the 2015 Human Development, the life expectancy for Hondurans is 73.1 years; it is higher for women (75.7) than men (66.5). Of the women between 15 and 19 years of age, 7 out of 10 are single but in the 20-24 age cohort, 51 percent are already married or in a civil union. Median age at first sex for women between the ages of 25-49 is 18.4 years old. For men in the corresponding age group it is two years earlier, 16.4 years old.

ENDESA reported that 12 percent of women survey reported having had a sexually transmitted infection (STI) or associated symptoms. (This is down from 15 percent reported in the 2005-2006 survey.) However, only 2 percent of the men survey stated that ever had an STI or related symptoms.²⁴ This disparity in data could suggest that male respondents are ill-informed on the symptoms of an STI or are possibly under-reporting.

About seven years ago the Ministry of Health released a set of norms and procedures on the integrated care of men within the public and private health care system. These guidelines are related to health promotion and disease prevention as well as the early detection, proper management and self-care related to sexual and reproductive health (including detection and management of male congenital disorders); chronic non-communicable diseases and cancer; STIs, HIV and AIDS; and the prevention of domestic and gender-based violence and addiction.²⁵ Data

²² World Bank. 2016. *Ninis en Honduras*. Washington, D.C. : World Bank Group.
<http://documents.worldbank.org/curated/en/922931467988882146/Ninis-en-Honduras>

²³ Ibid

²⁴ ENDESA

²⁵ Ibid

collection on these services is only just starting. ENDESA reported under the mental health domain that 55 percent of men between the ages of 15-49 years old reported to have had at least one symptom. Most frequently reported symptoms were difficulties in decision making (22 percent), the ability to become frightened (21 percent), and the ability to cry easily (20 percent).

HIV - According to UNAIDS, in 2012 the countries in the Central America region most affected by the HIV epidemic were Belize (2.3 percent), followed by Guatemala and Panama with 0.8 percent. Honduras and El Salvador were tied for third place at 0.6 percent.²⁶ Specific key populations in Honduras such as commercial sex workers, transgender women, men who have sex with men, and the Garifuna population are disproportionately affected by HIV.²⁷

Adolescent Pregnancy - Adolescent pregnancy has reached epidemic proportions in Honduras. The ENDESA reported 24% of women ages 15-19 years old had at least one child or was pregnant. Based on this, adolescent pregnancy became a priority for the Ministry of Health and the Honduras National Program to Prevent Adolescent Pregnancy (ENAPRAH) was developed. Key informants reported that the rate has now increased to about 25 percent or higher. There is a dearth of data as to the causes. When asked if this rate was due to rape, incest, gang violence, transactional sex or lack of knowledge on adolescent sexual reproductive health, key informants replied “All of the above!” The Comprehensive Act on Sexual Education in schools – across all levels of instruction – has only recently been ratified by congress. The official implementation plan is still pending.

UNFPA is the lead international organization focusing on sexual and reproductive health in Honduras, including adolescent sexual and reproductive health. They focus on government strengthening, planning and implementation around the issue of adolescent pregnancy with Ministries of Education, Health and Justice. They also work with the National Autonomous University of Honduras (UNAH) and the NGO Global Communities which serves as an umbrella organization for other local groups working in this arena.

Life skills programming - UNFPA also covers life skills programming for both in and out-of-school youth. They developed a course for teachers entitled “Cuidando Mi Salud” which is available on-line and is designed for teachers of all levels. The teacher’s guides have been approved, but there is a lack of supervision by the Ministry of Education; it is hard to determine if the curriculum is being implemented or not. PASMO staff reported that many teachers consider this to be extra work and show no interest in teaching it. UNFPA also provides technical assistance to INFOP on life skills and works with several youth-serving organizations including the Red de Jovenes (Youth Network), COPEITSA (Committee to Prevent STIs and Pregnancy among Adolescents Ages 12-19). There are other life skills program in Honduras such as GoJoven (adolescent reproductive health platform run by the Public Health Institute in the US) and Jovenes Saludables under PASMO, which operates adolescent health clinics in two of the largest high schools in the country as part of their Jovenes Saludable project. The program also works with

²⁶ Departamento de ITS/VIH/SIDA Honduras - OPS. Estudio de Sub Notificación a través del método de LQAS. 2012

²⁷ Encuesta de Vigilancia del comportamiento sexual y prevalencias de infecciones de transmisión sexual (ITS) y Virus de la inmunodeficiencia Humana (VIH) En poblaciones clave de Honduras 2012 (ECVC)

community radio, religious groups and social media to reach out to youth out of school, including *ninis*.

Availability and Access to Contraception - UNFPA currently procures condoms for the government and while condoms should be available at all public health facilities, distribution is a problem. There are approximately 30 youth friendly clinics in country. However, per PASMO, only about eight of these clinics are actually functional.

In the wake of the 2009 constitutional crisis, the interim government reversed several policies and measures that were in the process of implementation to promote gender equality. For example, the Ministry of Health (influenced by the conservative party and the Catholic and evangelical churches) prohibited the provision of emergency oral contraception (PAE) under any circumstance within its package of services; PAE became illegal despite its availability since the early 1980s (Ministry of Health Decree 2744/2009). While it is on the books as a criminal offense to provide counseling on or prescribe this type of contraception, women's groups are providing information on the needed dosage as birth control pills are available over the counter. A draft bill to reinstate PAE has been submitted to congress and there is a civil society coalition advocating its reinstatement of PAE. This has been an uphill battle given the pressure of religious and other conservative groups which have publicly disseminated incorrect information on how PAE works.

UNFPA, in conjunction with UNAH, plans to conduct a study in Tegucigalpa that looks at the link between sexual violence and adolescent pregnancy sometime before the end of the year. Hopefully the data from this study can strengthen the argument to reinstate emergency oral contraception in the case of sexual violence.

2.3.9 GENDER AND VIOLENCE

Honduras boasts the largest criminal gang presence in the region, an estimated thirty-six thousand members belonging to as many as one hundred local and transnational groups. Persistent poverty and the lack of educational and employment opportunities are among the factors enabling local gangs to broaden their base and extend their reach. High levels of deportations from the United States further aggravate Honduras's gang problem for national authorities.²⁸

Weapons and firearms are readily available in Honduras and have been for some time. In 2015, Honduras recorded 8,035 violent deaths.²⁹ The 2015 Human Development Index (HDI) also reported the homicide rate (per 100,000 people) at 90.4 which is more than double the rate of El Salvador (41.2) and of Guatemala (39.9).³⁰ Urban gangs are known for their violent acts, extortion,

²⁸ Shifter, M., Council of Foreign Relations, Council Special Report No. 64, *Countering Criminal Violence in Central America*, April 2012

²⁹ UNAH-IUDPAS Observatory against Violence, 2015 bulletin

³⁰ Human Development Report 2015, Country Briefing Notes, UNDP

threats and forced recruitment. In 2015, a reported 174,000 Hondurans were internally displaced due to gang violence.³¹

According to the National Program for the Prevention, Rehabilitation and Social Reinsertion (PNPRRS),³² women make up 20 per cent of gangs in Honduras. They hold a subservient position within the gang structure and are often sexually exploited by the members. They may be given small jobs that leave them vulnerable to arrest, such as selling drugs or recovering the *impuesto de guerra* or war tax from small businesses.

The north coast and metropolitan areas of the country registered a higher number of male *ninis* in 2013. A high prevalence in the increase of male *ninis* should be of particular concern to Honduras; according to De Hoyos, Gutiérrez y Vargas (2015), as a greater incidence of male *ninis* within the context of violence and organization crime is related to the increase in the rate of homicides.³³

2.3.8.1 GENDER BASED VIOLENCE (GBV)

Cultural norms still contribute to GBV in Honduras. The number of women who reported that a husband has the right to beat his wife³⁴ was at 12 percent, down from 16 percent reported in the 2005-2006 ENDESA. Of the men, 10 percent were in agreement with at least one of the reasons, the primary being not taking care of the children (seven percent), followed by refusing to have sex (two percent).

The Gender-Based Violence Analysis conducted for USAID/Honduras revealed that GBV is a common occurrence with 40 percent of women surveyed admitted to having suffered some form of GBV within their community. Researchers noted that this number is most likely understated as it is common for individual respondents to deny victimization. The analysis team believed that this follows the global trend that women tend to minimize or deny the violence they have suffered at the personal level, which is likely the consequence of the predominant patriarchal culture, widespread machismo, a fear of gang reprisals and limited awareness regarding gender-based violence. These factors tend to minimize the impact, reporting, and punishment of gender-based violence, and are reinforced by the lack of prioritization by the Government of Honduras. Key informant discussions revealed that GBV is rarely reported by women who live in gang-ridden neighborhoods or by those whose partner belongs to gang for fear of retaliation by gang members for giving law enforcement a reason to visit the neighborhood or home.

³¹ <https://www.cia.gov/library/publications/the-world-factbook/geos/ho.html>

³² National Program on the Prevention, Rehabilitation and Social Reinsertion (PNPRRS), Gang situation in Honduras, <
http://www.unicef.org/honduras/Informe_situacion_maras_pandillas_honduras.pdf>.

³³ World Bank. 2016. *Ninis en Honduras*. Washington, D.C. : World Bank Group.
<http://documents.worldbank.org/curated/en/922931467988882146/Ninis-en-Honduras>

³⁴ Questions referred to if a women did not take care of children, refused sex, burned food, etc.

It is important to note that the discussion of violence, particularly gender-based violence, was a common thread throughout interviews. Conversations echoed the findings of the GBV Analysis conducted for the Mission – women don't report being victimized and the government does nothing to uphold the law. Underreporting contributes to the lack of data. One set of data that does exist is from a 2013 Medecins Sans Frontières (MSF) clinic study indicating that, out of 2,832 rape investigations carried out by the Public Ministry of Honduras, the majority of cases were girls aged 10 to 14³⁵. What is not known is how many of the cases were prosecuted or how many resulted in adolescent pregnancy.

Post-GBV Response and Services - When asked about services for GBV survivors, key informants always focused on the legal response and seeking justice. Many talked about helping women through the entire legal process, but noted that prosecutions are few. Some informants comments that these are the cases that are heard last and often seen as a nuisance.

There are several programs that exist which can change this situation. In November 2015, Honduras joined the International Development and Law Organization and in early 2016, IDLO launched their Reducing Violence and Homicides through Access to Justice Project with the support of the US State Department. IDLO has been working with the San Pedro Sula Municipal Government and assisting municipal social services staff in designing an efficient, unified mechanism to respond to domestic, intra-family and gender violence. IDLO is also working with the European Union's EUROsociAL II program and with the country's judiciary, created the Centro de Atención y Protección de los Derechos de la Mujer (CAPRODEM), a women's center providing orientation and legal assistance for female victims in Tegucigalpa.³⁶

Clinical services are very limited for survivors, especially for those who have experienced sexual violence. Only the GBV Committee in La Ceiba mentioned post-GBV clinical services for survivors. The larger problem is that the Ministry of Health does not have a protocol or a standard package of services in place for post-rape care - this has been in discussion for over six years. The

Gender-based violence (GBV) is defined as

Violence that is directed at an individual based on his or her biological sex, gender identity, or perceived adherence to socially defined norms of masculinity and femininity. It includes physical, sexual, and psychological abuse; threats; coercion; arbitrary deprivation of liberty; and economic deprivation, whether occurring in public or private life.

Gender-based violence takes on many forms and can occur throughout the life cycle. Types of gender-based violence can include child sexual abuse; sex trafficking and forced labor; sexual coercion and abuse; neglect; domestic violence; and harmful traditional practices such as early and forced marriage.

Women and girls are the most at risk and most affected by gender-based violence. Consequently, the terms "violence against women" and "gender-based violence" are often used interchangeably. However, boys and men can also experience gender-based violence, as can sexual and gender minorities. Regardless of the target, gender-based violence is rooted in structural inequalities between men and women and is characterized by the use and abuse of physical, emotional, or financial power and control.

³⁵ Medecins sans Frontieres (MSF). 2014 Key medical figures. MSF Honduras 2014. [<http://www.msf.org/honduras>]

³⁶ International Development Law Organization. "Where We Work/Americas/Honduras." <http://idlo.int/where-we-work/americas/honduras>

Regional Hospital of Atlántida Department got tired of waiting for official clinical guidelines. They developed a clinical reference tool and implemented an integrated service package for those who have suffered from sexual violence. The municipality runs the *Modelo de Atención Integral* (MAI).

Medicins Sans Frontieres Operational Centre Geneva (MSF OCG) is the only international organization providing medical health services to survivors of violence in Honduras. In 2014, the *Servicios Prioritarios* (Priority Services <SP>) were established to ensure a better detection of and attention to survivors of sexual violence. Services are provided in Tegucigalpa and the only ones in the country that treat both male and female survivors. An innovative tool used by the SPs was the Tegucigalpa Victimization Assessment Tool (VAT) which analyzed the dimension of male rape (commonly seen as the taboo of the taboos) and established that about 1,275 men were victims of sexual abuse every year in Tegucigalpa.³⁷ Consequently, the SP attracts survivors of both sexes.

GBV Prevention - Discussions identified very few GBV prevention programs. Through its Safer Municipalities program (in La Ceiba, Choloma and El Progreso), the World Bank has taken the evidence-based GBV prevention program SASA! and adapted to the Honduran context. Developed by Raising Voices in Uganda for preventing violence against women and HIV, SASA! is a community mobilization approach designed to address a core driver of violence against women: the imbalance of power between women and men, girls and boys. In 2015, a local team translated the materials and adapted them to the Honduran context – that is, with less of a HIV focus. Unfortunately the program will only be implemented in El Progreso and not in any of the WFD Activity target communities. A baseline study is about to be conducted and implementation will run through the end of the project (August 2018). There are four phases to implementation, each with an evaluation component. The Bank hopes that the municipality will continue with SASA! beyond August 2018. The Bank also hopes that once all four phases in El Progreso are evaluated, results will be shared so that the program may be picked up by other municipalities.

Masculinities programming within the context of violence prevention is limited. A few key informants reported that their organizations received technical assistance or visited regional institutions including the Instituto WEM Costa Rican Institute Masculinity, Couples and Sexuality or the Centre for Violence Prevention (CPREV) in Nicaragua. Informants did not know if these programs were evidenced based.

Conversations did reveal that there were a few consultants working in country on the topic and that a Masculinities Network exists in Honduras that had been set up by Trocaire, World Vision and UNFPA but that it has been dormant. One of the members of the network felt that when the network was active, the majority of activities took place in Tegucigalpa and information never flowed to the members on the north coast. Another member informed that the majority of work seems to be taking place in the rural areas – and that it is easier to work with campesinos on the issue than with urban men. A third member stated that the organizing committee needs to be revitalized so the work can continue and be shared.

³⁷ OSV: *Towards a new paradigm of violence for MSF Operations*. BRAMU, January 2015.

Discussions with Plan International Honduras provided information on their Champions of Change Program which is a component of their Because I am a Girl Campaign. This program targets youth ages 14 to 18 years of age. Plan is in the process of evaluating the programs in order to build their evidence base. Plan is also in the process of adapting the GEM (Gender Equitable Male) Scale. The GEM scale was developed by Population Council/Horizons and Promundo to directly measure attitudes towards gender norms.

Early Marriage – Early marriage is considered a form of GBV and Honduras is among the top 30 countries worldwide with the highest rates of child marriage at 39 percent. (The Latin America and Caribbean average is 12 percent)³⁸. For married adolescents the unmet contraceptive need is 29.1 percent.³⁹ This unmet need is often influenced by gender inequality and reproductive coercion such as having request permission to use birth control.

Femicide – Femicide in Honduras continues to increase. The Gender Equality Observatory for Latin America and the Caribbean of ECLAC compiled official data from the region’s governments and reported 1,903 women were murdered because of their gender in fifteen Latin American countries and three Caribbean nations in 2014. Unfortunately, Honduras is first on the list with 531 murders, or 28 percent; Guatemala came in second with 217 murders.⁴⁰

The Investigation Unit of Violent Deaths of Women and Femicide was created in 2016, associated with the Technical Criminal Investigation Agency (ATIC) in the Public Prosecutor’s Office, and was allocated a budget of USD 1.4 million. The effectiveness of the femicide unit was tested on March 2 with the case of Berta Caceres, coordinator of the Council of Indigenous Peoples (COPINH). Women and feminist organizations and social movements have demanded clarification of the crime and the appointment of an international commission led by the Inter-American Commission on Human Rights (CIDH) to investigate the case, since there is no trust in the country’s investigation system, owing to the influence of business sectors in state institutions.⁴¹

In 2014, the UN Special Rapporteur on Violence against Women visited Honduras and met with stakeholders in Tegucigalpa, San Pedro Sula and La Ceiba. Her report noted that one of the challenges in fulfilling the State’s obligation to act with due diligence to eliminate violence against women was that the INAM falls under the Social Development Department, perpetuating the view that violence against women needs to be addressed through a social welfare lens as opposed to through a human rights-based approach.⁴²

³⁸ *Marrying too young: End child marriage*. New York, United Nations Population Fund 2012.

³⁹ United Nations Statistics Division (UNSD). Millennium Development Goals, Targets and Indicators. UNSD 2014.

⁴⁰ ECLAC’s Gender Equality Observatory for Latin America and the Caribbean - <http://www.cepal.org/oig/default.asp?idioma=IN>

⁴¹ Suyapa Martinez, Ana Maria Ferrera. “Can Commitment to the 2030 Agenda Restore Human Rights?” Honduras/National Reports. <http://www.socialwatch.org/node/17338>

⁴² *Report of the Special Rapporteur on violence against women, its causes and consequences*, Rashida Manjoo, Addendum, Mission to Honduras March 2015, P. 14

Violence against LGBTI Community - There are about approximately eight LGBTI community organizations in country and they continue to have weak relationships with government. There is very little dialogue in country around their specific issues. A few of the key informants mentioned working with this population within the context of HIV and AIDS and only one of the key informant discussions included work with LGBTI youth. The Women's Movement of Lopez Arellano in San Pedro Sula is currently conducting a door-to-door campaign with parents on this population trying to sensitize them. As the founder of the organizations said "We want parents to come out of the closet".

Violence is extremely high within this population. Between June and August of 2015, three LGTBI rights defenders working in country were killed, with several more subjected to physical assault, intimidation and threats. In January 2016, Paola Barraza, a transgender woman and a member of the board of directors of Asociación LGTB Arcoíris, was shot and killed outside of her home. While the murder was reported to the authorities charged with investigating crimes against members of the LGTBI community, it is unclear if an investigator was ever signed to the case.⁴³

Trafficking in Persons - In the 2016 Trafficking in Persons Report, Honduras is rated as a Tier 2 country and is principally a source and transit country for men, women, and children subjected to sex trafficking and forced labor. Honduran women and children are exploited in sex trafficking within the country and in other countries in the region, particularly Mexico, Guatemala, El Salvador, Belize, and the United States. LGBTI Hondurans are particularly vulnerable to sex trafficking.

The 2012 Honduran anti-trafficking law prohibits all forms of trafficking, prescribing penalties ranging from 10 to 15 years' imprisonment; these penalties are sufficiently stringent and commensurate with those prescribed for other serious crimes, such as rape. The law is inconsistent with international law in that it conflates human trafficking with other crimes, such as illegal adoption, and establishes the use of force, deceit, or intimidation as an aggravating factor, rather than an essential element, of most trafficking crimes. Civil society organizations reported concerns that traffickers were often prosecuted for lesser crimes with lower penalties, such as pimping.⁴⁴

The 2016 Report further states that the government of Honduras does not fully meet the minimum standards for the elimination of trafficking; however, it is making significant efforts to do so. For the second year, the government provided a budget to its interagency, multi-stakeholder commission on child trafficking and commercial sexual exploitation (CICESCT), and it developed a national action plan for 2016-2020. The Government's "Immediate Response Team" strengthened referral to services for female child sex trafficking victims, but services for other populations remained limited. The Government has not developed guidelines to identify

⁴³ AWID Women's Rights. "Honduras: Killing of LGTBI rights defender Paola Barraza" 3 February 2016. www.awid.org/get-involved/honduras-killing-lgtbi-rights-defender-paola-barraza

⁴⁴ 2016 Trafficking in Persons Report, US State Department

trafficking victims among vulnerable populations. NGO's funded by international donors continued to deliver most of the anti-trafficking training available to government officials, often with support from the government's anti-trafficking commission.

3. RECOMMENDATIONS

The table below provides a list of recommendations based on the gender gaps and GBV issues that may affect the results of the Workforce Development Activity. The Gender Inclusion Plan will provide further details on the integration of recommendations, both short and long term, into the WFD Activity. Note that in order to implement the Gender Inclusion Plan, the WFD Activity staff needs to be trained on gender basics and the gender issues relative to the overall activity. Refresher trainings should be conducted during the life of the project to review topics or discuss issues that emerge after implementation. In addition, two primary gender focal points (male and female) should be identified among the staff with their gender-related responsibilities detailed in their overall scope of work. They should serve as the gender liaison between partners, USAID, municipal government, other CBOs and projects.

Identified Gender Gaps and GBV Issues	Recommendation
1. Lack of an enabling environment across sectors to promote gender equality, female empowerment and prevention of GBV.	<ul style="list-style-type: none"> • Life skills curriculum for youth must address gender equality (including the topic of a sexual identity), female empowerment and GBV or be appropriately adapted to do so. • Both men and women should receive life skills training together but also separately when appropriate. WFD must provide training partners with a set of instructional strategies and train them to promote learning opportunities for both males and females within the classroom. • WFD should build a bank of gender consultants (with practical experience) over the life of the project. • WFD should participate in existing fora on gender and LGBTI youth issues at municipal and local levels where possible.
2. Increasing gender-based violence and the notion that it is part of daily life.	<ul style="list-style-type: none"> • WFD Activity must focus on GBV prevention within programming, especially with men. WFD should look into adapting evidenced-based programming such as Program H and Program M for use within the context of the activity.⁴⁵ • WFD programming must include linkages and referrals to organizations that provide post-violence services within GBV prevention training. • WFD should identify male champions to speak out against GBV.

⁴⁵ Promundo’s Program H has been named a best practice in promoting gender equality and preventing gender-based violence by the World Bank and the World Health Organization and has been cited by UNICEF and the United Nations for its effectiveness. It has also been commended by the Pan-American Health Organization, UNDP, and UNFPA. It has been officially adopted by ministries of health in Brazil, Mexico, Chile, and Croatia, among other countries.

	<ul style="list-style-type: none"> • WFD should participate in existing GBV fora at the municipal and local level where possible.
3. The mean primary school completion rate is 5.5 years for both men and women and this rate has been stagnant for a number of years.	<ul style="list-style-type: none"> • WFD Activity will have to assess reading levels of both male and female participants upon entering the program. • Any materials produced for participants needs to be written at the appropriate reading level.
4. High adolescent pregnancy rates and limited adolescent sexual and reproductive health programming for youth, both in and out-of-school.	<ul style="list-style-type: none"> • WFD should link with existing adolescent health programs for training opportunities. • WFD life skills programs should include basic adolescent health information as well as referrals. • The design of technical training programs should consider the needs of adolescent mothers as well as fathers. • WFD staff should participate in existing youth health-related fora at municipal and local levels. • Ensure that the tertiary prevention program design addresses the health needs of both males and females.
5. Existing gender programming tends to focus on women and girls; Gender programming around masculinities is nascent in Honduras.	<ul style="list-style-type: none"> • WFD Gender Focal Points should meet with individuals and organizations currently addressing masculinities in country to determine if programs are suitable for adaptation, for example Plan International’s Champions of Change. • Life skills training for both males and females should address masculinities, particularly in the context of violence in the home, community and the workplace. • Life skills training for both males and females need to address gender rights as human rights, particularly as related to women and the LGBTI community. • WFD should work with local groups to revitalize the Masculinities Network and extend outreach to the remaining four municipalities and communities. • To the extent possible, life skills training should be co-ed so that females and males learn together about gender differences, masculinity, respect within the workplace and how to cooperate effectively and appropriately in the workplace.
6. Gender stereotypical courses offerings are the norm for women and girls in the majority of technical and vocational training programs; limited WFD programs for youth from minority or disadvantaged groups.	<ul style="list-style-type: none"> • Labor market assessment must be designed and conducted using a gender lens looking both at constraints and opportunities for females. • WFD Activity should link with programs and providers that offer the same training to both sexes, and ensuring that students are not tracked to gender-specific programs or discouraged from taking non-traditional courses. • Training providers should identify and reach out to both Honduran men and women working in non-traditional areas to interact with youth in the program and set an example.

	<ul style="list-style-type: none"> • WFD should identify other WFD training programs that have successfully engaged females to review lessons learned, challenges and solutions to determine applicability. • WFD should recruit participants from organizations already working with disadvantaged youth such as single mothers, the handicapped and LGBTI and Garifuna populations. • The in-depth study of INFOP systems must address gender and provide recommendations for improvements. • Meet with existing INFOP partners to determine if any are addressing gender and if so, combine efforts. • Capacity building plan for INFOP must strengthen their ability to address gender - from course design and recruitment to sex disaggregation of data.
<p>7. Sexual harassment and discrimination continues in the workplace and hiring practices.</p>	<ul style="list-style-type: none"> • Mapping Study and Private Sector Analysis must use a gender lens and provide information about current WFD activities in Honduras, placement rates for females and communities such as LGBTI and Garifuna, discrimination policies (based on sex, ethnicity, neighborhood of residence, etc.). • Labor market study must address sexual harassment and discrimination issues.
<p>8. Lack of enforcement or knowledge of existing rights (e.g. human rights, labor rights) and responsibilities under Honduran law.</p>	<ul style="list-style-type: none"> • WFD should participate in existing youth fora as related to gender and WFD at the municipal and local levels where possible. • Life skills training must inform trainers, both male and female participants as to their rights and responsibilities especially around the existing labor laws, as well laws on women's and child rights, and responsible parenthood among others. • Internship program design should include a review of laws, rights and responsibilities by both the student and employer prior to starting the internship.
<p>9. A dearth of official data, including sex disaggregated data.</p>	<ul style="list-style-type: none"> • Special studies and program data should be disaggregated by sex while taking into account that the presence of women does not equate advances in gender equality. • At least one indicator should be developed to measure work done around masculinities. • Data analysis reports should discuss gender differences, as well as unexpected consequences and results, both positive and negative. • Qualitative work should address gender. For example, a gender-focused case study may be developed, or case studies that are developed should include a section on gender-based constraints or opportunities encountered. • Implementing partners should be trained to conduct a gender-based data analysis to inform programming.

4. CONCLUSION

Honduras continues to struggle in the post-2009 constitutional crisis environment, especially in terms of addressing gender equality and female empowerment within government, the workplace and society overall. While national level efforts are weak, municipal and civil society organizations continue to forge ahead and make their voices heard. The incorporation of masculinities in gender work has been limited with most of the focus on rural populations. As well, the incorporation of the topic of sexual identity within gender programming has been superficial, at best. Due to the cultivation of femicide and rising rate of adolescent pregnancy, protective factors for adolescents are threatened, and gender inequities are furthered more.

While the amount of work that needs to be done in Honduras to close the gaps identified in the analysis is daunting, the WFD Activity has the opportunity to make a difference by designing and implementing a holistic training package and activities that do not reinforce gender stereotypes and inequities and that enhance protective factors. Given that the majority of WFD Activity beneficiaries are males, there is the potential to give them the space to constructively explore their masculinity and groom them into champions for gender equality, female empowerment and the reduction of gender-based violence. As well, the WFD Activity can provide female beneficiaries with options beyond stereotypical training courses which often do not provide any possibility of economic self-sufficiency. Incorporating adolescent reproductive health and gender-based violence prevention into life skills programming and creating safe spaces for beneficiaries to openly and jointly discuss the issues they face will support them as they transition into adulthood and productive members of society. In addition, working with the private sector and building the capacity of training institutions and local partners to address and incorporate gender into programming will help to close gender gaps as well.

The recommendations presented here serve as the basis for the WFD Gender Inclusion Strategy. The Strategy will detail which gender gaps and GBV issues will be addressed under the WFD Activity and will include a set of interventions to be incorporated into the overall activity in order to achieve results.

ANNEX 1: KEY INFORMANTS

ORGANIZATION	DATE OF MEETING
Glasswing International	August 12, 2016
Glasswing International	August 12, 2016
Red de Desarrollo Sostenible (RDS)	August 15, 2016
Red de Desarrollo Sostenible (RDS)	August 15, 2016
Institute of Democracy, Peace and Security (IUDPAS)- National Autonomous University of Honduras	August 18, 2016
Save the Children Honduras	August 19, 2016
Vital Voices Honduras	August 20, 2016
Ciudad Mujer	August 24, 2016
National Institute of Women	August 24, 2016
Ministry of Human Rights, Justice, Governance and Decentralization.	August 24, 2016
Honduran Supreme Court	August 24, 2016
National Congress	August 24, 2016
Centro de Formacion Professional Tech Don Bosco	August 24, 2016
Pan American Social Marketing Organization (PASMO)	August 25, 2016
PASMO	August 25, 2016
Creative Associates	August 25, 2016
GoJoven Project	August 28, 2016
Public Health Institute, Oakland, CA	
La Ceiba Network against GBV	August 29, 2016

Proponte Mas	August 29, 2016
UNDP	August 30, 2016
San Pedro Sula Municipal Government	August 30, 2016
SPS Municipal Government	August 30, 2016
SPS Municipal Government	August 30, 2016
SPS Municipal Government	August 30, 2016
Women's Movement of the Colonia Lopez Arrelano (MOMUCLAA)	August 30, 2016
MOMUCLAA	August 30, 2016
MOMUCLAA	August 30, 2016
MOMUCLAA	August 30, 2016
Centre for Women's Rights (CDM), San Pedro Sula Office	August 31, 2016
Centre for Women's Rights (CDM), San Pedro Sula Office	August 31, 2016
San Pedro Sula Violence Prevention Committee	August 31, 2016
San Pedro Sula Violence Prevention Committee	August 31, 2016
San Pedro Sula Violence Prevention Committee	August 31, 2016
San Pedro Sula Violence Prevention Committee	August 31, 2016
San Pedro Sula Violence Prevention Committee	August 31, 2016
Centro de Alcance San Juan de Chamelecón/FUNADEH/GENESIS	
Centro de Alcance San Juan de Chamelecón/FUNADEH/GENESIS	
Centro de Alcance San Juan de Chamelecón/FUNADEH/GENESIS	
Cristo es la Roca Church	September 1, 2016
Instituto de Formación Profesional (INFOP)	September 2, 2016

UNFPA	September 2, 2016
World Bank	September 2, 2016
Plan International	September 6, 2016
Plan International-Honduras	September 6, 2016
UN Women	September 7, 2016
Pan American Social Marketing Organization (PSI affiliate)	September 7, 2016

ANNEX 2: INTERVIEW GUIDE FOR KEY INFORMANTS

A. Laws, Policies, Regulations, and Institutional Practice –

- Are men and women treated equally in legislation related to employment and entrepreneurship?
- Are there protections in place regarding workplace conduct such as sexual harassment?
- Are there existing laws, policies, procedures or institutional practices directed to the LGBT population?
- Are there existing laws, policies, procedures or institutional practices that address child sexual exploitation or gender-based violence?

B. Knowledge, Perceptions, Cultural Norms and Beliefs –

- Do gender stereotypes help or hinder training opportunities around work force readiness and entrepreneurship?
- Do these stereotypes dictate what type of workforce readiness training programs or areas of entrepreneurship are considered more appropriate for men or women? If yes, do these stereotypes steer women into training for work in less-profitable areas (sewing, baking, etc.)?
- Will gender awareness training be needed to ensure that partners, families, communities support females in their workforce readiness training or as entrepreneurs?
- What are the stereotypes around gender-based violence? Do these stereotypes prevent women from reporting?

C. Gender Roles, Responsibilities and Time Used

- What are men and women's responsibilities regarding child care and housework? What are the cultural norms regarding the division of labor between men and women in the areas of child care and housework?

- If women have greater responsibilities in these areas, do they have enough time to engage in workplace readiness training? Entrepreneurial training?
- Would responsibilities at home prevent women from participating at a certain time of day or on certain days of the week?
- What would make it difficult for men or women to participate in trainings in terms of location?

D. Access to and control over resources –

- Do men, women and LGBTs have equal access to existing workforce readiness, job placement or entrepreneurship services?
- Do existing training programs actively recruit both men and women for participation? Do they recruit the same way for men and women? If not, how do they find just men or just women?
- Do communications channels that advertise these programs encourage participation of both men and women? Do men, women and LGBTs have equal access to the formal or informal communications networks that share information on these programs, including social (networking) settings?
- Are any programs open only to men or to women? Do these programs steer women toward traditional training programs such as sewing? Do they steer men towards traditional training programs such as carpentry or mechanics? Are they open to men and women participating in non-traditional programs?
- Do existing programs offer internships or mentoring equally to women and men? Are internships or practical experience placements offered in non-traditional areas? Do the internships take into account the safety or time factors that might limit a person's participation based on his/her sex?

E. Power and Decision Making –

- Do women hold the power to make economic decisions?
- Do women have control over and benefit from the money they may accrue as a result of participating in the project? If not, then who does?
- Do women actively participate in formal decision-making structures that address business-related issues such as local economic development or business associations?

- Do women and men hold an equal number of decision-making positions in these structures?
- Are women and men equally able to establish bank accounts or other savings accounts with their own money?

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