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# USAID/HAITI GENDER ANALYSIS FOR THE CAP HAÏTIEN PORT PROJECT - CIVIL WORKS COMPONENT

## GENDER ANALYSIS – GENDER-RESPONSIVE CIVIL WORKS

2016

Contract No.: AID-OAA-I-14-00050/AID-521-TO-16-00001

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**Disclaimer:** The authors' views expressed in this publication do not necessarily reflect those of the United States Agency for International Development or the United States Government.

**Project Description:** The purpose of the USAID/Haiti Gender Analysis for the Cap Haïtien Port Project – Civil Works Component task order is to provide technical services regarding gender to the greater Port Project. The objective of this task order is to acquire the services of a contractor to perform a Gender Analysis for the longer-term Civil Works component within the planned Cap-Haïtien Port Rehabilitation and Public Private Partnership (PPP) Project. The project itself is designed to modernize the existing CHP infrastructure, services, and operations to provide regionally competitive port services and increase trade at CHP through USAID supporting activities. The Gender Analysis is a critical first step in successfully and holistically rehabilitating the port.

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# CONTENTS

<b>Acronyms</b> .....	<b>4</b>
<b>Acknowledgements</b> .....	<b>5</b>
<b>Introduction</b> .....	<b>6</b>
<b>Methodology</b> .....	<b>6</b>
<b>Key Findings</b> .....	<b>8</b>
<b>Gender-Responsive Civil Works Hiring</b> .....	<b>8</b>
<b>Gender-Responsive Civil Works Conditions</b> .....	<b>12</b>
<b>Community Engagement and Safety and Security in the Area Adjacent to the CHP</b> .....	<b>16</b>
<b>Recommendations</b> .....	<b>19</b>
<b>Immediate Recommendations</b> .....	<b>19</b>
<b>Short to Long-Term Recommendations</b> .....	<b>20</b>
<b>Conclusion</b> .....	<b>22</b>
<b>Annex A: Detailed Research Methodology</b> .....	<b>23</b>
<b>Annex B: Key Informant, Focus Group and Informal Safety Walk Interview Guides</b> .....	<b>24</b>

# ACRONYMS

<b>ADS</b>	<i>Automated Directives System</i>
<b>ADVANTAGE</b>	<i>Advancing the Agenda of Gender Equality</i>
<b>AGD</b>	<i>Administration Générale des Douanes (General Customs Administration)</i>
<b>APN</b>	<i>Autorité Portuaire Nationale (National Port Authority)</i>
<b>CHP</b>	<i>Cap Haitien Port</i>
<b>COR</b>	<i>Contracting Officer's Representative</i>
<b>GOH</b>	<i>Government of Haiti</i>
<b>HNP</b>	<i>Haitian National Police</i>
<b>IDIQ</b>	<i>Indefinite Delivery Indefinite Quantity (Contract)</i>
<b>MCFDF</b>	<i>Ministry of Women's Status and Women's Rights</i>
<b>MINUSTAH</b>	<i>United Nations Stabilization Mission in Haiti</i>
<b>MoU</b>	<i>Memorandum of Understanding</i>
<b>NGO</b>	<i>Non-governmental organization</i>
<b>OFATMA</b>	<i>Office for Labour, Sickness and Maternity Insurance</i>
<b>PIC</b>	<i>Parque Industrial Caracol (CARACOL Industrial Park)</i>
<b>PPP</b>	<i>Public Private Partnership</i>
<b>UNOPS</b>	<i>United Nations Office for Project Operations</i>
<b>USAID</b>	<i>United States Agency for International Development</i>
<b>USG</b>	<i>United States Government</i>

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# INTRODUCTION

This report presents the findings from a gender analysis of the longer-term Civil Works component of the USAID Cap-Haïtien Port (CHP) Rehabilitation and Public Private Partnership (PPP) Project. The Project is designed to modernize the existing CHP infrastructure, services, and operations to provide regionally competitive port services and to increase trade at the CHP through several USAID-supported activities. These activities include: 1) longer-term “civil works”; 2) regulatory strengthening activities to support the National Port Authority to improve its regulatory, administrative, and operational capacity at the CHP; and, 3) customs support activities to work with the National Customs Agency to streamline customs services at the CHP. The objectives of the gender analysis of the civil works component are:

- To identify key gender-related needs, interests, issues, constraints and opportunities in rehabilitating and improving the CHP while reforming and strengthening port regulations.
- To provide recommendations for developing appropriate interventions to offset existing gender-based differences and/or disparities.

Section 2 provides an overview of the research methodology. Section 3 provides an overview of key findings. Section 4 provides a separate set of recommendations for: 1) USAID; and 2) National Port Authority.

# METHODOLOGY

The research team conducted a literature review, followed by key informant interviews with 9 stakeholders in Port-au-Prince and 29 stakeholders in Cap Haïtien. Government stakeholders in Cap Haïtien included officials from the National Port Authority, Ministry of Women’s Affairs, Cap Haïtien Mayor’s Office, Haitian National Police, and Justinien Hospital Unit to Treat Victims of Sexual Violence. Leaders of several civil society organizations in both Cap Haïtien and Port au Prince were also interviewed including: AFASDA Women’s Organization, SEROvie, FACDIS, Habitat for Humanity, and the Center for the Promotion of Women Workers.

The team also consulted the administration of five technical schools in Cap Haïtien to identify whether and to what extent pools of trained women and men existed in the technical areas of competency required for the civil works. Finally, the team consulted

the administration of 3 schools in the area adjacent to the CHP to obtain an overview of the current security risks for their students.

The research team also conducted focus group discussions with male and female students from the three aforementioned schools in the area adjacent to the CHP. During interviews with students, there was always an adult staff member from the school present. All students were above 16 years of age, and provided informed consent to participate in the interview. The interview team never posed questions about specific experiences or incidents of violence (including gender-based violence).

The team also conducted focus groups with a group of 10 APN women employees and a group of 10 APN men (separately), and engaged the APN women employees in an informal safety walk to identify the physical attributes of the CHP that could potentially render women/men more or less vulnerable to gender-based violence, including harassment or sexual violence. The team also coordinated with approximately six people (two men and four women) from the community adjacent to the CHP in a focus group to identify what would make the community safer for (future) civil works employees and community members alike. Security concerns precluded the team from undertaking an informal safety walk in the community, as originally scheduled. Please see Annex A for a more detailed account of the different interview methodologies.

The interview protocols, questions and tools for all of the key stakeholder interviews, focus groups and informal safety walks align with the areas of inquiry set out in ADS 205, as well as the Inter-Agency Standing Committee and World Health Organization ethical protocols on researching Gender-Based Violence.<sup>123</sup> Please see Annex B for the Key Informant, Focus Group, and Informal Safety Walk Interview Guides.

The research team experienced several constraints in carrying out the methodology established in its original work plan. These constraints are listed include:

- Difficulty finding representative leaders, as well as community groups, to interview in the community adjacent to the CHP.
- Focus groups with students from the schools adjacent to the CHP were limited in duration (to a maximum 45 minutes) due to the impending Easter holiday/spring school closures.

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<sup>1</sup> Inter-Agency Standing Committee. Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action: Reducing Risk, Promoting Resilience, and Aiding Recovery. 2015.

<sup>2</sup> World Health Organization. WHO Ethical Safety Recommendations for Researching, Documenting, and Monitoring Sexual Violence in Emergencies. Geneva, Switzerland: World Health Organization, 2007.

<sup>3</sup> USAID. Toolkit For Monitoring and Evaluating Gender-Based Violence Interventions Along the Relief to Development Continuum. 2014.



- It was not possible to identify all possible factors that could impede/facilitate gender-responsive civil work because the civil works had not yet begun and employees had not been hired.

# KEY FINDINGS

## GENDER-RESPONSIVE CIVIL WORKS HIRING

**Gender-responsive civil works hiring.** To support gender-responsive infrastructure development (including civil works) in Haiti, the Ministry on Women's Status and Women's Rights (MCFDF) signed a Memorandum of Understanding (MoU) with the Ministry of Public Works, Transport and Communications in 2006, to institute a 30% quota for women at every level, in every infrastructure development program in Haiti. Despite the existence of such a quota, women often comprise a very small percentage of the workers undertaking civil works or infrastructure projects, or comprise those carrying out solely administrative or unskilled laborers. The research conducted for this report identified whether a qualified female applicant pool exists and which measures would be effective to increase the female applicant pool should it be lacking.

### Civil Works Labor Skill Levels

**Unskilled** labor does not require workers to have any special training or skills. Potential unskilled jobs for the marine construction site could be: painting, janitorial work, vehicle operation, wreck/demolition, and loading/unloading of materials.

**Semi-skilled** labor is a level above unskilled that require some experience/training for a task. This could include formwork carpentry, ironwork, cement mason, concrete finisher, or rod busting. Depending on the level of complexity, these can be considered skilled labor as well.

**Skilled Labor** requires a higher level of training for construction tasks. Skilled laborers or craftsman can include the following: electricians, heavy equipment operators, or plumbers, etc.

**Existence of a Female Civil Works Applicant Pool.** One of the key questions is whether a qualified pool of female applicants exists for all CHP civil works skill levels. The data revealed that there are very few female skilled and semi-skilled female laborers in the Cap Haïtien area. In all of the 5 technical training schools surveyed in the Cap Haïtien area, fewer than 10% of those trained in two-year training programs in civil works or construction functions were women (see Table I for figures). The Belgian Cooperation for Development provides scholarships to female students who register and graduate for training programs in the technical schools listed in the table. Despite this, there is still very low enrolment rate for women in technical programs. This may be a result of limited communication or outreach strategies to attract women as well as women not having strong academic background in mathematics. Women graduating

from these programs are reported to have lower competence than men from the same program. This may account for women being assigned to less technical (and lower-ranked jobs) in construction. Training programs are also criticized as being too generic and not sufficiently aligned with the infrastructure industry’s demand for specific skills.

**Table I Percentage of Women Who Received Vocational Training**

School	2014		2015		2016	
	Total	Civil Works Total	Total	Civil Works Total	Total	Civil Works Total
<b>Ecole Professionnelle Foundation San Vicente</b>	192 (21) or 11%	125 (4) or 3%	283 (42) or 15%	115 (5) or 4%	219 (35) or 14%	98 (3) or 3%
<b>Ecole Professionnelle St. Esprit</b>				44 (3) or 7% <sup>4</sup>		41 (4) or 10% <sup>5</sup>
<b>Ecole Professionnelle Publique<sup>6</sup></b>					658 (115) or 17%	375 (11) or 3%
<b>USAID/LEVE</b>			50 (12) or 25% women have received training in construction from DFS Construction		40 (4) or 10% women will receive training from DFS Construction to reinforce their plumbing skills	

**Measures to Increase the Pool of Female Civil Works Applicants.** The research points to the need to undertake two specific measures to increase the pool of qualified female civil works applicants, and ultimately to reach the aforementioned 30% quota: 1) Train more women in semi-skilled and unskilled labor before they are officially hired; and 2) Undertake concerted outreach to potential female candidates so they can apply for jobs and receive the aforementioned training.

<sup>4</sup> These data are for the students who began in 2013 and obtained their graduation certificate in 2015.

<sup>5</sup> These data are for the students who began in 2014 and obtained their graduation certificate in 2016.

<sup>6</sup> Training lasts for 2 years. The school was closed during 2014 and 2015.

The research team identified one example of a modular training program that provides construction/civil works training in the North Department, which could serve as a model for increasing the pool of qualified female applicants for the CHP civil works. The training program, managed by DFS Construction, lasts for 30 days and targets both semi-skilled and skilled male and female laborers who have previously completed a two-year technical training program in some aspect of civil works. USAID/LEVE provides DFS Construction with a list of individuals who have the specific skills needed for USG-funded construction projects in the North Department of Haiti. Via USAID/LEVE's liaison with two technical schools in the Cap Haïtien area (Ecole Professionnelle St. Esprit and Ecole Professionnelle Foundation San Vicente), this list is pulled from a roster of the best students in the two-year training programs within each of these schools. DFS Construction subsequently funds a one-month apprenticeship (including modular training in specific technical areas and payment of a minimum wage salary) for the selected students. Once the apprenticeship is complete, DFS Construction decides whether to hire individuals from the graduating class to work on one of its multiple construction sites. According to USAID/LEVE, the apprenticeship strategy also acts as a social marketing/risk mitigation measure to enhance the image of the company, and therefore to reduce the potential for robbery of materials and vandalism and threats against construction staff, and to cut down on the amount of time that DFS Construction has to spend vetting potential employees.

Thus far, nearly 90 persons (including 16, or 18%, women) have participated in the apprenticeship/modular training, and are either currently or will be working in the DFS Construction sites at Fort Liberté Prison (a U.S. State Department funded site) or CARACOL Industrial Park employee housing (EKAM). According to DFS Construction, the modular training for approximately 20-30 persons costs a total of \$5,000. This includes DFS supervisor time, equipment, and Office for Labour, Sickness and Maternity Insurance (OFATMA) insurance. This estimate is likely to be on the very low side, since the minimum salary alone for 30 persons is \$2,750/month. One of the limitations of this training is that even if USAID/LEVE were to put in place specific gender-responsive targets to bolster the number of skilled and semi-skilled women that it puts forth to a civil works firm, the number of women candidates from traditional 2-year programs would still be insufficient to reach the aforementioned 30% target. This points to the need to expand the pool of applicants and the trainings to go beyond only those who have studied in traditional 2-year programs.

The civil works firm could employ the DFS model of modular training to provide on-site training in civil works functions for women (and men) at the different skill levels - skilled, semi-skilled and unskilled. The level and duration (1-3 months) of the training could vary depending on the pre-existing skill level and the skills required for the civil works. Those who have no basic construction training would not be trained for skilled functions

because this would likely take more than 3 months to complete. Beyond the technical schools, potential candidates for unskilled and semi-skilled work could include women and men from the community adjacent to the CHP, and perhaps one or two of the more vulnerable communities in the Cap Haïtien area.

**Conducting Outreach to Potential Women Applicants.** The research findings also highlighted that even if the modular trainings exist, women (and men) might not necessarily learn of those opportunities or understand what civil works are and what they are qualified for. As such, it is necessary to develop and implement an outreach strategy to ensure that women know: 1. What civil works entails; 2. What types of civil works skill functions they are capable of carrying out (skilled, semi-skilled, and unskilled); 3. How to enroll in the trainings; and 4. How to apply for civil works positions. The National and Departmental Ministry of Women’s Affairs and Women’s Rights, in partnership with local women’s organizations and radio stations, are willing and able to undertake such outreach in partnership with the Civil Works Firm. This outreach should take place not only in Cap Haïtien, but also throughout the North Department (all skill levels) and in Port-au-Prince (in particular among female skilled and semi-skilled workers at the Port-au-Prince International Port civil works, which is wrapping up as we speak).

**Gender-Responsive Hiring.** Multiple consultations also highlighted the role that gender norms play in hiring decisions in a typically male-dominated field such as construction and civil works. Numerous respondents indicated that one of the key variables in gender-responsive hiring is the foreman. Since most technical schools in the Cap Haïtien area lack placement services, the foreman has a key role in the hiring process. The foreman has an existing “A-team”, which he hires for construction projects. This team is usually comprised of men. The consultations indicated that foremen often will not hire women at all, or will hire or relegate them to typically female functions, and/or pay a lower salary than men for the same function. The consultations therefore clarified that it is necessary to include the 30% target in the contract of the prime or sub-contractor in charge of hiring. Additionally, the 30% target and the priority of hiring women, equal distribution of women in all skill levels, and equal pay should be included in the terms of reference of the managerial staff in charge of hiring.

**Hiring Process for Large Construction Projects.** Nearly all of the consultations noted that the overall hiring process for large construction projects in Haiti is not transparent and open, and hiring decisions are often not made based on demonstrated training or work experience. Often senior level politicians are the first to know about civil works jobs. They often submit their own lists of who should be hired first in

exchange for political backing or favors. This may occur at the expense of hiring the most qualified or trained candidates.

## **GENDER-RESPONSIVE CIVIL WORKS CONDITIONS**

**Implementing a Civil Works Firm Anti-Discrimination and Sexual Harassment Policy.** The consultations for this report indicated that in Haiti there are discriminatory attitudes and practices toward female civil workers at all skill levels. Once in construction projects, employers often relegate women to lower-skilled positions or pay women less than men for the same work. As well, women often do not feel equipped to carry out civil works, and men and women also fail to recognize women's capacity. Furthermore, women often feel obligated to hide their pregnancies and to work mandatory overtime despite childcare obligations. The consultations also revealed a high incidence of sexual harassment in the workplace, coupled with a lack of clear and comprehensive definition of what sexual harassment entails. Both women and men were not clear what kinds of behavior could be considered sexual harassment in the Haitian cultural context. This could become problematic in particular for female civil works employees, who will be working outside and cross paths more frequently with stevedores, private employees, and others who enter the CHP than their relatively more stationary female APN counterparts.

The APN Internal Regulations (for employees) do not have an anti-discrimination/anti-harassment policy and consequently no implementation mechanism/complaints procedures. The regulations are therefore not in alignment with the International Ship and Port Facility Security Code. In contrast, General Customs Administration (AGD) has developed a code of ethics including an anti-harassment policy, as well as a complaint procedure; however, the policy is awaiting final approval by the AGD Director General and Minister of Finance. According to the APN CHP Director of Personnel, there are no documented cases of sexual harassment in the CHP. Furthermore, there are no trainings on sexual harassment for the CHP staff and security personnel (security contractors, APN security, and Haitian National Police).

These findings point to the need to provide training for men and women civil works employees on combating workplace discrimination (including limiting mandatory overtime) and training for women on their rights as workers and to encourage them to carry out their assigned functions. The findings also highlight the need for a safe location for pregnant workers to take short, periodic breaks as well as for the possibility for administrative workers to have a flexible leave policy to address medical appointments or issues related to the pregnancy. Moreover, they point to the need for the civil works firm to establish a clear definition of sexual harassment, to develop, implement and provide training on a sexual harassment policy for both itself and any contractors.

Typically, international construction firms operating in Haiti put in place their own workplace policies including a sexual harassment policy. For example, DFS Construction, which is undertaking several construction projects in Northern Haiti, has its own company-wide sexual harassment policy. The policy is implemented and interpreted by the company's construction manager. However, there is no formal complaints mechanism. Employees simply send complaints of harassment via text-message to the Site Manager; upon receipt, the Site Manager investigates them. Measures have been taken to fire male employees who were physically abusive to female employees. Consultations with DFS Construction reveal that there is still a high level of confusion among employees regarding what can be considered sexual harassment.

The NGO Better Work (Haiti), which has a formal legal mandate from the International Labor Organization, conducts trainings of CARACOL Industrial Park (PIC) senior managers and workers. They also undertake monitoring assessments of working conditions at the PIC, investigate complaints of abuse (including those of sexual harassment) and also conduct training of Ministry of Social Affairs and Labor Inspectors. Key Informant Interviews with PIC senior leaders highlighted that it is viewed as one of the most effective monitoring/complaints mechanisms because Better Work has a legal mandate to monitor and undertake training. Their recommendations are also given greater weight given their mandate via the ILO. The organization's budget is \$1.7 million for 27 factories in the PIC. The organization does not have an office in the North Department; its staff travel to/from Port-au-Prince to conduct trainings and monitoring visits.

In addition to the Better Work complaints mechanism, there are at least three other complaints mechanisms at the PIC: 1) at the PIC itself; 2) within the Ministry of Social Affairs and Work; and 3) the Korean Garment Company SAE-A Global has an internal complaints mechanism. NGO AFASDA maintains a complaints call-in phone number, but it has no formal protocol or partnership with PIC to investigate or address complaints. The Center for the Professionalization of Women Workers (CPFO) has also provided training to SAE-A Global Senior staff on sexual harassment, training on social protection and rights in the workplace and GBV for women workers, and monitoring and recommendations to improve work conditions for women workers. The PIC mechanism is the only one that is linked up with a mediation function (administrative/judicial mechanism), which is carried out by the Work Tribunal.

**Creating the Conditions for a Safe Civil Works Environment.** There are current security and safety risks that disproportionately affect female APN and customs workers. The section below highlights these risks, and how they could be exacerbated among women (and in some cases men) hired as skilled, semi-skilled and unskilled civil works staff.

**Mobility of Female Civil Works Staff.** All civil works staff will have to transit through or pass the cabotage and the private port operator areas to get to the civil works work area. They could therefore be exposed to risk because female (civil works) staff are still a relative novelty at the CHP and their presence draws attention. This consequently presents a whole new dynamic, for which current CHP employees, contractors and temporary workers are largely unprepared. This points to the need to raise awareness among all staff about respect for female colleagues, and improved security in all areas of the CHP.

**CHP Physical Conditions.** The lighting at the CHP, in particular in the Container Storage Area, is lacking. This could pose a problem if civil works take place after sunset. This is likely to be remedied through the UNOPS urgent works.

Though every building at the Port has a toilet – none are sex-disaggregated. There is a need for sex-disaggregated, portable, lockable toilets with menstrual waste disposal facilities in well-lit areas for security, visitors and tenants and for civil works employees. There is also a need for sex-segregated changing and wash facilities at the CHP for civil works staff.

**Unfettered Access to the CHP.** Despite the distribution of badges (limited by area) at the CHP, it is still possible for visitors to exchange badges because there are no photos on badges; as such, individuals can gain access to zones for which they have no purpose visiting. As well, there are many stevedores working in the CHP, and a high level of turnover among them. If some are sent home due to poor performance, they may be able to return due to security weaknesses and pose a security risk. Additionally, there are no cameras at the CHP or along its perimeter – only arriving international ships have cameras. Furthermore, individuals on newly docked ships can enter the CHP and largely have free reign to transit throughout the CHP. All of these factors could have a disproportionate impact on the safety and security of women civil works staff.

**Lack of women security staff at the CHP.** The CHP currently maintains three different types of security personnel: APN security, contract security and Haitian National Police. Among the 38 APN security staff only two are women, there are no women among the 50 contract security staff, and there is one woman in the Haitian National Police. Though the APN put out a call for contract security staff in July 2015, and 25% of applicants were women, none have been hired.

**CHP Perimeter.** On the container side entrance to the CHP, as well as on the former tourist entrance to the CHP, there are breaks in the CHP perimeter. UNOPS, mandated to oversee near-term “urgent works”, is currently addressing these weaknesses.



**No CHP cafeteria/canteen.** The CHP has no cafeteria or restaurant facilities. Current employees must leave the CHP to get lunch or bring lunch from home. APN employees report being harassed on the way in/out of the CHP. Women APN employees are more vulnerable to this type of harassment. Occasionally staff order food and have it delivered to the CHP. Women civil works employees will also likely be subject to the same harassment. This points to the need to construct a canteen for all employees (with the exception of stevedores) at the CHP. In the CARACOL housing rehabilitation project, for example, DFS Construction has constructed an affordable canteen (including serving space, electricity and storage) for all staff.

**Transportation.** Public transportation on the road in front of the CHP is prohibited. For this reason, CHP employees must walk to nearby streets to find transportation. Female APN staff report being harassed on the way to/from public transport. This will likely also occur among female civil works staff.

**Work Hours.** Multiple stakeholders reported that there is increased risk of insecurity for women if the workday begins at or before 7 am because women coming from the outskirts, or even outside Cap Haïtien, would have to leave their homes before sunrise to get to work on time. This points to the need for civil works operations to begin at the earliest at 7:30am.

**Lack of (Overnight) Sleeping Facilities.** Because the area adjacent to the CHP is moderately insecure, in particular at night, men and women who work overnight (for example in inspecting boats), must remain at the CHP until sunrise. This includes, but is not limited to women customs staff. There are no formal sleeping facilities at the CHP, which poses a risk for current employees and possibly for female civil works employees if they are required to work overnight.

**Insecurity at the CHP Main Entrance.** Multiple factors create an environment of insecurity at the CHP entryway at different times of the day or during different times of the year. For example, since the 2008 Port Reform, some staff who voluntarily left their jobs (and who regret doing so) regularly threaten all current APN staff, in particular the APN contractor security staff. As well, people in the community and those waiting to get hired sometimes also express their discontent via violent methods in the same location. This will likely effect all civil works employees.

## **COMMUNITY ENGAGEMENT AND SAFETY AND SECURITY IN THE AREA ADJACENT TO THE CHP**

This section presents the findings resulting from consultations in and with persons living or transiting the area adjacent to the CHP. It highlights the current social and political

dynamic between the CHP and the community from a gender perspective, and how the civil works could be affected by or affect these dynamics.

The area adjacent to the CHP comprises the “Boulevard” to Street B, and from approximately Street 15 to Street 22. There are generally fewer homes as compared to other areas and neighborhoods in Cap-Haïtien. There are at least four schools in this area, and few businesses.

**Community Engagement.** The research conducted for this report universally stressed the critical importance of community engagement before and during the CHP civil works. Within the context of CHP Civil Works, the rationale for such engagement is to ensure: 1) the safety of workers (in particular women) and civil works materials/equipment; 2) the community perceives they are directly benefiting from the civil works (e.g. employment or other services); 3) the community perceives that it is being kept abreast of the civil works timeline/developments; and 4) community members and those transiting the area, including students and those working in businesses, are safe.

One key method for engagement is outreach to ensure that the community is aware of the details of the CHP rehabilitation – what will take place, and where, when and how it will take place. The community refers not only to those living in the area, but also to business owners, as well as to school directors, students, and parents.

One of the challenges in informing and engaging the community is that is lack of non-partisan community associations. Previously the area had a Neighborhood Committee, which, like others across Haiti, aimed to build community solidarity at three levels: familial, neighbor, and religious. It represented a form of neighborhood organization at the smallest administrative unit of the country. This structure was politically used and manipulated during the period of the Duvalier dictatorship in Haiti. It has since been replaced by neighborhood watch committees (with an emphasis on security), and highly politicized organizations of working class individuals.

One such highly politicized organization in the area adjacent to the CHP is the moderately well-organized and highly activist community group, Avant-Guard Militants of the North (Militants Avant-Gardistes Nord/MANO)<sup>7</sup>. This organization is comprised of former Ports Authority employees and often organizes protests in front of the CHP. Recently it has protested high customs tax rates and the alleged poor administration of the National Ports Authority, the General Customs Administration and the National Car Insurance Office.

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<sup>7</sup> For more information about this organization, please see the following article:  
<http://www.loophaiti.com/content/cap-haitien%C2%A0-une-association-de-la-société-civile-prône-le-changement>

On the other hand, outreach to businesses and schools (and students) should be relatively more straightforward. The administrations of all four schools consulted during the research, for example indicated that they would be actively appreciate receiving information about the details of the CHP civil works and the development of a safety and security strategy to protect their students from noise, sexual trafficking, and risks of large civil works equipment transiting through the neighborhood.

*The whole community surrounding the CHP needs to be made aware of the scope of the civil works and the risks associated with it. This includes all education staff, the Ministry of Education, civil protection staff, and Churches.*

-Sister Viergina, Director, Regina Assumpta School

Another key method for engagement is ensuring that the community benefits from the civil works in terms of employment or other services. Though the International Finance Corporation/World Bank CHP Project Communications Due Diligence Report highlights the importance of informing the community of what will take place, it concentrates very little on this aspect of community engagement: addressing community needs to benefit from the CHP rehabilitation in terms of employment and other services. The section above on gender-responsive civil works hiring points to the importance of targeting women and men in this area for employment. Ultimately all of these measures will contribute to the safety and security of civil works staff (both women and men) and materials/equipment. Section 4 will provide recommendations in this area.

**Security Environment Risks and Response.** There are several factors in the physical environment in the immediate CHP area that pose security risks for civil works employees, as well as for current CHP staff, community members, and individuals working or transiting the area:

- Parked trucks and containers left permanently on the Boulevard near the CHP create an environment of insecurity. Police don't own towing equipment to move the trucks and containers.
- There are also trucks regularly parked on the Boulevard waiting their turn to enter the CHP to unload or load up goods. There is a need for these trucks to park elsewhere. There is the potential to develop a truck staging area in the nearby tourist market; however, truck drivers fear that if they park there, they will lose their place in line to enter the CHP.
- Lack of permanent lighting in the zone, including on the Boulevard. During Carnival on the Boulevard there is solar lighting, but it is taken down after Carnival is over. Regardless, solar lighting is not considered a permanent or durable solution as solar lighting in Cap Haïtien is often stolen.

**Criminal Elements in the Area Adjacent to the CHP.** Nearly all of the consultations highlighted that the area immediately adjacent to the CHP has a relatively high concentration of deviant and criminal behavior, in particular after dark. According to Haitian National Police commune and department level crimes data for the first three months of 2016, there have been between 76 to 85 complaints and arrests per month in the town of Cap-Haïtien, a generally average crime statistic according to the HNP department level crimes data. The North Department is understaffed, as are police departments in other departments in the country, so there is likely not enough of a consistent police presence in the streets to address cases reported by residents. There is a street-by-street variation in terms of security – certain streets are considered off-limits in the sense that if you go there, it is because you are looking for a problem. Respondents mentioned the following streets as specific risk areas: the areas behind the Holy Spirit Church (Rue de Quai, 13 & 14), BNC bank (Rue du Quai, 13 & 14), and the NATCOM office (Rue du Quai, 16 & 17), and also Streets 6F, 7a, 10a, 18 and 19. At the Justinien Hospital's Unit to Protect Victims of Sexual Violence in Cap Haïtien, there were 192 registered cases of gender-based violence in the North Department in 2014, 213 cases registered in 2015, and 36 cases registered in January and February of 2016.

Those working or studying in the area do not always have a good understanding of the area adjacent to the CHP and are therefore at greater risk of violence. Girl students in all of the schools along the Boulevard in front of the CHP, for example, report being followed, propositioned sexually, and catcalled by men in the area. They report that when it is dark outside, the risks are also greatly enhanced. Though they have strategies - such as crossing the street, letting someone following them pass them, jumping on a motorcycle to get away, or taking shelter in a business – this does not prevent all violence. There is also the perception that if someone has a problem in the community adjacent to the CHP, it is not necessarily a given that someone will help them. This points to the need to undertake joint measures between the civil works firm, the police, and the community to minimize new safety and security risk both for civil work staff and for the community.

**Lack of Visible Police Presence on the Street.** There are multiple Haitian National Police (HNP) stations in the CHP area however, both community members and students report that there is a lack of visible police presence on the streets. There are tourism police on the streets, but they are undercover and have a limited mandate to protect tourists. Furthermore, numerous respondents reported that the HNP fear for their own safety and security, which impedes their ability to respond to security issues in the area adjacent to the CHP. With the potential for an increase in criminality in the CHP during the civil works, it is especially important to strengthen the capacity of the police to respond in this area.

# RECOMMENDATIONS

The table below summarizes recommendations based on findings from the gender analysis, including immediate and longer-term issues along with responsible parties required to take action.

Immediate Recommendations (to initiate now)		Responsible Parties
1.	In partnership with the Cap Haïtien Mayor's Office, the Haitian National Police (including Community Police, Traffic Safety and the Unit to Protect Victims of Sexual Violence), the community and schools adjacent to the CHP, develop and begin to implement a community engagement and joint safety strategy to:	UNOPS, APN, the Cap Haïtien Mayor's Office and the Haitian National Police
	<ul style="list-style-type: none"> <li>Inform key government institutions and schools, businesses, and community members about the CHP civil works timeline.</li> </ul>	
	<ul style="list-style-type: none"> <li>Identify and put in place measures to address identified safety and security concerns, such as: improving lighting along the CHP Boulevard, increasing community policing, and undertaking awareness raising for teachers, parents and students on transactional sex and the sexual harassment of students in nearby schools.</li> </ul>	
	<ul style="list-style-type: none"> <li>Undertake community consultations to identify and put in place measures to provide benefits or services that the community would prioritize, with a specific emphasis on civil works employment.<sup>8</sup></li> </ul>	
2.	Strengthen the existing CHP security and access systems:	APN UNOPS
	<ul style="list-style-type: none"> <li>Improve the CHP lighting (particularly in the container area).</li> </ul>	
	<ul style="list-style-type: none"> <li>Reform the current badge system to include photo identification, for all CHP employees.</li> </ul>	
	<ul style="list-style-type: none"> <li>Ensure that each company operating at the CHP provides a list of persons, disaggregated by sex, authorized to enter the CHP.</li> </ul>	
	<ul style="list-style-type: none"> <li>Address weak points along the perimeter of the CHP, e.g., in the former tourist entrance to the CHP.</li> </ul>	
	<ul style="list-style-type: none"> <li>Hire female security guards (in particular to conduct level 3 pat downs) and train all CHP security staff on how to address, prevent, and respond to GBV and sexual harassment issues at the CHP. The Haitian National Police Unit for Victims of Sexual Violence could provide this training in 1-2 days.</li> </ul>	
	<ul style="list-style-type: none"> <li>Install cameras in all zones within the CHP perimeter.</li> <li>Construct a canteen for all employees (with the exception of stevedores) at the CHP. Hire a woman-owner caterer to provide affordable lunchtime meals.</li> </ul>	
3.	Remove trucks and containers parked on the Boulevard near the	APN

<sup>8</sup> Please refer to Annex C for tools to conduct consultations/research in this area.

	Port. This will reduce the risk that women and men fall victim to crimes that could occur in, behind or alongside the trucks and containers.	Haitian National Police
<b>Short- to Long-Term Recommendations (to implement via the civil works bidding process or shortly thereafter):</b>		<b>Responsible Parties</b>
4.	Make available a sufficient quantity of temporary, sex-segregated and lockable portable toilets, as well as showers and changing rooms, in well-lit and non-remote areas of the CHP.	UNOPS or Civil Works Firm
5.	Ensure that 30% of civil works employees at all skill levels are women, and ensure that the work environment is safe and respectful for both women and men.	
	<ul style="list-style-type: none"> <li>Stipulate a 30% target for the hiring of women in the civil works firm's contract to ensure accountability to meet the quota. Hold the civil works prime accountable for reaching the target.</li> </ul>	USAID Civil Works Firm (Prime and Sub-Contractors)
	<ul style="list-style-type: none"> <li>Engage USAID/LEVE to provide civil works firms with a list of candidates, comprised of 40% women trained in traditional 2-year training programs in <u>all</u> of the 15 technical training schools in the North Department.</li> </ul>	USAID
	<ul style="list-style-type: none"> <li>In partnership with a specialized national organization (such as Better Work Haiti, Papyrus or Ayiti Nexus) engage the Women's Ministry, technical training schools, and women's organizations to prepare and implement an outreach strategy in the North Department to encourage women to apply for civil works positions. The strategy should concentrate on: 1. What civil works entails; 2. What types of civil works skill functions they are capable of carrying out (skilled, semi-skilled, and unskilled); 3. How to enroll in the trainings; and 4. How to apply for civil works positions.</li> </ul>	USAID Civil Works Firm
	<ul style="list-style-type: none"> <li>Prepare and conduct outreach in the community adjacent to the CHP on opportunities for women and men to apply for civil works jobs. Prioritize them in the hiring process.</li> </ul>	UNOPS
	<ul style="list-style-type: none"> <li>Encourage skilled and semi-skilled women working at the Port-au-Prince Port Civil Works to apply for jobs in the CHP Civil Works. Prioritize them in the hiring process.</li> </ul>	USAID Civil Works Firm
	<ul style="list-style-type: none"> <li>Put in place on-site modular training of skilled, semi-skilled, and unskilled female (and male) workers. Provide minimum-wage salaries and construction equipment to the trainees to augment their capacity to carry out specific civil works functions.<sup>9</sup></li> </ul>	Civil Works Firm
	<ul style="list-style-type: none"> <li>Train the firm's foreman and/or hiring staff on gender-responsive hiring.</li> </ul>	Civil Works Firm
6.	Develop and implement anti-discrimination and sexual harassment policy for civil works staff. Were a third party Construction Monitoring Contractor be engaged to support this, it would preferable for this firm to hire a local specialized firm (such as	

<sup>9</sup> The budget for such training is estimated to be \$100,000.

	Better Work Haiti, Papyrus or Ayiti Nexus) to support these activities.	
	<ul style="list-style-type: none"> <li>Develop and implement a binding code of conduct and administrative remedies for all civil works staff regarding working conditions, and engaging in gender discrimination, sexual harassment, and transactional sex.</li> </ul>	USAID Civil Works Firm
	<ul style="list-style-type: none"> <li>Train all supervisors and employees on the code of conduct and on maintaining a safe and respectful work environment.</li> </ul>	USAID Civil Works Firm
	<ul style="list-style-type: none"> <li>Undertake regular trainings for women civil works employees on addressing gender discrimination and minimizing the potential risks of sexual harassment and sexual abuse in the work environment.</li> </ul>	USAID Civil Works Firm
	<ul style="list-style-type: none"> <li>Put in place an off-site complaints mechanism to ensure confidentiality of complaints.<sup>10</sup> Continue to maintain an environment in which concerns about inappropriate gestures and behavior are not written off as simple forms of camaraderie.</li> </ul>	USAID Civil Works Firm
	<ul style="list-style-type: none"> <li>Conduct regular monitoring of the implementation of the policy and trainings, and safety of the physical environment for women.</li> </ul>	3rd Party Construction Monitoring Firm
<b>7.</b>	Improve security for female and male CHP civil works (and APN and Customs) staff.	
	<ul style="list-style-type: none"> <li>Ensure tighter security at night at the CHP and provide temporary sex-segregated sleeping facilities for women and men civil works staff who must remain overnight at the CHP.</li> </ul>	APN UNOPS
	<ul style="list-style-type: none"> <li>Provide free transport to public transportation points for civil works and APN personnel arriving and departing the CHP. If the civil works firm provides transportation, it should have pick-up take place at 7 am or later to minimize safety risks to women employees. Should civil works take place in the evening hours, it is advisable to consider providing transportation for staff and/or sex-segregated sleeping facilities for staff.</li> </ul>	USAID Civil Works Firm
	<ul style="list-style-type: none"> <li>For the civil works, begin the workday at 7:30am, at the earliest so that workers do not have to leave home before sunrise.</li> </ul>	USAID Civil Works Firm
	<ul style="list-style-type: none"> <li>Inform all current CHP employees and contract staff about the potential impact of civil works on their current duties and welfare, and also about sharing the CHP workspace with women civil works employees. All APN staff should also be trained on issues of gender discrimination, sexual harassment and transactional sex.</li> </ul>	Civil Works Firm
<b>8.</b>	Make available onsite health services with a nurse trained in the basics of GBV clinical management and who is knowledgeable about existing GBV services in Cap Haïtien. Justinien Hospital could provide this training at very little cost in 1-2 days.	USAID Civil Works Firm
<b>9.</b>	Allow pregnant women to have access to and remain in civil	USAID

<sup>10</sup> The budget for such activities is estimated to be \$125,000 for two years.

	works jobs, while also respecting the safety of the mother and child by providing: adequate sex-segregated portable toilets in line with industry standards; facilities for pregnant women to rest for short periods of time during day; protection from noxious materials; and excused leave for medical appointments.	Civil Works Firm
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# CONCLUSIONS

The research and interviews conducted for this report identified a high need for community engagement, the establishment of gender-responsive hiring policies and working conditions, as well as training and engagement strategies to better recruit female civil works employees. Though the civil works component has not yet officially commenced at the CHP, this research has shown that current strategies and policies need to be strengthened to address a range of security, accessibility, and gender equality issues.

This gender analysis finds that without a significant emphasis on creating an internally and externally safe and inclusive environment, and systems to monitor that environment, gender inequalities will not be addressed at the CHP. Additionally - and to achieve the GoH 30% quota for women at every level and in every infrastructure development program in Haiti - it will be imperative that USAID coordinate its efforts with the GOH and the community adjacent to the CHP to best use its resources in addressing the recommendations noted in this report.

# ANNEX A: DETAILED RESEARCH METHODOLOGY

Method	Institution	Target	Topics Addressed
<b>Focus Group</b>	College Christ Roi	Students – Young Women	Safety in the community adjacent to CHP
<b>Focus Group</b>	College Regina Assumpta	Students – Young Women	Safety in the community adjacent to CHP
<b>Focus Group</b>	College Pratique du Nord	Students – Young Women and Men	Safety in the community adjacent to CHP
<b>Focus Group</b>	Community adjacent to the CHP	Women and Men (Women part of Informal Women’s Group)	Community engagement in CHP, and safety in community adjacent to CHP
<b>Focus Group</b>	National Port Authority – Cap Haïtien	Women Employees (10)	Engagement of women and men in civil works, safety and security of female and male CHP staff in the CHP and community adjacent to the CHP
<b>Informal Safety Walk</b>	National Port Authority – Cap Haïtien	Women Employees (10)	Safety and security of male and female CHP staff in the CHP
<b>Focus Group</b>	National Port Authority – Cap Haïtien	Men Employees (10)	Engagement of women and men in civil works, safety and security of female and male CHP staff in the CHP and community adjacent to the CHP

# ANNEX B: KEY INFORMANT, FOCUS GROUP AND INFORMAL SAFETY WALK INTERVIEW GUIDES

## Grille d'Entretien pour les Informateurs/trices Privilégié-e-s Non-responsables du Projet

Date de l'enquête: JJ-MM-2016  
 Numéro identifiant individuel: \_\_ \_\_  
 Département: \_\_\_\_\_  
 Commune ville: \_\_\_\_\_  
 Cible: \_\_\_\_\_  
 Heure de début : \_\_ : \_\_  
 Heure de fin: \_\_ : \_\_

### Caractéristiques de l'informateur/trice

	Question	Réponse	Commentaire
1.	Quel âge avez-vous?	L'informateur/trice donne son âge en années révolues	Si le/la répondant-e a – de 18 ans, stopper l'interview.
2.	Sexe du/de la répondant-e		
3.	Quelle est votre position / statut dans la commune?	<ul style="list-style-type: none"> <li>• Personnel technique des projets de développement des ONG et OI</li> <li>• Elu local</li> <li>• Fonctionnaire public</li> <li>• Militant-e associatif/ve</li> <li>• Représentant-e du secteur privé</li> </ul>	

**Vous êtes une personne clé au sein de votre communauté, de votre institution et/ou de votre secteur. Vous avez de l'influence sur la population, sur votre secteur et/ou votre institution. Vous avez sans doute une vision plus large des problématiques auxquelles sont confrontées les personnes que vous rencontrez quotidiennement dans le cadre de votre activité. Vous avez**

**aussi une position privilégiée pour observer les comportements et les pratiques institutionnelles et communautaires en ce qui a trait à l'égalité entre les sexes liées à l'emploi.**

4. *L'objectif est de vérifier que l'informateur/trice clé a une image réaliste de la situation des femmes et des hommes, dans sa commune, son institution et/ou son secteur. Il s'agit également d'obtenir des informations spécifiques à la population de sa commune.*

- MCFDF
- ONU-Femmes
- ACME
- AFASDA
- RAFAVAL
- Marie
- SEROVIE/FACDIS
- Habitat For Humanity

Pouvez-vous me dire quelle est la situation de l'égalité entre les sexes en général et de l'autonomisation économique des femmes en particulier au sein de la commune, de votre institution et/ou de votre secteur d'activités ?

- C'est quoi pour vous, l'égalité entre les sexes et le respect des droits fondamentaux des femmes?
- Que pensez-vous de la politique nationale d'égalité entre les femmes et les hommes du MCFDF? Est-ce que cet instrument peut vraiment favoriser l'employabilité des femmes et des hommes dans des secteurs non traditionnellement réservé aux femmes? comment?
- Etes-vous au courant d'autres stratégies sectorielles en matière d'égalité entre les femmes et des droits des femmes pour la promotion de l'employabilité, les activités génératrices de revenus/MPME? Dans le secteur des infrastructures par exemple? comment?
- D'une façon générale, pensez-vous que l'égalité des sexes est bien acceptée dans la communauté, votre institution et/ou votre secteur d'activités ? Pourquoi ?
- Pensez-vous que la population en général, est favorable à l'autonomisation économique des femmes? La population capoise est-elle favorable à ES et à l'employabilité formelle des femmes? Pourquoi?
- Savez-vous si certains groupes de population sont moins enclins à l'autonomisation économique des femmes? lesquels? pourquoi?
- Que pouvez-vous dire par rapport à la façon dont les femmes sont traitées au sein de leur famille sur leur lieu de travail et/ou d'activités ou de la communauté?

5. *L'objectif est de voir d'une part, dans quelles mesures l'informateur/trice est impliqué-e dans la promotion de l'égalité entre les sexes au sein de la commune afin de discuter des problèmes liés aux inégalités de genre ; d'autre part, de recueillir de informations qualitatives sur les approches les plus adaptées à la population locale en matière de promotion de l'égalité entre les sexes.*

- MCFDF
- ONU-Femmes
- Habitat For HUmanity
- AFASDA

- ACME
- RAFAVAL
- FACDIS

A votre niveau, avez-vous accès à des revendications de la part de la population féminine de la commune, de votre institution et/ou de votre secteur d'activités concernant leurs demandes d'égalité avec les hommes et du respect de leurs droits fondamentaux liés à l'emploi?

- Les femmes évoque-t-elle facilement les difficultés qu'elles rencontrent en termes de respect de leurs droits fondamentaux relatifs à l'emploi? Si oui, de quels problèmes s'agit-il?
- D'après vous, quel type d'activités faudrait-il développer pour permettre aux femmes de devenir autonome et de manière durable? pourquoi?
- Sur la base de votre expérience au sein de votre commune, quelles sont pour vous les caractéristiques d'une « femme autonome » Pourquoi?

6. *L'objectif est d'appréhender le rôle effectif de l'informateur/trice dans le domaine de l'égalité entre es sexes et aux droits des femmes.*

- Organisations de femmes
- Maire du Cap-Haitien

Dans le cadre de votre activité, avez-vous déjà été amené à prendre des décisions ou à mettre en place des activités faisant la promotion des droits des femmes et/ou de l'intégration de l'égalité entre les sexes dans le cadre des projets de développement de l'emploi et des compétences professionnelles et/ou personnelles? Si oui, lesquelles?

- Avez-vous déjà été sollicité par des personnes extérieures à la communauté, à votre institution et/ou à votre secteur d'activités pour participer à des prises de décisions en lien avec l'égalité entre les sexes et/ou aux droits des femmes?
- A la prise de quelles décisions avez-vous participé?
- Quelles activités avez-vous menées pour faciliter l'accès et l'utilisation des ressources de la commune par les femmes?
- En général, selon vous, quel est le moment le plus propice pour avoir le plus d'écoute de la part de la population pour parler des questions d'égalité entre les sexes et des droits des femmes relatifs a l'emploi et aux activités économiques (par exemple la période des récoltes est-elle moins favorable, la rentrée scolaire, les grandes vacances)?

7. *L'objectif est de connaître l'opinion de l'informateur/trice sur les programmes existants et d'identifier certains aspects à développer ou au contraire à améliorer dans les programmes à venir.*

- Habitat For Humanity
- MCFDF
- ONU-Femmes
- Les organisations de femmes

Un certain nombre de programmes ou projets de sensibilisation et d'actions ont déjà été

mis en œuvre dans le domaine des infrastructures économiques de base avec une approche basse ou non sur de l'égalité entre les sexes et des droits des femmes à Haïti. Je souhaiterais que nous discussions de votre point de vue les concernant.

- Avez-vous connaissance ou avez-vous déjà géré et/ou participé à de tels programmes, projets et/ou d'activités visant ou non l'intégration de l'égalité entre les sexes et des droits des femmes relatifs à l'emploi dans une commune ou département, institution et/ou secteur d'activités?
- Les informations sur les services offerts par le programme vous ont-elles semblé suffisamment claires et accessibles pour la population concernée? Services de recrutement, ciblage non-discriminatoire, conditions de travail, gestion des risques relatifs au VIH-SIDA, aux VBGS, au sexe transactionnel, accidents de travail, prostituions, etc., impact sur les activités économiques et les MPME déjà existantes?
- Les activités prévues dans le cadre de ce programme vous ont-elles semblées être en adéquation avec les attentes de la population féminine? Avec le contexte environnemental, socio-économique, culturel?, employabilité des femmes et des hommes, MPME et activités génératrices de revenus?
- Les modalités d'intervention du programme ont-elles effectivement permis de faciliter l'accès à l'autonomisation économique pour les femmes? En matière d'emploi, d'activités génératrices de revenus et de MPME? Comment?
- Avez-vous connaissance de certains obstacles que peuvent rencontrer la mise en œuvre de tels programmes? absence de motivation et d'engagement pour ces questions, Pas d'analyse de genre de la situation, pas d'intégration des considérations de genre dans la conception du programme, pas d'indicateurs de suivi, pas de personnel compétent?
- Pensez-vous que des améliorations devraient être apportées au programme? Lesquelles? Pourquoi?

8. *L'objectif est d'une part, d'appréhender la connaissance et/ou l'adhésion de personnes clé à l'approche développée par le MCFDF et d'autre part, d'identifier des freins potentiels à cette approche, ainsi que d'éventuelles suggestions.*

- ONU-Femmes
- Habitat For Humanity
- Les organisations de femmes

*La stratégie nationale développée par le MCFDF propose une approche basée sur l'institutionnalisation du genre dans tous les secteurs par les femmes et les hommes*

- Que pensez-vous de cette orientation? La soutenez-vous ou êtes-vous plutôt contre? Pourquoi?
- D'après vous, quels sont les principaux obstacles qui peuvent empêcher la population d'adopter un comportement où elle serait actrice de la promotion de l'égalité entre les sexes et des droits des femmes et des minorités sexuelles et des personnes à besoins spéciaux et à mobilité réduite?
- Comment pensez-vous que ces obstacles peuvent être contournés?
- Dans votre institution et/ou votre secteur d'activités, quelles sont les catégories de personnes qui peuvent s'opposer à cette approche?
- D'après vous, quels sont les inconvénients et les avantages de la politique nationale d'égalité entre les sexes en matière de promotion du droit d=au travail et a

	<p>l'autonomisation économiques pour les femmes et les hommes?</p> <ul style="list-style-type: none"> <li>• Quels types d'appui ou d'aide (financière et non financière) pourraient être proposés aux ménages et/ou aux femmes pour les aider à acquérir et/ou à maintenir leur autonomie de manière durable?</li> <li>• Pensez-vous que des actions de communication ou de sensibilisation peuvent amener la population à acquérir des comportements plus respectueux envers les femmes? Si non, pourquoi? Si oui, sur quels aspects faudrait-il concentrer les efforts?</li> </ul>
9.	<p><i>L'objectif est d'identifier des pistes d'actions favorisant la mise en œuvre de programmes et/ou des projets et/ou des activités en lien avec une approche basée sur l'égalité entre les sexes et les droits des femmes.</i></p> <p>Pour finir, je voudrais parler d'actions visant à favoriser les comportements et les pratiques non-sexistes afin d'augmenter la demande des femmes en termes d'acquisition ou de maintien de leur autonomie en matière d'emploi et d'activités génératrices de revenus.</p> <ul style="list-style-type: none"> <li>- MCFDF</li> <li>- ONU-Femmes</li> <li>- Les organisations de femmes</li> </ul> <ul style="list-style-type: none"> <li>• Avez-vous des exemples, réussis ou non, d'activités entreprises afin de favoriser la demande des femmes en termes d'égalité avec les hommes et d'autonomisation en matière d'emploi et d'activités génératrices de revenus/MPME?</li> <li>• Selon vous, quels types d'activités pourraient être entrepris pour favoriser la demande des femmes en termes d'égalité avec les hommes et d'autonomisation dans le cadre des projets d'infrastructures?</li> <li>• Pensez-vous que de telles initiatives soient envisageables dans votre communauté, votre institution et/ou votre secteur d'activités?</li> <li>• D'après vous, quel est le principal frein aux changements de comportements et de pratiques de la population en matière d'égalité entre les sexes et de droits des femmes en lien à l'employabilité, aux activités génératrices de revenus/MPME?</li> <li>• Avez-vous déjà participé ou seriez-vous prêt à vous mobiliser pour de telles initiatives?</li> </ul>
10.	<p><i>L'objectif est d'avoir quels sont les services disponibles au sien des organisations de femmes et des minorités sexuelles relatives à l'employabilité et au développement d'activités génératrices de revenus/MPME</i></p> <ul style="list-style-type: none"> <li>- Les organisations de femmes et des minorités sexuelles</li> </ul> <ul style="list-style-type: none"> <li>• Quelles osant vos principales activités en matière de promotion de l'autonomisation économique des femmes et des minorités sexuelles?</li> <li>• Quels sont les différents services disponibles en matirai de VIH-SIDA, VBGS, prostitution forcée, harcèlement sexuel, financiers et non financiers?</li> <li>• Quels sont les différents niveaux de partenariats mis en œuvre dans le cadre de la promotion de ces différents services en lien à l'autonomisation économiques des femmes et des minorités sexuelles?</li> <li>• Quels sont vos principales perspectives en matière de promotion des droits économiques et sociaux des femmes et des minorités sexuelle?</li> </ul>

**Grille: Focus de Groupe avec les Riverains de la Zone  
du port du Cap-Haïtien**

**Formulaire de Consentement Éclairé**

Je soussigné-e .....  
avoir été informé de façon satisfaisante sur la nature et les raisons de ma participation à ce focus groupe.

Je suis également informé-e que les renseignements obtenus lors de cette discussion sont confidentiels et anonymes.

Enfin, je reconnais avoir la possibilité de me retirer du groupe en tout temps pour des motifs dont je serai le seul juge ou encore, de ne pas répondre à certaines questions posées sans conséquence aucune pour moi.

Par la présente j'accepte librement de participer au focus groupe.

Fait au Cap-Haïtien le .....

**Perception de la sécurité par les riverains de la zone du port de Cap-Haïtien**

**1. Perceptions et représentations de l'insécurité**

1.1 Comment définiriez-vous une zone sécuritaire pour vous et votre famille?

1.2 Donnez-moi 3 principales raisons qui font de votre quartier une zone sécuritaire ou non?

1.3 Qu'est-ce qui vous ferait vous sentir en sécurité dans la zone?

**2. Historique de la problématique sécuritaire et stratégies individuelles et familiales d'adaptation**

2.1 Si vous habitez la zone depuis quelques temps que pouvez-vous dire de la sécurité il y a de cela 3 ans et maintenant? Qu'est-ce qui a changé dans le quartier?

2.2 Y a-t-il des endroits que vous évitez de fréquenter parce que vous ne vous y sentez pas en sécurité soit au cours de la journée, soit le soir ? ou lieux d'insécurité et les causes qui y sont liées?

2.3 Pouvez-vous donner des exemples de situations survenues dans la zone qui ont diminué votre sentiment de sécurité ?

2.4 Sur qui comptez-vous quand vous avez un problème de sécurité?

**3 Facteurs d'influence et prise en charge de la problématique sécuritaire dans le quartier?**

3.1 Les gens du voisinage contribuent-ils dans votre sentiment de sécurité dans la zone? Oui ou non - Comment?

3.2 Tels qu'ils sont fournis, est-ce que les services policiers de la zone ont une influence sur votre sentiment de sécurité? De quelle façon?

3.3 Les autres services (les énumérer) offerts dans la zone ont-ils une influence sur votre



sentiment de sécurité?

**3.4** Si vous devriez prioriser parmi tout ce qui a été évoqué, quelles sont les trois causes qui influencent le plus votre sentiment de sécurité?

**4. Actions prioritaires** - Quelles actions pourraient être posées et par qui pour améliorer votre sécurité ou votre sentiment d'être en sécurité dans la zone?

4.1 Par vous?

4.2 Par les riverains?

4.3 Par la direction du Port ?

4.4 Par la police?

4.5 Par la municipalité?

**Grille : Entretiens pour les Groupes de Discussion avec les Femmes et les Hommes Travaillant ou non dans le Projet de Réhabilitation du Port International du Cap-Haitien**

Date de l'enquête : JJ-MM-2016

Numéro Focus Group : \_\_ \_\_

Cible : \_\_\_\_\_

Heure de début : \_\_ : \_\_

Heure de fin : \_\_ : \_\_

**Groupes de femmes travaillant dans le projet**

Questions préalables nécessaires à la validation des participantes à la discussion avec le groupe des femmes travaillant dans le projet

- Est-ce-que vous travaillez au sein du projet ?
- Quelle est la fonction que vous remplissez ?
- Depuis combien de temps travaillez-vous dans ce projet ?

Les femmes répondant oui à l'ensemble de ces trois questions seront habilitées à participer à la discussion avec le groupe des femmes travaillant dans le projet.

*Au cours de cette discussion, nous allons aborder différents thèmes concernant les aspects personnels et professionnels de votre vie. Pour cela, je vais vous poser plusieurs questions qui abordent des aspects liés à l'intimité, entre autres. Ne soyez pas gênées et sentez-vous libre d'exposer vos opinions librement.*

**Rôles et activités à la maison et dans la communauté**

- Quels sont les principaux rôles que les femmes et les hommes jouent au sein de la communauté ?
- Quel type de travail salarié et non salarié font les femmes et les hommes au sein de la communauté ?

- Qui s'occupe des soins des enfants et des autres membres de la famille dans la famille ?
- Combien de temps passez-vous en moyenne, à vous occuper des enfants et des autres membres de la famille éventuellement?
- Combien d'heures passez-vous en moyenne, à effectuer des tâches domestiques, dans la famille élargie et/ou communautaires qui ne sont pas payées, pas évaluées et non valorisées?
- Est-ce qu'il y a un membre de la famille qui milite au sein d'une association communautaire ? Combien de temps en moyenne, passe-t-il par semaine à participer aux activités de l'association?
- Quels sont les principaux problèmes et besoins des femmes et des hommes au sein de la communauté?
- Quelles sont les principales pistes de solutions relatives aux problèmes et besoins des femmes et des hommes au sein de la communauté?

### **Accès et contrôle au sein de la communauté**

- Combien de familles sont plus ou moins gérées par des femmes au sein de la communauté?
- Combien sont plus ou moins propriétaires de leurs propres maisons?
- A quel genre de travail ces femmes s'adonnent-elles au sein de la communauté?
- Qui contrôle les revenus de la famille?
- Quelles sont les décisions qui sont généralement prises par les hommes et par les femmes au sein de la communauté?
- Quels sont les niveaux d'éducation et/ou de formation détenus par les femmes et les hommes au sein de la communauté?

### **Facteurs d'influence au sein de la communauté**

- Est-ce qu'il y a un événement récent positif ou négatif qui vous a frappé vous et/ou votre famille ?
- Est-ce qu'il a frappé les femmes et les hommes de la même manière ?
- Est-ce que les questions de violence faites aux femmes, de harcèlement, de VIH-SIDA, de prostitution sont débattues et/ou prises en charge au sein de la communauté ?
- Avez-vous des opportunités socio-économiques pour vous et votre famille à plus ou moins court terme ?

### **Les femmes dans la Communauté**

*Au cours de cette discussion, nous allons aborder différents thèmes concernant les aspects personnels et professionnels de votre vie. Pour cela, je vais vous poser plusieurs questions qui abordent des aspects liés à l'intimité, entre autres. Ne soyez pas gênées et sentez-vous libre d'exposer vos opinions librement.*

### **Rôles et activités à la maison et dans la communauté**

- Quels sont les principaux rôles que les femmes et les hommes jouent au sein de la communauté ?

- Quel type de travail salarié et non salarié fait les femmes et les hommes au sein de la communauté ?
- Qui s'occupe des soins des enfants et des autres membres de la famille ?
- Combien de temps passez-vous à vous occuper des enfants et des autres membres de la famille éventuellement ?
- Combien d'heures passez-vous à effectuer des tâches qui ne sont pas payées, pas évaluées et non valorisées ?
- Est-ce qu'il y a un membre de la famille qui milite au sein d'une association communautaire ? Combien de temps passe-t-il par semaine à participer aux activités de l'association ?
- Quels sont les principaux problèmes et besoins des femmes et des hommes au sein de la communauté ?
- Quelles sont les principales pistes de solutions relatives aux problèmes et besoins des femmes et des hommes au sein de la communauté ?

### **Accès et contrôle au sein de la communauté**

- Combien de familles sont gérées par des femmes au sein de la communauté ?
- Combien sont plus ou moins propriétaires de leurs propres maisons ?
- Quel travail réalise les femmes cheffes de famille au sein de la communauté ?
- Qui contrôle les revenus de la famille ?
- Quelles sont les décisions qui sont généralement prises par les hommes et par les femmes au sein de la communauté ?
- Quels sont les niveaux d'éducation et/ou de formation sont détenus par les femmes et les hommes au sein de la communauté ?

### **Facteurs d'influence au sein de la communauté**

- Est-ce qu'il y a un événement récent qui vous a frappé vous et/ou votre famille ?
- Est-ce qu'il a frappé les femmes et les hommes de la même manière ?
- Est-ce que les questions de violence faites aux femmes sont débattues et prises en charge au sein de la communauté ?
- Avez-vous des opportunités socio-économiques pour vous et votre famille à plus ou moins court terme ?

### **Les hommes Groupe d'hommes dans la Communauté**

*Au cours de cette discussion, nous allons aborder différents thèmes concernant les aspects personnels et professionnels de votre vie. Pour cela, je vais vous poser plusieurs questions qui abordent des aspects liés à l'intimité, entre autres. Ne soyez pas gênés et sentez-vous libre d'exposer vos opinions librement.*

### **Rôles et activités à la maison et dans la communauté**

- Quels sont les principaux rôles que les femmes et les hommes jouent au sein de la communauté ?
- Quel type de travail salarié et non salarié fait les femmes et les hommes au sein de la communauté ?

- Qui s'occupe des soins des enfants et des autres membres de la famille dans la famille ?
- Combien de temps passez-vous à vous occuper des enfants et des autres membres de la famille éventuellement?
- Combien d'heures passez-vous à effectuer des tâches domestiques, dans la famille élargie et/ou communautaires qui ne sont pas payées, pas évaluées et non valorisées ?
- Est-ce-qu'il y a un membre de la famille qui milite au sein d'une association communautaire ? Combien de temps passe-t-il par semaine à participer aux activités de l'association?
- Quels sont les principaux problèmes et besoins des femmes et des hommes au sein de la communauté?
- Quelles sont les principales pistes de solutions relatives aux problèmes et besoins des femmes et des hommes au sein de la communauté?

#### **Accès et contrôle au sein de la communauté**

- Combien de familles sont gérées par des femmes au sein de la communauté ?
- Combien sont plus ou moins propriétaires de leurs propres maisons?
- A quel genre de travail ces femmes s'adonnent-elles au sein de la communauté?
- Qui contrôle les revenus de la famille?
- Quelles sont les décisions qui sont généralement prises par les hommes et par les femmes au sein de la communauté?
- Quels sont les niveaux d'éducation et/ou de formation sont détenus par les femmes et les hommes au sein de la communauté?

#### **Facteurs d'influence au sein de la communauté**

- Est-ce qu'il y a un événement récent positif ou négatif qui vous a frappé vous et/ou votre famille?
- Est-ce qu'il a frappé les femmes et les hommes de la même manière?
- Est-ce-que les questions de violence faites aux femmes sont débattues et/ou prises en charge au sein de la communauté?
- Avez-vous des opportunités socio-économiques pour vous et votre famille à plus ou moins court terme?

### **Guide d'Animation pour la Marche Exploratoire dans la Zone du Port avec les Riverains**

#### **Objectif général de la marche exploratoire**

Cette activité a pour finalité de promouvoir la mobilité et la sécurité des riverains dans la zone du port en se basant sur l'expertise des lieux par les femmes pour analyser l'environnement interne et externe du port afin de trouver d'éventuelles pistes de solutions collectives au bénéfice global du projet de réhabilitation du port du Cap-Haïtien.

- Nom des animatrices
- Nom des accompagnatrices et statut
- Périmètres ciblés
- Heure du début
- Heure de la fin

### Consignes générales

Les femmes invitées à participer à la marche exploratoire doivent le faire sur une base volontaire et on doit les informer qu'elles sont complètement libres de laisser l'activité à n'importe quel moment de la durée de celle-ci.

### Public ciblé

Cette activité concerne les femmes qui vie et travaillent au port mais d'autres catégories de femmes peuvent les rejoindre à titre d'observatrices à l'instar des membres des associations de femmes intervenant dans la commune du Cap-Haïtien.

### Principes méthodologiques

La marche exploratoire sera réalisée dans les deux sens, la première fois, on visera l'existant et en faisant le chemin inverse pour revenir au point de part, nous allons mettre l'accent sur l'aménagement jugé sécuritaire par les femmes participant à l'exercice.

Rubriques	Indications Spécifiques
1. Maitrise de l'espace Savoir où l'on est et où l'on va.	<ul style="list-style-type: none"> <li>- Signalisation à l'extérieur</li> <li>- Indications à l'intérieur</li> <li>- Gare routière pour le transport en commun moto et auto</li> <li>- Chemins et raccourcis pour circuler</li> <li>- Connaissance des routes pour arriver au port</li> <li>- Connaissance des différents commerces, institutions,... de la zone</li> </ul>
2. Visibilité Voir et être vu Entendre et être entendu	<ul style="list-style-type: none"> <li>- Lieux et temps d'éclairage à l'extérieur du port et dans la zone</li> <li>- Cachettes éventuelles dans la zone</li> <li>- Champ de vision à l'intérieur et à l'extérieur (maisons, rues, ports)</li> <li>- Déplacements prévisibles et imprévisibles à l'intérieur et à l'extérieur du port /dans la zone</li> </ul>
3. Affluence	<ul style="list-style-type: none"> <li>- Niveaux et heures de fréquentation du port et de la zone</li> <li>- Lieux de fréquentation à l'extérieur du port dans la zone et les heures associées</li> </ul>
4. Sécurité Droit de circuler partout sans se heurter à des limites sous prétexte qu'on soit	<ul style="list-style-type: none"> <li>- Accès aux zones sécuritaires à l'extérieur du port dans la zone</li> <li>- Connaissance des lieux réputés dangereux à l'extérieur du port /dans la zone</li> </ul>

femmes	<ul style="list-style-type: none"> <li>- Alternatives d'évitement des lieux réputés dangereux à l'extérieur du port /dans la zone</li> <li>- lieux d'accès à l'aide en cas de besoins à l'extérieur du port / dans la zone</li> <li>- Zones qui ne sont pas sécurisé pour les femmes</li> </ul>
5. Environnement propre et accueillant	<ul style="list-style-type: none"> <li>- Aménagement et entretien des lieux (espaces publics et privés), les blocs sanitaires, restauration</li> </ul>
6. Solidarité et réseaux Rapport aux autres – en matière d'occupation de l'espace	<ul style="list-style-type: none"> <li>- Profils des personnes contactées en cas de besoins à l'extérieur du port dans la zone</li> <li>- Lieux de rencontre des groupes d'amies à l'extérieur du port /dans la zone</li> </ul>
7. Prospective	<ul style="list-style-type: none"> <li>- Aménagement sécuritaire à l'intérieur du port /dans la zone <ul style="list-style-type: none"> <li>• Mobilité</li> <li>• Visibilité</li> <li>• Sécurité</li> <li>• Affluence</li> <li>• Environnement propre et entretenu</li> <li>• Solidarité et réseaux</li> </ul> </li> </ul>