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USAID/HAITI GENDER ASSESSMENT

VOLUME I - GENDER ASSESSMENT REPORT 2016

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ACRONYMS

ADS	Automated Directives System
ADVANTAGE	Advancing the Agenda of Gender Equality
ANC	Antenatal Care
AOR/COR	Agreement Officer's Representative/Contracting Officer's Representative
AO/CO	Agreement Officer/Contracting Officer
APS	Annual Program Statement
ASEC	Communal Section Administration
BAC	Municipal Agricultural Office
BCC	Behavior Change Communication
CADEP	Participatory Development Support Councils
CAED	External Aid and Development Framework
CAEPA	Committees for the Provision of Potable Water and Sanitation
CARE	Cooperative for Assistance and Relief Everywhere
CASEC	Communal Section Assembly
CCHC	Canadian-Haitian Cooperation Center
CDC	Centers for Disease Control
CDCS	Country Development Cooperation Strategy
CEDAW	Committee on the Elimination of all Forms of Discrimination Against Women
CEP	Provisional Electoral Council
CHAIFEJ	International Association of Women Judges
CME	Municipal Commission of Education
CNSA	National Coordination for Food Security
COP	Conference of the Parties (UNFCCC)
COR	Contracting Officer's Representative
DEED	Economic Development for Sustainable Environment Project
DINEPA	National Directorate on Potable Water and Sanitation
DG	Democracy and Governance
DPC	Department of Civil Protection
DRR	Disaster Risk Reduction
ECVMAS	Post-Earthquake Living Conditions Survey
EDH	Electricity of Haiti
EGAD	Office of Economic Growth and Agricultural Development

EMMUS/DHS	Survey on Mortality, Morbidity and the Use of Services (Enquête Mortalité, Morbidité et Utilisation des Services) or Demographic and Health Survey
FACSDIS	Women in Action Against Stigmatization and Sexual Discrimination
FDHS	Food Assisted Development and Humanitarian Support Office
FED	Femmes en Democratie
FNE	National Education Fund
FONHDAD	Haitian Foundation for Sustainable Agricultural Development
FSW	Female Sex Worker
GA	Gender Advisor
GBV	Gender-Based Violence
GEWE	Gender Equality and Women's Empowerment
GHEKIO	Haitian Group for the Study of Kaposi's Sarcoma and Opportunistic Infections
GOH	Government of Haiti
HIV/AIDS	Human Immunodeficiency Virus Infection and Acquired Immune Deficiency Syndrome
HNP	Haitian National Police
HQ	Headquarters
IBBS	Integrated Bio-Behavioral Surveillance
IBESR	Institute of Social Well-Being and Research
IDB	Inter-American Development Bank
IDIQ	Indefinite Delivery Indefinite Quantity (Contract)
IDEH	Initiative for Equitable Development in Haiti
IDP	Internally Displaced Persons
IHSI	Haitian Institute of Statistics and Informatics
IFES	International Foundation for Electoral Systems
IHSI	Haitian Institute of Statistics and Data Processing
IPV	Intimate Partner Violence
LEAD	Leveraging the Effective Application of Direct Investments
LGBTI	Lesbian, Gay, Bisexual, Transgender, and Intersex
LIFT	Livelihoods and Food Security Technical Assistance
MARNDR	Ministry of Agriculture, Natural Resources and Rural Development
MAST	Ministry of Social Affairs and Labor
MCFDF	Ministry of Women's Status and Women's Rights
MCI	Ministry of Commerce and Industry
MEF	Ministry of Economy and Finance

MENFP	Ministry of National Education and Vocational Training
MGA	Mission Gender Advisor
MICT	Ministry of Interior and Local Collectivities
M&E	Monitoring and Evaluation
MINUSTAH	United Nations Stabilization Mission in Haiti
MOH	Ministry of Health
MOU	Memorandum of Understanding
MPCE	Ministry of Planning and External Cooperation
MPTC	Ministry of Public Works, Transport and Communications
MSM	Men Having Sex with Men
MSME	Micro, Small and Medium Enterprises
MSPP	Ministry of Public Health and Population
NAIP	National Agricultural Investment Plan
NEF	National Education Fund
NGO	Non-Governmental Organization
NFI	Non Food Item
OCID	Civil Platform for the Institutionalization of Democracy
OFDA	Office of Foreign Disaster Assistance
OHRH	Oxford Human Rights Hub
OIEE	Office of Infrastructure, Engineering, and Energy
OMRH	Office of Management and Human Resources
OREPA	Regional Office of Potable Water and Sanitation
PADF	Pan-American Development Foundation
PAHO	Pan-American Health Association
PANEF	National Pact on Education and Training
PAOF	Orlando Health Physician Associates of Florida
PCPS	Policy Coordination and Program Support Office
PEPFAR	U.S. President's Emergency Plan for AIDS Relief
PIPE	Priority Intervention Program in Education
PNLS	National Program to Combat AIDS
PoC	Point of Contact
PSDH	Strategic Development Plan for Haiti
PSUGO	Free and Compulsory Universal Schooling Program
PWD	Persons with Disabilities

RFA	Request for Applications
RFP	Request for Proposal
RLA	Regional Legal Advisor
SHAA	Haitian Society for Aid to the Blind
SIMEX	Simulation Exercise
SME	Small and Medium Enterprises
SOFA	La Solidarité des Femmes Haïtiennes
SOW	Scope of Work
SSQH	Quality Health Services for Haiti
STI	Sexually Transmitted Infection
UF/AREA	University of Florida / Agricultural Development Support and Research
UMCOR	United Methodist Committee on Relief
UN	United Nations
UNAIDS	United Nations Programme on HIV/AIDS
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific, and Cultural Organization
UNFCCC	United Nations Framework Convention on Climate Change
UNFPA	United Nations Population Fund
UNICEF	United Nations International Children’s Emergency Fund
USAID	United States Agency for International Development
USD	United States Dollar
USG	United States Government
VAW	Violence Against Women
WASH	Water, Sanitation and Hygiene
WHO	World Health Organization

EXECUTIVE SUMMARY

Purpose, Methodology and Structure of Report

USAID/Haiti commissioned Banyan Global to conduct a mission-wide qualitative gender assessment in Haiti from July to September 2016, to inform its next Country Development Cooperation Strategy.

This assessment examines recent gender equality and women’s empowerment (GEWE) advances and gaps, and how USAID and other donor programming have addressed them. It concentrates on four key focus areas: 1) food and economic security; 2) basic services (health and education); 3) democracy and governance; and 4) water, sanitation, and hygiene, with climate change and disaster risk reduction. It also addresses crosscutting themes, including governance and the safety and security of women, girls, LGBTI, and persons with disabilities (PWD). The analysis addresses USAID’s five domains of gender equality and women’s empowerment analysis (see Box).

<p>The Five Domains of Gender Equality and Women’s Empowerment Analysis</p> <ul style="list-style-type: none">• Access to and control over assets and resources (including income, employment)• Gender roles, responsibilities, and time use• Laws, policies, regulations, and institutional practices• Social norms and beliefs• Patterns of power and decision-making
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The research process included: an extensive literature review; a quantitative online survey of USAID/Haiti staff that garnered 40 responses; a qualitative research process that included nearly 50 key informant interviews with Government of Haiti (GoH), national and international NGOs, USAID, and implementing partner staff; and an out-briefing with USAID/Haiti staff to share preliminary findings and seek input prior to drafting this report.

Section 1 of the report provides an overview of the background, purpose and methodology of the assessment. Section 2 sketches out the gender equality/women’s empowerment context in Haiti, according to USAID’s five domains of gender equality and women’s empowerment (listed in the Box above). Section 3 summarizes USAID’s institutional framework on gender equality and women’s empowerment, as well as USAID/Haiti’s policy and practice on gender integration, gender equality, and women’s empowerment. This section includes a summary of the data from a USAID/Haiti staff survey on gender integration in USAID programming. Section 4 includes findings on advances, gaps, and recommendations for USAID gender equality and women’s empowerment programming in the next Country Development Cooperation Strategy for the four key focus areas listed above. Volume II of this report uses the aforementioned recommendations as a basis for an Action Plan for each sector of USAID/Haiti programming.

Below is a summary of the key findings and recommendations for each sector. Note that the specific findings and recommendations on the safety and security of women and girls, LGBTI, and PWD are interspersed throughout the summary, as well as addressed holistically at the end of the summary.

Key Findings and Recommendations

Food and Economic Security

- Prioritize systematic and comprehensive gender analyses relevant for the design, planning, and monitoring and evaluation of all short-term and long-term economic security programming (including selection of outcome and output indicators). Gender analyses are conducted in the USAID Office of Economic Growth and Agricultural Development (EGAD) portfolio, but need to take place more systematically and be integrated more consistently, to inform program design and monitoring.
- Align new USAID food and economic security programming with the implementation framework for the 2014–2034 GoH Gender Equality Strategy and the accompanying 2014–2020 GoH Gender Equality Action Plan. Current programming in the sector is not completely aligned on a normative, legal, and technical basis, including the different policies and development plans in the sector, such as the 2014–2034 National Gender Equality Policy.
- Prioritize the growth of female-owned businesses (formal and informal) through increased access to credit, information on business best practices, and linkages to other women-owned businesses for mentoring purposes. Currently there is limited business development and capacity-building support targeted at female business owners. Female business owners, in particular Les Madames Sara, play a critical role in the Haitian economy, providing critical market links between rural producers and the urban consumer.
- Identify measures to engage Les Madames Sara in executing loans and serving as loan guarantors. Les Madames Sara's key role in the Haitian economy makes them suitable for executing loans and serving as loan guarantors, in particular in down-market lending by banks such as SOGESOL, the subsidiary of SOGEBANK that deals with microenterprises.
- Focus economic security initiatives on enhancing the efficiency and revenue of whole value chains (not only on increasing production) while also increasing gender equality. Promising steps have been undertaken by USAID to strengthen women's access to the labor market; however, further emphasis on enhancing women's competitiveness in different value chains is recommended. This includes enhanced access of women farmers, members of cooperatives, food and garment companies, and Les Madames Sara to resources and viable sustainable markets.
- Build upon and scale up USAID Kore Lavi's program's gender-responsive approach to nutrition, and enhance the engagement of men (as Lead Fathers) in programming. Kore Lavi has developed a food security model to enhance household access to local and nutritious foods, to enhance maternal and child nutritional status, and to measure multi-dimensional nutritional vulnerability.
- Develop an evidence base on different food voucher distribution schemes to determine their effect on gender inequality, women's empowerment, and women's physical safety and security.

Currently, the gender targeting of food voucher distribution schemes to women at the household level are not evidence-based. As well, evidence is lacking on whether the distribution of vouchers to women creates increased risks of violence against women at the household level.

Basic Services

Health and Gender-Based Violence (GBV)

- Continue to improve the availability and quality of clinical management of GBV services among public healthcare providers, and enhance the referral process and linkages to other GBV service providers. Promising steps have been taken to improve GBV response, including efforts to support the public health care system's counseling of GBV survivors and documentation of GBV incident data. However, services can still be advanced to provide a more holistic response to the needs of survivors, including an emphasis on free access to medical certificates, and reinforcement of the use of standard referral/counter-referral forms.
- Support evidence-based programming for a one-stop center for GBV survivors, in partnership with the Inter-American Development Bank and United Nations Population Fund. USAID and other donors already support one-stop models of GBV services provision (at GHESKIO and Justinien University Hospital).
- Establish links between the USAID/PEPFAR LINKAGES program (LGBTI-friendly health services provision) and the USAID/Quality Health Services for Haiti (SSQH) providers, and USAID Economic Growth and Food Security programming partners. USAID/PEPFAR LINKAGES program improves access of female sex workers (FSW) and men having sex with men (MSM) to health services. Referral pathways between those health services and public health services would be useful and beneficial.
- Adapt GBV prevention and response services to meet the needs of FSW and men having sex with men (MSM). Current GBV prevention and response services do not address the needs of FSW, lesbians, and MSM who experience violence. The forthcoming results of the USAID LINKAGES Program survey in this area will contribute to knowledge regarding trends in this area.

Education

- Support the inclusion and implementation of measures to integrate gender inequity, women's empowerment, and protection of children from GBV into National Educational Policy Frameworks. Haiti's education policy and strategy framework for education in Haiti does not address gender equality and women's empowerment. There is therefore no institutional basis for taking measures to address gender equality and women's empowerment (GEWE) in curriculum design and implementation. There is an opportunity to align the MENFP's new Operational Plan 2016-2021 (under development) with the 2014-2034 Gender Equality Strategy.
- Support the development and integration of the MENFP teacher training modules into the environment and citizenship (including gender) into USAID Education Programming. Currently,

there are no teacher training or student curricula to address gender equality; and the current public education system curricula include gender stereotypes. The MENFP is in the process of developing modules on the environment and (good) citizenship, which presents a good entry point for addressing gender – both as a stand-alone module – and also for mainstreaming gender equality across all sectors of the teacher training curriculum.

- Encourage evidence-based and gender-responsive approaches to the inclusion of PWD and LGBTI into mainstream classrooms. USAID has been supporting the Haitian Society for Blind to facilitate the access of blind students to mainstream education opportunities. This support takes into account to some extent the different needs of male and female students, but could go further to address specific issues affecting girl students who are blind, including sexual harassment and abuse. With respect to the LGBTI population in Haiti, there is a near total absence of research on LGBTI youth, including experiences of discrimination, stigmatization or violence in public and private learning institutions.
- Mainstream a focus on gender-responsive disaster risk reduction and climate change in the early-grade reading and writing educational curriculum for teachers. Haiti is ranked third worldwide in the 2016 Global Climate Change Index's global ranking of countries affected by climate change 1994–2014. Early education of children can play an essential role in supporting the unique roles of men and women in adapting to climate change and in disaster risk reduction. UNESCO is currently preparing a manual on disaster risk reduction (DRR) for the MoE curriculum for teachers at the fundamental level (grades 1–9), which could be adapted to address gender-responsive DRR in USAID/Haiti's Education portfolio.

Democracy and Governance

- Strengthen the institutional support to the GoH Office of Resources Management to develop a suitable gender strategy that respects the 30-percent constitutional quota for women in public service. Particular attention should be paid to strengthening newly established human resource departments in GoH Ministries in respecting this quota. USAID is already working to build the Office of Personnel Management's capacity, as well that of all the departments throughout the USAID/Haiti KONEKTE program, but is not addressing this issue specifically.
- Undertake a more systemic approach to gender-responsive local governance. USAID has had very good results in institutional capacity building through increasing participation of women in civil society, working with some common LOKAL+ programs as well as the Croissance (Growth) group. There is a need for more systematic work or future programming in local governance, with increased gender-responsive capacity of the Ministry of the Interior and Collective Territories, which will in turn work with all local authorities to support the existing local governance efforts (LOKAL+ and Croissance Group).
- Integrate USAID's existing work with persons with disabilities, victims of trafficking, and LGBTI individuals into new sector programs and projects in Democracy and Governance. USAID is currently supporting the access of LGBTI to services through the USAID/Haiti IDEH project as well as supporting the Haitian Society for the Blind. This work can serve as a basis to develop

crosscutting networks of civil society organizations from all USAID priority sectors to improve the integration of gender perspectives in all spheres of life for the benefit of target groups (women, PWD, and the LGBTI community).

Water, Sanitation, and Health (WASH), Energy, Climate Change and Disaster Risk Reduction

WASH

- Enhance the gender-responsiveness of WASH governance. Current governance of the WASH sectors engages women and considers their role in WASH to some extent at the local level, but to a limited extent at the department and national level. Initiatives in this area have the opportunity to prioritize and build the capacity of all WASH actors to consider women’s role, as a key WASH actor with differential needs and capacities in the sector.
- Support gender-responsive expansion of sanitation services and hygiene products, and increased access to sustainable water supply services. The Haitian population’s general lack of willingness to pay for WASH services impedes efforts to create a market for such services. Women participating in community water management committees (CAEPA) and departmental and national WASH institutions (OREPA and DINEPA) could play a pivotal role in creating and growing these markets. Thus far, they have largely not been engaged in this area (where market efforts have taken place).

Multi-Sectoral Approach to Climate Change, Disaster Risk Reduction, WASH and Energy

Link planned efforts across the USAID/Haiti portfolio in WASH, energy, climate change, DRR, Democracy and Governance, and food security to enhance the effective role of both women and men as well as local governance institutions in resource management, adaptation to climate change, and GBV prevention and response. For example, opportunities exist to support local governance programming under the Democracy and Governance portfolio (Lokal+), planned USAID/Haiti WASH programming, municipal budgeting processes (Group Croissance), and OFDA’s support for decentralized disaster risk reduction (DPC, Goal UK, Catholic Relief Services).

Energy

- Strengthen energy policies to be more gender-responsive. The state-owned power company (Electricity of Haiti) is in the process of developing a new electricity master plan. This presents an opportunity to provide technical support to address GEWE. The 2007–2017 National Energy Sector Development Plan recommends specific improvements and development measures for the energy sector.

Climate Change

- Design a USAID/Haiti Mission Strategy and programs to support climate change adaptation. Current USAID programming unevenly addresses climate change, and especially the unique capacities and vulnerabilities of women and men, and girls and boys, in climate change adaptation. It is recommended to develop a strategy and programs in the areas of food security,

agriculture, pastures, and natural resource management, by integrating responsiveness to the multiplicity and diversity of roles occupied by women and men.

- In anticipation of the adoption of the International Climate Change Technical Guidelines to the Paris Accord, support the GoH to revise its Climate Change Action Plan to integrate gender. Haiti submitted a new Climate Change Action Plan in 2015. It promises gender integration in all aspects of its implementation, but without providing details on the types of interventions that it will undertake to do so. On April 16, 2016, at the Bonn Climate Change Conference in Germany, technical guidelines were submitted for integrating gender considerations into climate change related activities under the UNFCCC. A draft decision for consideration of the guidelines will be prepared for COP 22 in November 2016.
- Support the GoH Ministry of the Environment and National Observatory on the Environment and Vulnerability to play a larger role in generating gender-sensitive data, to inform the development of public policy and programming in the sector. There is very little quantitative data at the national level on the differentiated impact of climate change on women and men, and no evidence base for programming for climate change adaptation (despite the existence of programming in this area).

Disaster Risk Reduction

- Undertake a stocktaking exercise and develop a GEWE Summary Road Map on key lessons learned and good practices on gender-responsive DRR from the Haiti earthquake, floods, and drought response, to be applied in USAID's current and future support for the DPC. There are no existing summary roadmaps in Haiti that precisely and concisely spell out key gender equality and women's empowerment issues in DRR for DRR decision-makers and technicians.
- Broaden USAID/OFDA's support for the implementation of the Incident Command System to integrate lessons learned with the Summary Road Map from the earthquake, flood and drought, to place a (new) emphasis on gender-responsive DRR. The Incident Command System Training (developed by the U.S. Forest Service) that is currently being implemented in Haiti does not take into account gender and the role of women (and men) in coordinating the response to emergencies. The OFDA-supported DPC Master Pool of Trainers has no identified capacity in this area.
- Scale up USAID/OFDA's existing support for gender-responsive contingency planning and simulations exercises (SIMEX), in partnership with UNDP (a key donor in this area). The National Contingency Plan addresses to a moderate degree the capacity and vulnerability of women, men, and persons with disabilities in its emergency preparedness planning. It does not address LGBTI and does not consistently institutionalize the participation of women in communal-level DPC committees within higher-level DPC institutions at the departmental and national level. USAID/OFDA could support five departmental contingency plans to address gender equality, along with changes to DPC's data collection tool to become more responsive to gender and protection issues.

- Integrate GEWE, LGBTI, and PWD into future simulation exercises, using the GEWE Summary Road Map and also learning from simulation exercises in the region (e.g., in Colombia). The National System of Management of Risks and Disasters has conducted SIMEX since 2007, with the aim of strengthening the planning process for the management of emergency situations. None of the SIMEX, including the one that took place in August 2016 (Earthquake and Tsunami), included a consideration of the distinct capacities and vulnerabilities of women and men, LGBTI, and PWD to respond to an emergency situation.

Safety and Security of Women, Girls, LGBTI, and PWD

- Support gender-responsive educational opportunities and skills building for out-of-school girls and boys (in the Room to Learn Initiative), including for individuals at risk of abuse and survivors of GBV. USAID-supported early grade reading and writing, and planned out-of-school programming, present opportunities to integrate such curricula.
- Integrate gender equality and GBV prevention and response (including behavioral change communication) into the USAID/Haiti Economic Security portfolio. Gender equality and GBV affect all strata and sectors of Haitian society. The USAID Nutritional and Economic Security portfolio, because of its breadth and depth, has the opportunity to change knowledge, attitudes, and practice with respect to gender equality and GBV, and specifically to address violence against women traveling long distances to sell agricultural products (e.g., Les Madames Sara).
- Conduct a stocktaking exercise and develop a GEWE Summary Road Map on key lessons learned on gender-responsive DRR in Haiti (including GBV prevention and response, and violence against LGBTI). There are no existing summary or road maps in Haiti that precisely and concisely spell out key gender equality and women's empowerment capacities, needs, and vulnerabilities (including GBV) in DRR for DRR decision-makers and technicians.
- Collaborate with USAID-supported GHESKIO (Port-au-Prince) and USAID/EGAD to evaluate and scale up good practices in income generation for GBV survivors that ensure sustainability of income streams, as well as prevention of retaliatory violence against survivors from family members provoked by increases in income. USAID/Haiti Health Team funds GBV partners (GHESKIO), which support income generation initiatives for GBV survivors. There is a lack of an evidence base, however, for different approaches in this area at GHESKIO and other institutions in Haiti.
- Collaborate with NGO Beyond Borders and the Inter-American Bank to support the development of an evidence-based model of GBV prevention in Haiti. Only one organization in Haiti (Beyond Borders, operating in Jacmel) is undertaking GBV prevention programming, using an adapted version of the SASA! Model. George Washington University and the Inter-American Development Bank are supporting an evaluation of the model to create an evidence base for its use in Haiti. This evidence base could allow for further expansion of GBV prevention programming in Haiti.
- Undertake Haiti-specific studies on the impact of adolescent/young LGBTI individuals and their education in Haiti, and link these studies with USAID support addressing LGBTI access to health

services, food and economic security, and access to justice. Current GBV prevention and response services do not address the needs of FSW (who experience violence), lesbians, and MSM. The forthcoming results of the USAID LINKAGES Program survey will contribute to knowledge regarding trends in this area. The survey results need to be integrated into all of USAID's health programming.

I. ASSESSMENT BACKGROUND, PURPOSE, AND METHODOLOGY

I.1 PURPOSE OF THE USAID/HAITI GENDER ASSESSMENT

The purpose of the USAID/Haiti Gender Assessment is to identify key gender issues and gender constraints that need to be addressed within the USAID/Haiti portfolio, and to recommend how USAID/Haiti can achieve greater gender integration in its programs. The specific goals of the Gender Assessment are the following:

- Identify the gender-based constraints (including gender-based violence, GBV) that hinder equitable participation and the access of men, women, persons with disabilities (PWD), and gender/sexual minorities (i.e., members of the Lesbian, Gay, Bisexual, Transgender, and Intersex, or LGBTI community) in programs and services in the sectors in which USAID/Haiti implements programs — including climate change, reforestation, provision of clean drinking water, and improved sanitation services.
- Identify strategies and approaches that enhance access and equity for target populations, including marginalized populations (PWD and LGBTI).
- Analyze how gender relations will affect the achievement of sustainable results; take into account how existing societal/communal structures create barriers to participation.
- Analyze the potential impacts of the Mission’s proposed strategic approaches on the status of men, women, and sexual minorities in Haiti.
- Assess key Government of Haiti (GOH) policies and programs related to gender and GBV, and identify opportunities for collaboration between USAID/Haiti and the GOH.
- Identify the gender issues that have the greatest potential impact on Haiti’s economic development and propose recommendations to address them.

Gender equality concerns 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. Gender 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.

Women’s 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. Though 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 the strategy and project design, implementation and monitoring and evaluation phases. 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.

— USAID Gender Equality and Female Empowerment Policy (2012)

- Identify variations in how gender operates as a barrier to access in urban and rural communities.

I.2 ASSESSMENT METHODOLOGY

Defining Gender Equality and Women’s Empowerment

The definition of gender equality and women’s empowerment (GEWE) highlights that GEWE does not refer merely to the participation or presence of women or girls. It refers to equality of access to services and opportunities and equal participation in all forms of public and private life. It also refers to the engagement of men and boys as key stakeholders in involving gender equality and women’s empowerment in and across all sectors.

Unit(s) of Analysis

The primary units of analysis for the Gender Assessment were at the level of the individual sector and at the multi-sectoral level. The purpose of considering both of these levels was to identify gender advances, gaps, and opportunities in each sector as well as across sectors. Water, sanitation and health (WASH), energy, climate change and disaster risk reduction (DRR) were grouped together as one sector, reflecting overlapping programmatic and thematic subject areas.

The Assessment also placed specific emphasis on several crosscutting themes, including governance and the safety and security of women, girls, LGBTI and PWD. The assessment included a focus on these areas:

- **Sector level/multi-sectoral:** Basic services (health and education); democracy and governance; food and economic security; and WASH, energy, climate change and DRR;
- **Crosscutting themes:** Governance; safety and security of women, girls, LGBTI and PWD;
- **Five dimensions of GEWE analysis:** Laws, policies, regulations and institutional practices; cultural norms and beliefs; gender roles, responsibilities, and time used; access to and control over assets and resources; and patterns of power and decision-making;
- **Key populations:** LGBTI, PWD, HIV+ individuals, sex workers.

Key Assessment Objective and Questions

The purpose of the Gender Assessment was to develop a profile on gender and women’s empowerment in each sector. It addressed the following key questions:

- What are the key gaps and advances in gender equality integration and women’s empowerment for each sector?
- What are the opportunities for USAID, in partnership with the GoH, Haitian civil society, national and international NGOs, and international donors, to enhance gender equality integration and women’s empowerment, in and across each sector?

Methodology and Tools

The Gender Assessment Team followed several steps and used multiple tools to address the assessment questions.

- **Literature review:** Developed a profile of advances, gaps, and opportunities in GEWE in each of the identified sectors. This included a review of over 100 key documents, policies, strategies, and other pertinent texts.
- **Forty-eight key stakeholder interviews:** Conducted interviews with USAID, GoH, NGOs, and USAID-supported and non-USAID-supported civil society organizations, to further develop the profile of advances, gaps, and opportunities in GEWE in each of the identified sectors, as summarized in Table I.
- **Gender equality and women’s empowerment consultations:** Validated and analyzed preliminary findings through half-day consultations for each of the three sectors (democracy and governance, food and economic security, and WASH, energy, climate change, and DRR), over a period of 1.5 days. Over 80 individuals representing more than 25 organizations participated in the consultations on August 10–11, 2016.
- **USAID staff survey:** Conducted a Google Form survey to obtain a bird’s-eye view of USAID/Haiti staff knowledge, attitudes, and practices with respect to GEWE integration in USAID programming. Forty individuals responded to the survey over a nine-day period in August 2016.

Table I. Key Stakeholders

KEY GENDER ASSESSMENT STAKEHOLDERS		
USAID/Haiti	Team Gender PoCs, Technical Staff from all teams, Senior Staff, Program Office	Health, Education, DG, OIEE, and Food and Economic Security teams
USAID Partners	The majority of partners for every USAID team	JHPIEGO, Chemonics, IFES, NDI, Serovie, GHESKIO, Chemonics, PADF, IDEH, Groupe Croissance, SHAA, FACSDIS, RTI
USAID GoH	GoH Ministry and public institutional counterparts	GoH: MSPP, OMRH, Ministry of Education, Ministry of the Environment, MCFDF, MICT, OMHR, DPC, DINEPA
Civil Society Organizations	Key civil society organizations (not USAID partners)	ABELLE, Kouraj, KOHFEL, COHFEL

I.3 LIMITATIONS OF THE ASSESSMENT

A lack of quantitative data on GEWE in Haiti created challenges for developing a GEWE profile for each sector. Furthermore, limited time to carry out data collection (four weeks covering five sectors) made it difficult to undertake field consultations with as many USAID beneficiaries as desired. The breadth and depth of the USAID portfolio, as well as the transition of that portfolio from a humanitarian to development focus required forward thinking beyond the current mix of humanitarian and development interventions currently underway in Haiti.

Additionally, the Gender Assessment was conducted separately from other planned USAID assessments in other sectors and crosscutting areas (e.g., youth, democracy and governance (DG), climate change). This might result in a less cohesive total set of final recommendations for USAID. It is therefore

recommended to integrate gender equality and women's empowerment (GEWE) into these sectors and crosscutting assessments in the future, in addition to having a stand-alone GEWE assessment.

2. OVERVIEW OF THE GENDER EQUALITY/WOMEN'S EMPOWERMENT CONTEXT IN HAITI

2.1 LAWS, POLICIES, REGULATIONS, AND INSTITUTIONAL PRACTICES

Haiti's legal framework was primarily constructed following its independence in 1804, although the original constitution has since been replaced by several newer versions. In 1950, the Haitian constitution granted women the right to vote, marking a turning point for women's rights in the country. Haiti's current constitution, adopted by the Constituent Assembly on March 10, 1987 and by referendum on March 29, 1987, established equality between men and women in the eyes of the law. A constitutional amendment in 2012 went even further, instituting a 30-percent participation quota for women in Haiti's public service.

Since its independence, gender equality has come a long way in Haiti. Haiti's 1987 constitution states that all ratified treaties must not only be incorporated into domestic law, but actually supersede existing domestic laws. The Government of Haiti (GoH) has ratified multiple international human rights instruments related to women's rights, including the Convention on the Elimination of all Forms of Discrimination Against Women, the Inter-American Convention on the Prevention, Punishment and Eradication of Violence Against Women (Convention of Belem do Pará),¹ and the American Convention on Human Rights.² According to Haiti's constitution, once sanctioned and ratified, international treaties are considered part of national legislation.

In 2008, the Government of Haiti (GoH) initiated an internal assessment within each of its ministries to move towards a formalized gender policy. Following the internal assessment, the Ministry of Women's Status and Women's Rights (MCFDF), with support from UN Women, prepared a national report on the status of gender within the country. The GoH adopted in 2014 and publicly launched on March 8, 2015, the 2014–2034 Policy on Gender Equality and Women's Empowerment (Politique Egalité Homme-Femme: Autonomisation des Femmes).³

Haiti's legal framework prohibits certain forms of gender-based violence (GBV). It is worth noting that Haiti's penal code did not change its classification of rape as an offense "against morals" to an actual crime until a 2005 legal decree. Though the law now prohibits rape, it still does not recognize spousal rape as a crime. The MCFDF, in partnership with civil society organizations and with USAID support, has drafted a new Law on the Prevention, Repression and Punishment of Violence Against Women (VAW). The draft is ready for submission to the legislature; however, the political unrest that marred the 2015 elections disrupted the process of adopting the law.

¹ Ratified on April 7, 1997.

² Ratified on September 14, 1977.

³ *Haiti Libre* (2015, March 8). *Haiti – Politique : Lancement de la Politique Egalité Homme-Femme*.

Haitian organizations fighting for women's rights have made strides in both advocacy, including the denunciation of practices harmful to women, and in pushing forward important legislation and policies. However, the implementation of conventions remains relatively low. Existing domestic legislation that may conflict with treaties Haiti has ratified often goes unchanged, as there is no systematic approach in place to alter it. Amendments to domestic law in response to treaties is often piecemeal; for example, the Convention on the Elimination of Racial Discrimination (effective January 4, 1969) was made nationally applicable in Haiti by decree only on February 4, 1981, and was not implemented in the country's civil and penal codes until 1982 and 2005, respectively.

2.2 CULTURAL NORMS AND BELIEFS

The intersection of sociocultural norms, which define and shape the roles of men and women, with other factors such as the role of politics and economic opportunity, have created strongly gendered norms and beliefs regarding the roles of men and women in Haitian society. Divisions along the lines of class and political affiliation often manifest in gendered norms and beliefs. These beliefs include what are considered "acceptable" roles for women and men in the workforce (e.g., women should not work in construction) or at home (e.g., men should always be the primary breadwinners). Additionally, especially vulnerable populations, such as LGBTI individuals in Haiti, are often stigmatized to the point of having difficulty in accessing basic services such as healthcare. Though Haitian and international NGOs, such as USAID-funded GHESKIO, FACSDIS, JHPIEGO (via the SSQH Haiti Program), and FHI360 (via the LINKAGES Program) are working to challenge these socially held constructs, additional work in this area is still needed and encouraged.

2.3 GENDER ROLES, RESPONSIBILITIES, AND TIME USED

Gender roles speak to a broader positioning of men and women in society, within which the responsibilities of both play out on a daily basis. Though women represent more than half of the Haitian population and play a central role in the Haitian society (they are often referred to as the *poto mitan* or, the central pillar), women in Haiti do not currently have consistent access to, or maintain, positions of power.⁴

Women are often positioned below men, in terms of rights, resources, and opportunities; their gendered responsibilities as the primary caretakers for children and of the household translate into daily, often unpaid, responsibilities, such as the collection of firewood or preparation of food for household members. Haitian women spend twice as much time on domestic tasks as men, and they traditionally do most cooking by using cookstoves or open fires in households with little or no ventilation. Women spend up to five hours per day collecting firewood, and numerous hours per day collecting water, activities that are not only time-consuming and laborious but also dangerous, as women can also be subjected to (GBV) when searching for firewood.

In the agricultural sector, due to the many different concurrent tasks required while harvesting and managing crops, men and women are often found working side by side. For example, men are often responsible for work such as tilling or using heavy machinery, while women often assist the men with

⁴Marie, G.O. Jean Baptiste et Bonny Jean Baptiste (2005, September). Femmes et Pouvoirs: Enjeux pour un VÉritable Développement d'Haiti.

tasks such as harvesting and weeding.⁵ Though rural women are often full-time market traders with the potential to become economically independent, many remain confined to traditional household roles such as cooking and cleaning, which do not afford women the same social status as men.⁶

In schools, teachers often maintain gender-stereotyped attitudes, perceptions, and behaviors in dealing with their students. For example, boys are often afforded more attention than girls in the classroom.⁷ Girls are often given little encouragement and are often assigned to cleaning or menial tasks in the school during class time, reflecting larger socially-assigned gender roles in the school environment.⁸ Such gender division at an early age is part of a system that creates unhelpful sociocultural separation between boys and girls.

Though the proportion of women engaged in economic activities is lower than that of men, their economic activities are the key contributors to the purchasing power of households. The incidence of poverty among both male and female-headed households is close to 59 percent; over 43 percent of the population lives in female-headed households.⁹

2.4 ACCESS TO AND CONTROL OVER ASSETS AND RESOURCES

Six years after the devastating earthquake, the economic situation of women and other vulnerable populations in Haiti remains especially precarious: 75 percent of women work in the informal sector, and only 30 percent work in the formal private, public, and agricultural sectors.¹⁰ Women in Haiti earn on average 32 percent less than men, and the unemployment rate is twice as high for women as it is for men.¹¹ This disparity is even greater in rural areas, where women are almost three times more likely to be unemployed than men, and most work in subsistence-level farming.

During the post-earthquake crisis, the destruction of infrastructure and markets and the loss of heads of households put even more burden on women to maintain or build their livelihoods and earn enough income to support their families. Challenges for women in engaging in sustainable livelihood activities center primarily on limitations to women's access to the market and credit systems. In general, initiatives to support the economic empowerment of women have not taken into account these structural causes of inequality, as well as women's nearly sole responsibility for household work and childcare, factors that limit their economic and political participation.

Overall, there are simply not enough health care facilities in Haiti to meet the needs of the Haitian population.¹² This deficit contributes to the unfortunate reality that Haitians often must travel long distances to access healthcare services. Though this is an issue for men, women, boys and girls who live far away from healthcare centers, it can specifically disadvantage pregnant women who are forced to travel on poor, bumpy roads to access prenatal and birthing care.

⁵ Northeastern University. Haiti Net "Gender in Haiti". Website Accessed on September 12, 2016.

⁶ Ibid.

⁷ Ibid.

⁸ Ibid.

⁹ World Bank (2009). Country Note on Climate Change Aspects in Agriculture.

¹⁰ USIP (2012, January). Peace Brief Haitian Women: The Centerposts of Reconstructing Haiti.

¹¹ World Bank and Observatoire National de la Pauvreté et de l'Exclusion Sociale (ONPES) (2014). Investing in People to Fight Poverty in Haiti, Reflections for Evidence-based Policy Making. Washington, DC: World Bank.

¹² Ibid.

Women rarely own land in Haiti but are the majority of those working the land—planting, weeding, and harvesting. If given the opportunity (through access and control over resources, access to credit and financial services, and literacy and skills training), women could play a substantial role in transforming agricultural value chains and pursuing other economic opportunities.

2.5 PATTERNS OF POWER AND DECISION-MAKING

Men hold positions traditionally understood to hold great weight in society, including politicians, spiritual leaders, and school leaders.¹³ Despite a 30-percent quota for women’s participation in all levels of public office, gender inequalities continue to exist in the judiciary, prosecutorial positions, and academia. Of note, there are no women deputies and senators among the current 92 Deputies and 24 Senators recently elected into office. According to preliminary analysis of the last Office for the Management of Human Resources census, the representation of women in public administration is between 67 percent and 12 percent.¹⁴

With respect to informal structures, the 2012 EMMUS/DHS survey demonstrates that Haitian women enjoy relative agency and mobility within their households and communities; they make many of the household decisions about small expenses, which foods to purchase and prepare, and what their children eat.¹⁵ Seventy-three percent of currently married women participate in decisions about their own health care, and 78 percent have sole or joint decision-making power for major household purchases.¹⁶

¹³ Northeastern University. Haiti Net “Gender in Haiti”. <http://www.northeastern.edu/haitinet/gender-in-haiti/>

¹⁴ Interview with Michelle Romulus, UN Women, 2015.

¹⁵ République d’Haïti Ministère de La Santé Publique et de La Population (MSPP) (2012). Enquête Mortalité et Utilisation des Services EMMUS-V Haiti 2012.

¹⁶ Ibid.

3. USAID/HAITI STRATEGIC PRIORITIES ON GENDER EQUALITY ON WOMEN’S EMPOWERMENT

3.1 USAID INSTITUTIONAL FRAMEWORK ON GENDER EQUALITY AND WOMEN’S EMPOWERMENT

Table 2 provides an overview of the USAID Global Institutional Framework on Gender Equality and Women’s Empowerment across multiple crosscutting themes, including women, peace and security, GBV, child marriage, and trafficking in persons. It also provides an overview of the institutional framework across multiple populations, including LGBTI, and also multiple sectors such as education, climate change, water, and education.

Table 2. U.S. Government and USAID Strategies and Policies Related to GEWE

Policy Framework	Purpose of the Policy/Strategy
The USAID Gender Equality and Female Empowerment Policy (March 2012)	To improve the lives of citizens around the world by advancing equality between females and males, and empowering women and girls to participate fully in and benefit from the development of their societies. USAID will address the integration of gender equality and female empowerment throughout the Agency’s program cycle and related processes: in strategic planning, project design and implementation, and monitoring and evaluation. ¹⁷
The U.S. National Action Plan on Women, Peace and Security (December 2011)	To accelerate, institutionalize, and better coordinate the U.S. Government’s efforts to advance women’s inclusion in peace negotiations, peacebuilding activities, and conflict prevention; to protect women from sexual and gender-based violence; and to ensure equal access to relief and recovery assistance, in areas of conflict and insecurity. ¹⁸
The U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally (2012A)	To establish a government-wide approach that identifies, coordinates, integrates, and leverages current efforts and resources. The GBV strategy provides federal agencies with a set of concrete goals and actions to be implemented and monitored over the course of the next three years, with an evaluation of progress midway through this period. ¹⁹
The USAID Vision for Ending Child Marriage and Meeting the Needs of Married Children (October 2012)	To provide a strategic vision for USAID’s efforts in support of ending child marriage and meeting the needs of married children. ²⁰
The USAID Counter-Trafficking in Persons Policy (2012)	To combat trafficking in persons by drawing on best practices from the last decade, to provide guidance on pursuing more effective, efficient, and evidence-based approaches in counter-trafficking. ²¹

¹⁷ USAID. (2012). USAID Gender Equality and Female Empowerment Policy.

¹⁸ USG. (2011). The U.S. National Action Plan on Women, Peace and Security.

¹⁹ USG. (2012). The U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally.

²⁰ USAID (2012). The USAID Vision for Ending Child Marriage and Meeting the Needs of Married Children.

²¹ USAID (2012). USAID Counter-Trafficking in Persons Policy.

Policy Framework	Purpose of the Policy/Strategy
USAID Education Strategy (2011)	To provide evidence-based strategic guidance that will lead to more focused and collaborative education investments aimed at improving learning outcomes and institutional sustainability in USAID partner countries. ²² The strategy prioritizes gender equality as a key condition for broad societal change. It specifically speaks to investing in girls' education to create a multiplier effect, in terms of future income and healthier households and communities. It also prioritizes the safety of all young people, which includes freedom from GBV (including early marriage, trafficking in persons, and violence and discrimination against LGBTI).
USAID Global Climate Change and Development Strategy 2012–2016 (2012)	To enable countries to accelerate their transition to climate-resilient, low-emission sustainable economic development. The strategy emphasizes the importance of using gender-sensitive and inclusive approaches to climate change adaptation and mitigation to account for special skills and experiences relevant to climate change that both women and men possess, especially knowledge of local ecosystems, agriculture, and natural resources management. It also emphasizes the need to account for the disproportionate vulnerability of women and girls to the effects of climate change, and the inclusion of women in technological development in this area. ²³
USAID Water and Development Strategy: Field Implementation Guide (2014)	To focus on saving lives and advancing development through improvements in WASH, as well as through sound management and the use of water for food security. The Strategy emphasizes the importance of gender equality, but proposes few measures to operationalize it in practice. ²⁴
USAID Policy on Youth in Development (2012)	To provide guidance on pursuing more innovative and cost-effective approaches to empowering youth to contribute to and benefit from their countries' development efforts. The policy emphasizes the importance of gender equality as a key condition for broad societal change. It stresses that sex and gender differences emerge most sharply with the onset of puberty, affecting the life trajectories of girls and boys in different ways. It emphasizes risks of GBV for girls, and the impact of the socialization process on boys (increased health risks; violence committed against women and other young men). ²⁵
LGBT Vision for Action Promoting and Supporting the Inclusion of Lesbian, Gay, Bisexual and Transgender Individuals	To provide a set of core principles that will guide USAID's efforts to advance the freedoms and security of LGBTI people throughout the world, from expanding life-saving health care to financing small businesses. ²⁶

²² USAID (2011). Education Strategy.

²³ USAID (2012). USAID Climate Change and Development Strategy.

²⁴ USAID (2014). Water and Development Implementation Field Guide.

²⁵ USAID (2012). Youth in Development Realizing the Demographic Opportunity.

²⁶ USAID (2014). LGBT Vision for Action: Promoting and Supporting the Inclusion of Lesbian, Gay, Bisexual, and Transgender Individuals.

Policy Framework	Purpose of the Policy/Strategy
USAID Automated Directive System (ADS) 201 Planning and 205 Integrating Gender Equality and Female Empowerment in USAID’s Program Cycle (2015)	The ADS specifies requirements to conduct a gender analysis as part of the design of USAID country strategies. The gender analysis must be completed prior to developing a Country Development Cooperation Strategy, so that its findings will appropriately inform strategic decisions about each development objective and intermediate result. ²⁷ The policy indicates how to implement USAID policies and strategies on gender equality and women’s empowerment across the USAID Program Cycle, to reduce gender inequality and to enable girls and women to realize their rights, determine their life outcomes, influence decision-making and become change agents in households, communities, and societies. It defines gender analysis and explains how program offices and technical teams must incorporate the findings of gender analysis throughout the program cycle in country strategies and projects. ²⁸

3.2 USAID/HAITI POLICY AND PRACTICE ON GENDER INTEGRATION, GENDER EQUALITY AND WOMEN’S EMPOWERMENT

This section lays out the USAID/Haiti Framework for Gender Equality and Women’s Empowerment Integration, as well as the associated division of labor and procedures, as stipulated in the USAID/Haiti Gender Mission Order. It also provides an overview of findings of a staff survey on gender integration in USAID/Haiti operations that the research team conducted, as well as some findings from key stakeholder interviews with USAID/Haiti staff and partners.

The USAID/Haiti Gender Mission Order, dated January 24, 2014, provides a policy framework to define USAID’s commitment to integrating GEWE across all program areas, ensuring that gender issues are addressed in a coordinated manner for maximum impact. The Order, summarized in Table 3, provides an overview of the division of labor for gender integration among the Mission Gender Advisor, the Policy Coordination and Program Support Office, Mission Technical Offices, the Mission Gender Integration Working Group, the Office of Acquisitions and Assistance, and the Regional Legal Advisor. However, this division of labor does not stipulate which technical offices have primary responsibility for conducting gender analyses during the design phase, and for ensuring that USAID partners conduct and integrate gender analyses into program design, implementation, and monitoring and evaluation.

Table 3. USAID/Haiti — Division of Labor to Promote Mission-Level Gender Integration²⁹

Mission Staff	Roles and Responsibilities
Mission Gender Advisor (GA)	As part of the PCPS, the Mission GA ensures that gender is appropriately integrated throughout the Mission program portfolio and is responsible for coordinating and reviewing analyses across the various technical teams. Advises the PCPS Office Chief and the Mission Front Office on all issues related to integrating gender in the programming cycle.

²⁷ USAID (2013). Automated Directive System (ADS). ADS 201.3.5.2 Planning.

²⁸ USAID (2013). Automated Directive System. ADS 205 Integrating Gender Equality and Female Empowerment in USAID’s Program Cycle.

²⁹ USAID/Haiti (2014). USAID/Haiti Gender Mission Order. M0205.

Policy Coordination and Program Support Office (PCPS)	Primarily through the Mission GA, ensures completion of gender analyses at the Mission-wide strategy level and integration of such findings into the Mission’s overall programming portfolio. Led by the PCPS Chief, the office will use the USG Post-Earthquake Strategy, Activity Approval Documents, Annual Performance Reports, and other planning and reporting mechanisms to ensure and measure the integration of gender by technical teams.
Technical Offices	Promote gender integration through USAID/Haiti’s development program by appointing a gender point of contact for each technical office to serve as liaison between the office and the Mission GA to facilitate gender integration within programs in each respective technical office. Focal Point works with the GA in reviewing project identification and design documents, proposal solicitation documents, and proposals within his/her technical office, to ensure that gender is addressed sufficiently as mandated by the Automated Directive System (ADS).
Mission Gender Integration Working Group	The technical team gender points of contact serve as members of the Mission Gender Integration Working Group. The group meets regularly to: <ul style="list-style-type: none"> • Support the Mission and technical teams in complying with the gender integration requirements outlines in the Mission Order and the ADS. • Ensure that gender-related interventions across activities and sectors are coordinated to achieve maximal impact. • Work with the Program’s Office Communications and Outreach team to coordinate documentation of success stories related to GEWE from different USAID-funded programs and projects, and make the documents available to the other teams.
Office of Acquisitions and Assistance	Ensuring that gender issues are addressed sufficiently and included in all procurement items. Prior to issuing and/or approving solicitations, the Contracting/Agreement Officer must: <ul style="list-style-type: none"> • Confirm that gender is fully incorporated into the resulting RFA, RFP, and APS requirements, or that a rationale for not including gender into such requirements has been completed as part of the activity approval. • Confirm that gender is incorporated into technical evaluation, selection criteria, and reporting requirements. • Work with the various technical offices to ensure that gender is sufficiently integrated into submitted scope of work (SOW) or Program Description. • Hold implementing partners responsible for incorporating gender within their programming and M&E practices, when deviations are identified by the Agreement Officer’s Representative/Contracting Officer’s Representative (AOR/COR), the AO/CO, or other parties.
Regional Legal Advisor (RLA)	Serve as a resource for mission staff and ensure ADS compliance and policy implementation. Ensure that the mission complies with ADS gender integration requirements in the documents that the RLA must clear.

3.2.1 USAID/Haiti Procedures for Gender Integration

The USAID/Haiti Gender Mission Order puts in place procedures for gender integration during the project cycle. Table 4 summarizes these procedures, by project cycle phase. One of the weaknesses of these procedures is that they largely place the burden on the Mission Gender Advisor (GA) to conduct a gender analysis for every new project or program. Given the size and magnitude of the USAID/Haiti portfolio, it would require at least three USAID/Haiti Mission GAs to prepare a thorough analysis for every new project/program. Currently, USAID/Haiti has only one GA. If the gender analysis is not conducted in the design phase, then it is unlikely that gender will be integrated in the phases that come

after it—in particular, in the development of performance indicators, and proposal solicitation and selection, and evaluation.

Table 4. Procedures for Gender Integration

Procedure	Steps
Activity/Project Design	During the activity design process, the Mission Gender Advisor (MGA) will work with the technical offices to determine whether gender is relevant and in which ways it is relevant, through a mandatory gender analysis. The MGA must lead the efforts to conduct the analysis, which should focus on identifying the root causes of existing gender inequalities or obstacles to female empowerment so that USAID can proactively address them in the project design and seek out opportunities to promote women’s leadership and participation.
Reports: Operational Plan, Performance Plan Report and Portfolio Review	The MGA, working in coordination with each technical office and the Program Office backstops, is responsible for identifying the level of funding that will be attributed to Gender Equality/Women’s Empowerment, and for preparing a narrative describing how the funding contributes to that key issue.
Performance Indicators	To track how effectively USAID assistance contributes to gender equality and female empowerment, performance management plans must include gender-sensitive indicators and sex-disaggregated data, when either: 1) The technical analysis supporting a project or activity demonstrates that the different roles and status of women and men affect the activities to be undertaken; or 2) The anticipated results of the work would affect women and men differently.
Proposal Solicitation and Selection	In designing the solicitation document, AORs/CORs must work with the technical office to ensure that gender issues are identified and addressed in the following sections: 1. Background and Objectives; 2. Statement of Work/Description of Activities; 3. Monitoring and Evaluation; 4. Reports; 5. Key Personnel; 6. Instructions to Offerors/Submission of Guidelines; and 7. Evaluation of Selection Criteria.
Evaluations	Evaluations for which gender equality is a relevant factor must assess the extent to which both men and women participate and benefit, as well as the degree to which the project contributed to reducing gender disparities and improving the situation of disadvantaged girls/women and/or boys/men.

3.2.2 Results from the USAID/Haiti Staff Survey on Gender Integration

Profile of Respondents

The USAID/Haiti Gender Assessment Team conducted a USAID/Haiti Staff Survey on gender integration using Google Forms. A total of 40 USAID/Haiti staff completed the survey over a nine-day period during late July and early August 2016. Three Chiefs/Directors, 19 USAID Administrative/Contracting Officer Representatives (AOR/COR), and 18 other USAID/Haiti employees responded to the survey. Fifty-five percent of the respondents were female and 45 percent were male.

Attitudes regarding GEWE Integration in the Program Cycle³⁰

Approximately 90 percent of respondents reported that knowing how to conduct a gender analysis or integrate GEWE into the design phase, understanding specific issues of GEWE in Haiti, and knowing how to select GEWE indicators was important or very important for their work.

³⁰ Google Forms Survey Question 3.

GEWE Knowledge³¹

Respondents reported limited knowledge in regard to specific gender integration tasks. On average, 59 percent of all respondents stated that they had little or no knowledge on how to integrate gender throughout the USAID program cycle. Only 11 percent stated that they were knowledgeable about how to implement such activities. No respondent said that they were very knowledgeable. There are also noticeable gender disparities in the reported capacity of male and female USAID/Haiti respondents in this area across the board. These disparities are reported below, by specific gender integration task.

- **Developing and implementing GEWE programming:** Fifty percent of respondents indicated that they were very knowledgeable or had some knowledge in this area, and 50 percent said they had little or no knowledge.
- **Conducting an analysis of gender during the project design phase:** Five percent of respondents (all female) indicated that they had substantial knowledge of how to conduct an analysis of gender during the project design phase, while 35 percent stated that they had some knowledge. Sixty percent of respondents stated that they had little or no knowledge. There is a large gender discrepancy, with approximately 55 percent of female respondents indicating that they had some knowledge or were knowledgeable, and approximately 80 percent of male respondents stating that they had little or no knowledge in this area.
- **Integrating gender analysis findings into project design:** Thirteen percent of respondents indicated that they were knowledgeable, while 37 percent of respondents stated that they had some knowledge in this area. Fifty percent of respondents said that they had little or no knowledge. Approximately 80 percent of female respondents indicated that they had some knowledge or were knowledgeable, whereas 75 percent of male respondents stated that they had little or no knowledge.
- **Selecting and monitoring project/program indicators that address gender equality or women's empowerment:** Thirty-five percent of respondents indicated that they were knowledgeable or had some knowledge, and 65 percent of respondents said that they had little or no knowledge.
- **Integrating people with disabilities into the project cycle:** Approximately 50 percent of respondents indicated that they were knowledgeable or had that they had some knowledge in this area. Slightly over half the respondents stated that they had little or no knowledge. Approximately 57 percent of female respondents indicated that they had some knowledge or were knowledgeable, while a third of male respondents said the same.
- **Integrating LGBTI into the project cycle:** Twenty-five percent of respondents indicated that they were knowledgeable or had some knowledge in this area. Approximately 65 percent of respondents said that they had little or no knowledge. Forty-one percent of female respondents indicated that they had some knowledge or were knowledgeable, compared to 25 percent of male respondents.
- **Integrate GBV prevention and response into the project cycle:** Approximately 33 percent of respondents indicated that they were knowledgeable or had some knowledge. Nearly 70 percent of respondents said that they had little or no knowledge. Forty-one percent of female respondents indicated that they had some knowledge or were knowledgeable, compared to 22 percent of male respondents.

³¹ Google Forms Survey Question 10.

GEWE Training

Forty-three percent of respondents participated in training on GEWE lasting less than one full day. Thirty-three percent of respondents noted having participated in a full day or more of training on how to integrate gender into programming. This signals a gap in advanced skills for nearly two-thirds of USAID/Haiti staff. Ninety percent of respondents have no training on gender-responsive Monitoring and Evaluation (M&E). This poses a challenge for all staff, in particular for AOR/COR staff who are responsible for holding implementing partners accountable for incorporating gender within their programming and M&E, when deviations are identified by the AOR/COR, the Agreement Officer/Contracting Officer, or other parties. Nearly 65 percent of respondents reported having no access to tools to conduct a gender analysis. This highlights a key gap that USAID/Haiti may need to address.

GEWE in Practice

Respondents generally reported being unprepared to contribute ideas on how to integrate gender into a project (Table 5). Only 40 percent of the respondents indicated that they have been able to help integrate gender into the project/program cycle (felt very confident or able to contribute a number of ideas); an additional 25 percent indicated that they had a few ideas on how to do so. The remaining 35 percent of respondents stated that they either never contributed or were never asked to integrate gender into the project/program cycle. Interestingly, male respondents were more likely to indicate that they had no idea what to do or what to say in this regard, whereas females were more likely to indicate that they had never been asked about gender.

Table 5. Extent of Engagement – Integration of Gender (USAID/Haiti)

Extent	Female	Male
I felt very confident in my understanding	18.2%	11.1%
I was able to contribute a number of ideas	22.7%	27.8%
I had a few ideas	22.7%	27.8%
I had no idea what to do or what to say	9.1%	27.8%
I have never been asked about gender	27.3%	5.6%

Eighty-three percent of respondents stated that they included gender, GBV, and women's empowerment objectives and activities in their projects and programs (Table 6). Overall, 31 percent indicated that gender, GBV, and women's empowerment objectives and activities were included to a great extent or to the fullest extent possible in their projects and programs.³² This points to limitations in the ability of respondents to operationalize commitments to gender integration.

Table 6. Inclusion of Gender and Women's Empowerment (USAID/Haiti)

Extent	Female	Male	Total
Do not know	9.2%	5.6%	7.6%
Not at all	16.1%	2.8%	10.1%
To a limited extent	13.8%	26.8%	19.6%

³² Google Forms Survey Question 12.

To a modest extent	27.6%	36.6%	31.6%
To a great extent	19.5%	26.8%	22.8%
To the fullest extent	13.8%	1.4%	8.2%

When disaggregated by gender, 75 percent of women indicated that they included gender, GBV, and women’s empowerment objectives and activities in their programs and projects, whereas men reported doing so at the much higher rate of 92 percent.

Importance of GBV in Project Planning

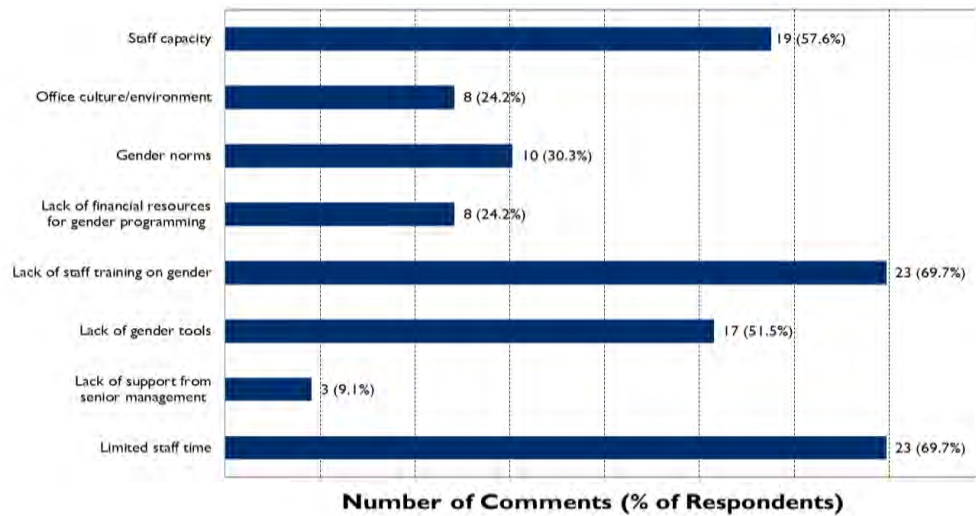
Fifty percent of respondents considered GBV important to their project planning and implementation, with 23 percent overall strongly agreeing that GBV affects their work. Fifteen percent of respondents indicated that they believed GBV did not affect their work. Thirty-five percent of respondents could not state whether GBV affected their project planning and implementation.

GEWE Technical Support in Program Planning

Seventy percent of respondents said that they had access to a gender specialist, but only 24 percent had sought gender-related technical support from the specialist at least once per month. Eighty-two percent of women respondents stated that they had access to a gender specialist, compared to only 56 percent of male respondents. Overall, 27 percent of women respondents sought gender-related technical support at least once a month, while 11 percent of men did the same.

In terms of barriers to integrating GEWE in program planning, approximately 70 percent of respondents cited a lack of staff training on gender, 70 percent cited limited staff time, 60 percent cited limited staff capacity, 50 percent cited a lack of gender tools, and 25 percent cited the office culture/environment. Twenty-five percent also cited a lack of funding for GEWE programming as a barrier; this perhaps points to a misperception that additional funds are needed to integrate gender into projects. There were some gender differences in barriers reported. Sixty-three percent of the male respondents voiced concerns about staff capacity, lack of staff training on gender, and limited staff time. Slightly over half of all the men expressed concern about a lack of gender tools. Seventy-seven percent of female respondents noted that a lack of staff training on gender and limited staff time were their biggest obstacles. About 30 percent of the women said that the office culture/environment posed as an obstacle as well.

Figure 1. Obstacles Faced in Integrating Gender



Relationship between Knowledge and Ability to Integrate Gender into a Project or Program

Cross-referencing the data on gender equality integration knowledge and practice revealed that less knowledgeable staffers are asked more frequently to integrate gender into projects or programs. There is also a disparity between the genders (Table 7).

Table 7. Gender knowledge and level of engagement

Total by	Level of Engagement	Little to No Knowledge		Some Knowledge		Knowledgeable	
		Female	Male	Female	Male	Female	Male
Gender Knowledge Rating	Never Asked	42.5%	7.9%	17.5%	0.0%	0.0%	0.0%
	Asked but Incapable	9.6%	39.3%	5.3%	0.0%	17.4%	0.0%
	Positive Contributions	47.9%	52.8%	77.2%	100.0%	82.6%	100.0%
Respondent Gender	Never Asked	20.3%	5.7%	6.5%	0.0%	0.0%	0.0%
	Asked but Incapable	4.6%	28.7%	2.0%	0.0%	2.6%	0.0%
	Positive Contributions	22.9%	38.5%	28.8%	22.1%	12.4%	4.9%

Table 7 shows that male respondents with little to no knowledge of gender-related topics were asked about integrating gender into projects or programs at significantly higher percentages than their female colleagues. This may be a function of higher levels of responsibility/seniority accorded to male respondents at USAID/Haiti, which requires addressing gender equality regardless of capacity. This presents opportunities for education and awareness raising on gender integration and equality for all staff.

Funding Dedicated to Supporting Gender Integration in Programming

Forty-three percent of respondents stated that for the projects they oversee, funds are dedicated to supporting gender integration; 57 percent indicated that funds are not dedicated to supporting gender

integration. Sixty-seven percent of the Administrative and Contracting Officers and 57 percent of the remaining USAID/Haiti respondents were among those indicating that there were no funds dedicated to supporting gender integration.

Observations from the Key Stakeholder Interviews with USAID/Haiti Staff and Partners

The key stakeholder interviews with USAID/Haiti staff and partners highlighted a lack of consistency in conducting GEWE analysis at the outset of a project/program. It also revealed that when the analysis is conducted, it is often rather superficial. It also highlighted that, even if a GEWE analysis is performed, it is not consistently integrated into the project/program design. This mirrors the results of the survey presented above. Multiple USAID partners highlighted a challenge with the inclusion of GEWE indicators in this award: either no indicators are included at all, or they are pitched at the output level, thus not reflecting higher (outcome) level change. This represents a missed opportunity to hold USAID partners accountable for facilitating higher-level change and monitoring and evaluating changes in GEWE. The interviews also revealed that the level of expertise and seniority of gender points of contact is not always adequate for the GEWE technical guidance required in the Gender Mission Order. Finally, and rather consistently, gender equality and women's empowerment was reflected in programming only in terms of women's participation. This reflects a missed opportunity to make substantive changes in gender equality and women's empowerment.

4. ASSESSMENT FINDINGS BY SECTOR

4.1 FOOD AND ECONOMIC SECURITY

Food and Economic Security Snapshot

UNDP (2015)

- Women represent 42 percent of heads of households, most of whom are involved in subsistence agriculture or petty trading.

CNSA (2012)

- 3.5 million Haitians (34 percent of the Haitian population) are food insecure. Of these, 1.5 million are considered severely food insecure.

World Bank (2014)

- Women are almost 20 percent more likely than men to be unemployed (holding constant several social and demographic characteristics).
- Women are 6 percent more likely than men to earn less than the minimum wage.
- Female workers are six percentage points more likely than males to be employed informally. This difference is associated with educational attainment.
- Hourly earnings, a measure of labor market productivity, confirm that education, experience, and gender matter substantially. The wages of women are 32 percent lower than the wages of men.
- In the trade sector, which is characterized by low pay, women comprise 70 percent of workers. In contrast, in the better paying sectors of education and health care, fewer than half the workers are women.
- Overall, female heads of household are less likely to have a CIN (National Identity Document) than male heads of household. This gap is much larger for poor women.

FAFO (2015)

- Girls are employed more often than boys as child domestic workers. Among girls, 16 percent are child domestic workers, compared to 11 percent among boys (in total, about 236,000 and 171,000, respectively).

4.1.1 Description of Pertinent Gender Data for Food and Economic Security

Overview of food and economic security in Haiti

Haiti is the poorest country and the second most densely populated in the Americas and the Caribbean. According to the latest household survey (ECVMAS 2012), more than 6 million out of 10.4 million Haitians (59 percent) live under the national poverty line of US\$2.42 per day; over 2.5 million (24 percent) live under the national extreme poverty line of US\$1.23 per day. It is also one of the top five

most unequal countries in the world, with a Gini coefficient of 0.61 as of 2012.³³ Officially, 80 percent of Haiti's poor live in rural areas, according to a 2014 World Bank Report and a survey on household living conditions conducted by the Haitian Institute of Statistics and Informatics (IHSI) in 2012. The agricultural sector employs a large proportion of the working population in Haiti, accounting for 50 percent of total national employment and 66 percent of employment in rural areas. Despite this, Haiti does not produce enough food crops and livestock to feed its people. This is due to agricultural sector policy implementation, exacerbated by the depreciation of Haiti's national currency (the gourde) and three years of drought.

Gender dynamics in these sectors plays a complex role in the economic security of Haitian women and their households. At first glance, it appears that Haitian women enjoy relative agency and mobility in their households and communities: they make many of the household decisions about small expenses, which foods to purchase and prepare, and what their children eat, and they are active and important participants in the economy, dominating the informal market. At the same time, women face numerous obstacles that impact their welfare, economic positions, the health of their children and families, and their futures. These obstacles include:

- a) The high prevalence of GBV: sources (such as the national health survey) conservatively estimate that almost one-third of Haitian women have experienced physical or sexual violence in their lifetime.
- b) Haitian women have many unpaid responsibilities within the household (fetching water and charcoal, tending to children, sick and elderly, and cooking) as well as roles in income generation. The distribution of responsibilities is often inequitable, with women taking on the more time-intensive household tasks.
- c) Women lack financial literacy skills, inhibiting women's flexibility in the role they play in society.

This picture of gender dynamics implies that women and children are especially and disproportionately affected by food and economic insecurity, and that gender considerations must be taken into account to improve their welfare and that of their families.

Food Security

Two main factors drive food availability in Haiti: agricultural production, and imports. Because food availability in Haiti is roughly split between local production and imports, food security in the country is highly vulnerable to local climate conditions and environmental constraints, including environmental degradation and the island's heavily sloped topography. There have been significant droughts in recent years, including in particular the 2015–2016 drought due to El Nino, which was the most severe in the last 35–40 years. Climate change, and in particular droughts, have significantly affected production levels.³⁴ Global food and fuel price fluctuations have also affected production; imported food competes with local production (including subsidized US rice imports), thus reducing farmers' ability to sell their produce.

³³ World Bank. Haiti Context. Accessed on 9/10/16: <http://www.worldbank.org/en/country/haiti/overview>

³⁴ FEWSNET (2016, Feb-Sept). Haiti Perspectives sur la Securite Alimentaire:

Hausse des Prix et Faibles Revenus Tendent à Accentuer la Crise au Moins Jusqu'à Juin 2016.

Though crop yields are growing (0.4 percent annually), this rate is inadequate to meet the country's population growth rate.³⁵ Agricultural value chains are also fragmented and inconsistent, favoring male producers. A number of factors account for the low yields, including soil quality, plot size, irrigation, tropical storms, and farming practices. Some key underlying causes of food insecurity in Haiti include:

Income poverty: Nearly half of the Haitian population is undernourished and unable to access sufficient food because of low incomes, without sufficient cash to feed themselves adequately. Forty-nine percent of women are anemic.³⁶ Women aged 15-49, pregnant women, and those living in urban areas are more likely to be anemic (at 56 percent, 54 percent and 54 percent respectively).

Declining agricultural productivity and increasing dependence on imported foods: Most producers are no longer food self-sufficient. To cover the food needs of their family members, they have to spend cash to procure imported food on the local market.

Poor utilization of food: Access to basic services related to nutrition, public health, and treated water is very low among the general population. Inadequate knowledge of both women and men accordingly limits the capacity to effectively utilize the food available.³⁷ A stunning twenty-two percent of children under the age of 5 suffer from stunted growth, 11 percent are underweight, 5 percent are emaciated, and 23.4 percent suffer from chronic malnutrition.³⁸

Environmental degradation: Years of severe environmental degradation due to deforestation, a mountainous topography, climate changes, and vulnerability to severe storms (flooding), along with weaknesses in gender-responsive adaptation to climate change, have impaired the ability to grow food consistently.

Women's poor access to productive lands, control/ownership over resources: Women in Haiti also face additional obstacles in participating in the labor market because they are significantly less likely to be employed, and they earn more than 30 percent less than men. Furthermore, women have limited participation in the most viable value chains, and they have inadequate access to productive lands or control over resources, all of which affects their diet and consumption patterns.

Women and girls are particularly vulnerable because they face important obstacles to the accumulation and use of their assets, particularly their human capital. Despite sizable progress in both education and health outcomes, adult women are still less well educated than adult men and are more likely to be illiterate, while maternal mortality is still dramatically high. Apart from initial differences in endowments, women in Haiti also face additional obstacles in participating in the labor market because they are significantly less likely to be employed and earn more than 30 percent less than men.

ONPES and World Bank. Investing in People to Fight Poverty in Haiti (2014)

Economic Security

³⁵ USAID (2011, May). USAID Feed the Future Multi Year Strategy Haiti 2011-2015.

³⁶ Ibid.

³⁷ CARE (2015). Kore Lavi: A New Way to Do Food Aid, CARE Food Nutrition and Security.

³⁸ République d'Haiti Ministère de La Santé Publique et de La Population (MSPP). Enquête Mortalité et Utilisation des Services EMMUS-V Haiti. 2012.

In addition to food insecurity, Haiti also continues to face economic security challenges, including chronic poverty, high unemployment, a population with low overall skill levels, an unstable government, poor infrastructure, and lack of key resources. Poverty in Haiti is multi-dimensional and extensive, signaled by poor social indicators for literacy, nutrition levels, life expectancy, and infant and maternal mortality.³⁹ Among the 2.9 million people in the Haitian workforce, the official unemployment rate stands at 35 percent,⁴⁰ with three times as many women unemployed as men.⁴¹ Haitian purchasing power deteriorated considerably after the earthquake of 2010 due to inflation (roughly 14 percent per annum).

Gender equality and unemployment: Holding constant social and demographic characteristics, women are almost 20 percentage points more likely than men to be unemployed. Complete unemployment is 7 points less likely for women with lower-secondary education and 15 points less likely for those with upper-secondary education, compared to women without education.

Gender and the probability of earning less than the minimum wage: All variables held constant, women are 6 percentage points more likely than men to earn less than the minimum wage. This difference holds even after controlling for the type of industry. Education appears to be a strong mitigating factor in invisible underemployment.

Gender and the likelihood of informal employment: Women are 6 percentage points more likely than men to have an informal job, controlling for other factors. The most sizable difference is associated with education, however, with wider difference corresponding to a higher level of education. Compared with workers without education, workers with lower-secondary education are 20 points less likely to be informal, while workers with upper-secondary or higher education are more than 40 points less likely to be in the informal sector. Workers in the informal market receive no fixed income, social benefits, or coverage from social safety nets, leaving women more vulnerable to external circumstances and fluctuations.

Gender and hourly earnings: Women make 32 percent less per hour than men. The difference holds even for workers of similar education and working in the same sector.

Gender and sectors of the labor market and self-employment: The sectoral structure of the labor market disadvantages women. In the trade sector (the low-earnings and high-variability sector of the labor market), the vast majority of workers (70 percent) are women. In contrast, in the better-paying sectors of education and health care, fewer than half the workers are women. Furthermore, the majority of trade workers are self-employed. Overall, trade and self-employment have the largest numbers and percentages of women, poor, and least-educated workers in urban Haiti.

Weak access to financial markets: Women also have weaker access to financial markets, due to issues such as low financial literacy, the opportunity cost of caring for sick, elderly, children and households, and lack of financial packages that meet their needs. Women have fewer assets to use as collateral, a standard requirement for formal loans. The USAID Kore Lavi (Safety Net) Program found

³⁹ Republic of Haiti Ministry of Agriculture, Natural Resources, and Rural Development (2010, May). Haiti National Agricultural Investment Plan.

⁴⁰ Le Nouvelliste (2013). Le chômage Evalué en Chiffres. Retrieved from Le Nouvelliste on September 12, 2016.

⁴¹ IHSI (2010). Enquête sur l'Emploi et le Secteur Informelle. <http://www.ihsi.ht/pdf/eeeei.pdf>

that young women who do not have access to loans often used a portion of their school fees to engage in income-generating activities.⁴²

Autonomy in production decision-making, weak participation in economic or social groups, and a heavy workload are gender equality barriers in agriculture: The Women's Empowerment in Agriculture Index (WEAI) rating represents an average rating for 10 indicators among five domains of empowerment; in Haiti, it is 0.85.⁴³ Haiti is split relatively evenly between *empowered* women in agriculture (50.40 percent) and *not empowered* (49.6 percent). Those who are not empowered have a mean score of 0.66; that is, they have achieved adequate empowerment on two-thirds of the indicators. The indicators that contribute the most to both female and male disempowerment, and thus present the greatest constraints, are autonomy in production decision-making, group membership, and workload.⁴⁴

Gender roles vary by agricultural value chain: Gender roles in agriculture vary by value chain, and by whether the agricultural product is targeted for domestic or international distribution and sale. In general, men are responsible for farming, and they retain legal ownership of land and are the primary decision-making authority in households. Women generally play a significant role in post-harvest sale in the agricultural trade sector, but have limited knowledge or access to extension services or business support services. Women have little to no role in higher-income export activities, which are dominated by men.⁴⁵ Across the board, women are most active in post-harvest marketing. Their role in planting and harvest varies depending on the value chain. Women's double time burden, with household production responsibilities, also impacts their economic potential. This situation reinforces Haitian women's lack of autonomy in regard to property, resources, improved means of production, and economic vitality.

Commercializing agricultural products – Les Madames Sara: Les Madames Sara are predominantly rural woman who purchase produce in rural areas and transport the goods directly to larger markets or to Port-au-Prince; they seldom venture into unfamiliar territory, but rather operate either in their native rural area or another area with which they are familiar and have kinship relations. Some are heavily capitalized and highly visible merchants, employing others to aggregate produce and using public truck transportation. Most are independent individual entrepreneurs who travel alone or in small groups, moving their cargo on foot, donkey, or mule. They provide critical market links between rural producers and the urban consumer, most importantly the 30 percent of the national population who live in Port-au-Prince (many of whom work for wages and may also receive remittances from

⁴² USAID (2015). *Kore Lavi Rapport de L'Analyse Genre*.

⁴³ The WEAI five domains of empowerment are: 1) Decisions about agricultural production; 2) Access to and decision-making power over productive resources; 3) Control over use of income: Sole or joint control over income and expenditures; 4) Leadership in the community; and 5) Allocation of time to productive and domestic tasks, and satisfaction with the time available for leisure activities.

⁴⁴ Malapit, Hazel Jean et al. (2014). *Measuring Progress Toward Empowerment: Women's Empowerment In Agriculture Index: Baseline Report*.

⁴⁵ USAID (2011, May 11). *Feed the Future Multi-Year Strategy (Haiti) 2011-2015*.

overseas migrants).⁴⁶ In the process of transporting goods, Les Madames Sara may fall victim to robbery, corruption, and violence, including rape, either during transit or upon arrival in large cities.⁴⁷

4.1.2 Sector-Level GoH Gender Policies in Food and Economic Security

Table 8. National Policies on Food and Economic Security

Policy, Strategy or Action Plan	Implications for Gender Equality and Women's Empowerment
Agricultural Development Policy (Politique de Développement Agricole 2010-2025)	This policy aspires to improve the conditions for agricultural productivity, national food security, inclusive value chains, and resilience to natural disasters. It provides a framework for improving the effectiveness of interventions to ensure food and nutrition security. The policy makes reference to women as market agents responsible for commercializing and transforming agricultural products.
2010-2025 National Food Security and Nutrition Plan (Plan National de Sécurité Alimentaire et Nutritionnelle)	The plan focuses on four pillars: 1) strengthening capacities for formulating and implementing policies and strategies for food and nutrition security; 2) promoting agricultural value chains through private and public investments and agricultural support services, with a view to increasing agricultural productivity and profitability; 3) increasing capacities for natural resource management and resilience to the effects of climate change; and 4) strengthening capacities for disaster risk reduction and management. This plan provides a relatively comprehensive gender analysis of constraints, strengths/assets, and opportunities for addressing gender equality in food security and nutrition across multiple sectors, including agriculture, the environment, health and nutrition, education, and fiscal and commercial policy.
National Agricultural Investment Plan (NAIP) (2010)	The GoH developed this plan to guide and coordinate the efforts of different actors working to revitalize agriculture in Haiti, following the 2010 Earthquake. ⁴⁸ The five-year, \$790 million plan focuses on agriculture infrastructure, productivity, and services, and has shaped the sector's post-earthquake donor investments. It focuses on three core areas: rural infrastructure development; production and the development of agriculture sub-sectors; and agricultural services and institutional support. There is no mention of gender as a key focus in this plan.
National Policy for Equality of Women and Men (2014-2034)	The policy aims to ensure that women and men enjoy equal opportunity to exercise their full rights, and to establish an inclusive Haitian society with strong social cohesion. The plan touches on gender equality in public administration, putting in place a safe and effective transport system, and providing sleeping facilities for women merchants (Les Madames Sara) who sell goods in other regions. It mentions employing women in manual labor to rehabilitate roads and networks, and engaging major public utilities in strengthening the capacity of women to invest in promising sectors of the economy.

⁴⁶ Open Salon (2012). Subsidizing Self Destruction: Madam Sara Vs. Komèsan.

⁴⁷ AlterPresse (2014, August 15). Haïti-Sécurité: Les "Madam Sara" Rançonnées, Battues, Violées à Croix-des-Bossales, dans l'Indifférence.

⁴⁸ Brookings. (2013). The Year of Recurring Disasters: A Review of Natural Disasters in 2012.

Policy, Strategy or Action Plan	Implications for Gender Equality and Women's Empowerment
Down with Hunger (<i>Aba Grangou</i>)	This strategy aims to halve the number of those suffering from hunger by 2016, and to fully eradicate hunger and malnutrition in Haiti by 2025.
Public Investment Code (2009)	The investment code was established by decree on October 30, 1989; it defines the types of investments that qualify for special benefits, such as incentives and exemption of income tax, customs duties, and other duties and taxes. So far, the application of this code remains theoretical. The code is currently under review, to adapt it to address new socio-economic issues related to entrepreneurship in Haiti.

4.1.3 The Role of Central and Local Governance in Food and Economic Security

Haiti has a very centralized government based in Port-au-Prince; despite decades of effort to decentralize, local ministry entities and institutions have limited capacity and power to affect development outcomes. Gender is not a specific focus within any of these entities, nor is there a systematic method for communication or collaboration. Two of the core challenges for gender equality and women's economic empowerment are the institutionalization of gender considerations in public policies, programs, and projects, and the participation of women at all levels of governance, which currently is weak. The following summary of key government structures shows the various systems operating at different levels across local and national Haitian governance structures.

1. The GoH's Ministry for Women's Affairs and Women's Rights (MCFDF) lacks the power and resources necessary to address key food and economic security issues, as outlined in the 2014–2034 Gender Equality Strategy, the accompanying 2014–2020 GoH Gender Equality Action Plan, and the preliminary study published by La Solidarité des Femmes Haïtiennes (SOFA) in March 2014, highlighting trends in these areas and proposing ways to promote and support gender integration.⁴⁹
2. The Ministry of Agriculture, Natural Resources and Rural Development (MARNDR) is the key ministry working on agriculture. The Ministry is decentralized and comprised of the Board of Agricultural Department, the Municipal Agricultural Office (BAC), research and training centers, and independent entities under its supervision. Likewise, the Ministry of Trade and Industry works on the employability of women and strengthening women's enterprises with approaches that identify and address inequalities.
3. Five ministries — the Ministry of Economy and Finance (MEF), Ministry of Planning and External Cooperation (MPCE), Ministry of Commerce and Industry (MCI), Ministry of Natural Resources and Development, and the Ministry of the Interior and Collective Territories — all work on economic issues, trade and the environment. The MCI is the state entity responsible for Haiti's economic policy, alongside the MEF. In 2014, the MCI unveiled a program to support micro, small and medium enterprises (MSMEs) towards growth, wealth, and job creation.
4. The National Coordination for Food Security (CNSA) works across the country to maintain awareness of food security issues, and has developed the National Plan for Food Security. Its main focus is to eradicate hunger in Haiti by 2025 by creating agricultural opportunities for productivity and growth, leading to employment generation and increased income in rural areas.

⁴⁹ SOFA. Enquête sur le Harcèlement Sexuel en Milieu du Travail en Haïti. 2014.

5. The Haitian Institute for Statistics and Information (IHSI) keeps data on demographics, poverty, economics, and other related topics.
6. Civil society organizations at the commune level take part in the Participatory Development Support Councils (CADEPs), which work with the USAID/Haiti Kore Lavi (Safety Net) Program to monitor food security related issues.

4.1.4 Gender Equality Gaps and Advances in Food and Economic Security

Gender Equality Gaps

- **Insufficient ministerial capacity:** Haiti has a number of ministries dedicated to working in food and economic security — the MCFDF, Ministry of Economy and Finance, Ministry of Planning and External Cooperation (MPCE), Ministry of Commerce and Industry, Ministry of Agriculture, Natural Resource and Development and the Ministry of the Interior and Collective Territories — but none appear to have sufficient technical and operational support to enable them to effectively further gender equality programs and projects. All of the ministries mentioned would benefit from in-house technical expertise in implementing and evaluating gender-sensitive indicators. Such expertise would build their ability to assure that women's empowerment and equality issues are part of their budgets, programs, and core capacity, and that efforts are better coordinated and integrated.
- **Inconsistent ministerial staffing, limited cooperation, and shared budgets:** Important areas for strengthening include regular ministry staffing, inter-ministerial coordination and cooperation, and a budget to support their work. Constant staffing changes due to Haiti's changing political leadership hinder continuity. State reform in the Office of Human Resource Management is central to resolving the sector's institutional problems. Gender and nutrition are both complex, multidimensional issues, and with the right support and training, these key ministries could make an enormous difference in Haiti's economy.
- **Population growth:** Population growth remains a major challenge for the country's overall economic growth, and population growth management policy must be considered in addressing food and economic insecurity. This issue is firmly related to Haiti's job market, as women who have regular employment tend to have fewer children and overall healthier households. The 2003 census data shows a direct link between the number of children and level of a woman's education. The more educated a woman is, the more likely she is to find formal employment.
- **Low resilience:** The decrease in the availability of resources and per capita production inputs, as well as increased risks due to climate change, exacerbates the vulnerability of the Haitian population to food insecurity.⁵⁰
- **Food remittances:** The effect of remittances on food and economic security warrants systematic focus; currently, there are no data on this important topic.
- **Financial inclusion for women:** Women have less access to formal financial services, and where services exist, they are not adapted to women's limited resources, needs and challenges. According to the World Bank, only 17 percent of Haitian women have access to formal financial instruments. Therefore, women need increased access to financial and non-financial services and products that incorporate women's unique circumstances in their offerings; this could be incorporated as part of the revitalization of female-led MSMEs.

⁵⁰ European Union Delegation Haiti. (2016). 2016 Program Document on Food and Nutritional Security.

- **Appropriate technology and technical assistance for farmers:** It is important to raise awareness among women and men in rural areas about climate change and adaptation strategies. Farmers, including women, need information about better seeds and mechanisms for planting and harvesting, as well as resources, tools, and inputs. Climate change also directly contributes to the rural exodus of men, which in turn, places a heavy burden on women left behind. Therefore, women in the agricultural sector need improved skills and access to productive land and resources to build resilience during challenging periods of drought, rain, or labor shortages.
- **More nutritional programs needed:** Nutrition programs currently focus mainly on women, even though men are also key stakeholders in nutrition at the household level.
- **Women’s access to education and literacy:** Women’s educational levels and literacy skills affect them in multiple ways, including access to better paying jobs, understanding their civic rights, and access to information (nutrition, agricultural technology, credit, social and business services, access to markets, etc.).

Advances

- **Technical assistance to farmers:** Technical Agricultural assistance to farmers has been focused on building farmer associations, introducing new technologies improving yields and environmental preservation, and farmer field schools.⁵¹ There is also better overall access to credit and financial services; according to figures from the World Bank, 54,000 loans⁵² have been made to farmers at the national level — although worryingly, only 17 percent of women have access to formal and informal financial services.
- **Markets stimulated:** The markets for fresh and dry agricultural products were stimulated in 23 communes in five departments of the country, as part of the USAID/Haiti Kore Lavi program during 2013–2016. This sector is largely female-dominated, as 67 percent of agricultural traders are women.⁵³ The majority of the merchant network for fresh produce is also comprised of women. There are several economic stimulus initiatives in place, including many designed to boost the job market. For example, the LEAD program implemented by PADF works with SMEs to create jobs and increase revenue, through grants of between US\$50,000 and US\$200,000.

4.1.5 Recommendations for USAID/Haiti’s Current and Future Programming in Food and Economic Security

USAID/Haiti programming has the opportunity to strengthen its framework for evaluation and to capitalize on lessons learned through the collection of gender-sensitive data relating to economic initiatives. Social assistance programs should integrate a gender mainstreaming perspective to ensure that women’s needs in all social areas are identified and plans for implementation are carried out.

Mechanisms for improving food and economic security to date have included: increasing agriculture production; improving resource management, in terms of family budgeting and post-harvest activities; organizing producer and marketing groups focused on viable value chains; and ensuring that women are included in trainings on innovative technology, and that their time burdens/constraints are addressed. Recommendations for future economic work based on the analysis could include the following.

⁵¹ USAID (2011, May 24). USAID Feed the Future Multi Year Strategy (Haiti) 2011-2015.

⁵² Ibid.

⁵³ Telephone interview with RTI on August 22, 2016.

General

- Prioritize systematic and comprehensive gender analyses in all short-term and long-term economic initiatives in the sector; integrate gender analysis into design (including indicator selection), planning, and monitoring and evaluation. Ensure that programs are responsive to gendered division of food and economic security, GBV, and vulnerable groups.
- Institutionalize the collection and development of sex-disaggregated data at both the outcome and output levels for use in design, implementation, monitoring and evaluation of all nutrition and economic recovery projects.
- Align new sector programming with the implementation framework for the 201–2034 GoH Gender Equality Strategy and accompanying 2014–2020 GoH Gender Equality Action Plan. Provide training and support for the institutionalization of gender equality in sector programs and projects, in partnership with relevant Ministerial departments (including the MCFDF) at the central and local levels, as well as institutions and civil society partners. This includes working alongside government ministries to assure that the equal rights of women are protected in laws and labor practices that prioritize their reproductive, healthcare, childcare, labor, wage, and trade union rights, and that these laws are implemented in budgets, coordinated efforts, and on the ground actions.

Food Security

- Build upon and scale up Kore Lavi’s holistic approach to gender (gender and GBV training, and support for women’s participation and leadership in village savings and loan and CADEPs). Link this with local governance initiatives in the Democracy and Governance, Health, and Disaster Risk Reduction portfolios.
- Conduct in-depth monitoring of the gender implications of different food voucher distribution schemes to develop an evidence base that identifies whether they weaken or enhance gender inequality and women’s empowerment in food and economic security, and also whether they have an impact on women’s safety and security in and outside of their homes (in particular when women are targeted as voucher recipients).
- Enhance the engagement of men, including the recruitment and engagement of Lead Fathers, in all aspects of USAID nutrition programming, including in family planning education.⁵⁴

Economic Growth

- Identify gendered employment trends and needs – current and long-term. Ensure that trainings, vocational centers, mentorships, skills training, and private sector support are aligned with and further promote those trends and needs.
- Support and prioritize female-owned businesses (formal and informal) with increased access to information on business best practices; link them to other women-owned businesses for mentoring purposes. Organize professional training workshops for women to support the development of economic initiatives.
- Support women to serve in leadership roles in all business associations, including small and large farmer cooperatives, small business associations, and market organizations.

⁵⁴ USAID (2016, April). KORE LAVI Haiti Mid-Term Evaluation.

- Build upon existing and develop new downstream financial products to increase women's access to credit and business development services. Identify measures to engage Les Madames Sara in executing loans and serving as loan guarantors.
- Focus economic security initiatives on enhancing the efficiency and revenue of whole value chains (not only on increasing production). Support measures to maximize gender equality and women's empowerment within each value chain. To this end, develop a more systematic approach to enhancing access to resources and viable sustainable markets for women farmers, members of cooperatives, and food and garment companies, in their varied roles in different value chains. For example, in the Mango Value Chain, enhance the capacity of Les Madames Sara in commercializing mangos for sale to large companies targeting domestic markets and exporters, rather than eliminating Les Madames Sara from the value chain.
- Support Les Madames Sara, who serve as wholesalers and play a key role in multiple value chains. Given their importance in the Haitian economy, more assistance in wholesale selling, commercialization of agricultural products, and inclusion in value chains would enhance their work. As well, more attention to the safety and security of Les Madames Sara while traveling to commercialize products is essential.
- Work more systematically with the MAST and MCFDF to identify the gender issues surrounding social security in Haiti and support the implementation of strategies to address them. Prioritize the creation of industrial zones rather than free trade areas, which disadvantage low-income Haitians, especially women, due to poor working conditions and lower paying employment. In the creation of any free trade zones, carefully adopt, implement, and evaluate strong international working standards that prioritize the rights of both women and men.
- Continue the work of mentoring and connecting vocational and technical training centers in key corridors to develop vital human resource capacities in the private sector, while respecting the quota of at least 30 percent women as direct beneficiaries of these initiatives. In particular, strengthen the competitiveness of women in terms of employability in non-traditional areas, by providing them with vocational skills training for identified, job-related needs, now and in the future. The USAID/LEVE program, for example, works with the centers of technical and vocational training and partially integrates a gender perspective into its programming.

Table 9. Key Cross-Cutting Issues in Food and Economic Security

USAID Sector	Key Cross-Cutting Issues
Safety and Security	Physical protection for beneficiaries receiving food assistance is needed with specific attention to women, PWD, and LGBTI populations.
WASH, Energy, Climate Change, and Disaster Risk Reduction	Women and men have unequal access to land, as well as to technical assistance and information on climate change, particularly those involved in agriculture production.
Democracy and Governance	There is uneven participation of men and women in both urban and rural settings in the development of sector programs and projects, as well as in the construction of a comprehensive normative and institutional framework.
Basic Services (Education and Health)	There is a need to improve access to social services for men and women, particularly those most vulnerable to food and economic insecurity.

4.2 BASIC SERVICES

4.2.1 Health

Health Snapshot

UNDP Human Development Report (2015)

- Total fertility rate per woman (children/woman): 3.2

EMMUS V (2012)

- Neonatal mortality (deaths for 1,000 live births): 31
- Women who have had at least one abortion during their lifetime: 4 percent
- Use of family planning among married women: 35 percent
- One in three Haitian women aged 15-49 has experienced physical and/or sexual violence at least once in her life.
- Among women who experienced IPV in the past 12 months, the percentage went up from 27 percent in 2005/2006 to 31 percent in 2012, and among women who experienced IPV ever in their lives, it increased from 25 percent to 29 percent.
- Sixty five percent of women reporting having experienced physical or sexual violence did not seek help, and 43 percent never told anyone.

Violence Against Children Survey (2012)

- Females/males age 13 to 24 who have experienced at least one incident of sexual abuse before 18 years of age: 25 percent /20 percent
- Females/males age 18 to 24 years who have experienced physical violence by adult household

members or authority figures in the community, such as teachers, prior to the age of 18 years: 66 percent

Integrated Bio-Behavioral Surveillance (2015)

- Over fourteen percent of men who have sex with men have been physically assaulted by a sexual partner. Twenty-nine percent have been assaulted/raped and 35 percent suffer stigmatization for being a man having sex with men.
- According to the 2015 Integrated Bio-Behavioral Surveillance (IBBS), 37 percent of female sex workers have been physically assaulted by a sexual partner. Among those having been physically assaulted, 50 percent have been assaulted by a partner, and 47 percent by a client. 27 percent of female sex workers have been sexually assaulted or raped, and 51 percent have suffered aggression for being a sex worker.

PEPFAR Operational Plan (2016)

- HIV prevalence for women/men aged 15-49: 2.25 percent /1.59 percent
- Approximately 4,500 AIDS deaths per year.

4.2.1.1 Description of Pertinent Gender Data for Health

The 2010 earthquake further debilitated an already weak healthcare system. The Ministry of Health is critically understaffed and underfinanced and is unlikely to be able to support additional critical gender-sensitive services, including support to GBV survivors. In general, access to quality health care in Haiti is challenging to women and men (often in different ways), due to a few primary obstacles, discussed in more detail below: cost, distance, quantity or supply, and the overall infrastructure of health care.⁵⁵ In addition, the areas of reproductive health services, HIV/AIDS, and GBV present specific challenges to gender equality.

High cost of health care in comparison with household earnings. Only 4 percent of women and men report having any type of medical insurance.⁵⁶ Medical insurance is generally only available for the relatively small number of people who work in the formal sector (public administration, the private sector, and international organizations). This places women at a special disadvantage, since women are 20 percent more likely than men to be unemployed,⁵⁷ and women's wages are almost 32 percent lower than men's.⁵⁸

Long distances from health care services and lack of transport. The cost of transport, lack of suitable vehicles, and inadequate roads are all major obstacles to health care access in Haiti.⁵⁹ Pregnant women in particular are gravely impacted by inadequate transport, often forced to travel on difficult, bumpy roads to access pre-natal and birthing care.

⁵⁵ Urrutia et al. (2012). "Unmet Health Needs Identified by Haitian Women as Priorities for Attention: a Qualitative Study." *Reprod Health Matters*: June 2012 20(39): 93–103.

⁵⁶ Republique d'Haiti Ministère de La Santé Publique et de La Population (MSPP). (2012). *Enquete Mortalité et Utilisation des Services EMMUS-V Haiti 2012*.

⁵⁷ World Bank and ONPES. (2014). *Investing in People to Fight Poverty in Haiti: Reflections for Evidence-Based Policy Making*.

⁵⁸ Ibid.

⁵⁹ Urrutia et al. (2012). "Unmet Health Needs Identified by Haitian Women as Priorities for Attention: a Qualitative Study." *Reprod Health Matters*: June 2012 20(39): 93–103.

Lack of health infrastructure. Overall, there are too few health care facilities to meet the needs of the Haitian population.⁶⁰ This deficit contributes to the long distances to access healthcare services. Though this is an issue for men, women, boys and girls who live far away from healthcare centers, this can also specifically disadvantage pregnant women (see above).

Data gaps on especially vulnerable populations. No demographic data currently exists on the number of PWD in Haiti; the World Health Organization estimated (pre-earthquake) roughly 800,000, including 200,000 children. The earthquake injured approximately 300,000, of whom the WHO estimates that many will suffer long-term disabilities.⁶¹ There have been limited studies of the specific health needs of sex workers. In 2014 UNAIDS estimated the Haitian sex worker population at approximately 176,000, with an especially high HIV prevalence rate of 8.4 percent.⁶² Due to social stigma, however, baseline assessments on the health needs of sex workers are rarely systematically conducted.

Three domains of health present specific gender inequities: reproductive health services, HIV/AIDS, and GBV.

Reproductive Health Services

Prenatal care, delivery, and postnatal care: Ninety percent of women who gave birth in the five years before the 2012 Haiti Mortality, Morbidity, and Service Utilization Survey (EMMUS-V) received antenatal care from a skilled provider (doctor, nurse, nurse-midwife, or auxiliary nurse). However, the general lack of prenatal care and delivery services remains a particularly acute gender equality issue in the health care system; the maternal mortality rate is 380 deaths per 100,000 live births — five times higher than the regional average.⁶³

Family planning: Nearly all Haitian women report knowing at least one modern method of family planning, the most commonly known methods being the male condom, the pill, and the injectable. Yet there are no data available on men's knowledge and use of family planning methods.⁶⁴ Both the lack of data on men's knowledge and women's responsibility for contraceptive use indicate that the responsibility for family planning rests largely on women.

Abortion: Approximately 4 percent of women aged 15–49 have had an abortion at least once during their lives.⁶⁵ Article 262 of the Haitian Penal Code outlaws and provides a penalty for all those involved directly or indirectly with abortion.⁶⁶

HIV/AIDS

⁶⁰ Urrutia et al. (2012). "Unmet Health Needs Identified by Haitian Women as Priorities for Attention: a Qualitative Study." *Reprod Health Matters*: June 2012 20(39): 93–103.

⁶¹ World Health Organization. (2010). *Humanitarian Health Action. "Overcoming adversity: Haitians Deal with Disabilities"*

⁶² UNAIDS. (2014). *The Gap Report 2014: Sex Workers*.

⁶³ World Health Organization. (2014). "Haiti: National Health Expenditures."

⁶⁴ Republique d'Haiti Ministère de La Santé Publique et de La Population (MSPP). (2012). *Enquete Mortalité et Utilisation des Services EMMUS-V Haiti 2012*.

⁶⁵ Ibid.

⁶⁶ Ibid.

As of 2014, HIV prevalence among the Haitian population aged 15 years and older is estimated at 1.41 percent.⁶⁷ Of note, prevalence is higher among women (2.25 percent) than among men (1.59 percent). The prevalence for the population under 15 years of age is 1.41, and is essentially equal among women (.34 percent) and men (.35). There were a total of 4,449 deaths due to HIV in 2014, including 2,200 men and 1,858 women aged 15 and older.⁶⁸ Approximately 6,164 pregnant women required anti-retroviral drugs in 2014.⁶⁹

One study finds that sexual violence, poverty, and gender inequality are critical to women's vulnerability to HIV/AIDS.⁷⁰ Another study highlights the lack of male monogamy as another source of vulnerability.⁷¹ Prevalence is higher among women than men, and specific subgroups are particularly vulnerable to HIV/AIDS, as detailed below. The National Program to Combat AIDS (PNLS) has noted high transmission rates in highly transient communities, such as men who work in the construction industry and workers who regularly cross the border with the Dominican Republic. Additionally, the PNLS has found an especially high prevalence rate among men who frequent multiple sexual partners.⁷² Below are further details of the gender-specific ways that men and women may be impacted by HIV/AIDS.

Sex work: As of 2014, approximately 8.7 percent of both male and female sex workers are reported to be living with HIV.⁷³ This is much higher than the national prevalence rate of 1.41 percent.

Gay men and men who have sex with other men (MSM): Although heterosexual sexual activity appears to be the primary mode of HIV/AIDS transmission in Haiti,⁷⁴ one study in Latin America and the Caribbean finds that a “high proportion of homosexually transmitted HIV is disguised as being of heterosexual origin throughout Latin America.”⁷⁵ The 2015 Integrated Bio-Behavioral Survey has shown that there are other drivers of new infections, such as unprotected transactional and commercial sexual activities as well as unsafe sexual practices among men who have sex with men (MSM).⁷⁶ The widespread practice of multiple concurrent partnerships among men and the social conditions of women and youth are also considered among the key enablers of HIV transmission. Though the overall prevalence remains stable, women and youth showed a higher prevalence than men in the 2012 Demographic and Health Survey (DHS).

Young women: “Compared to Haitian men in the same age group, young Haitian women are two to three times more likely to be affected by HIV.”⁷⁷ Additionally, girls in domestic servitude (or *restavèk*)

⁶⁷ Avenir Health (2014). As reported in USAID PEPFAR. Haiti Country Operational Plan 2016. July 8, 2016.

⁶⁸ Small Area Estimates, OGAC (2016, July 8) as reported in USAID PEPFAR. Haiti Country Operational Plan 2016.

⁶⁹ Avenir Health (2014). As reported in USAID PEPFAR. Haiti Country Operational Plan 2016. July 8, 2016.

⁷⁰ Helene Marchand (2011). Violence, Inégalités de Genre et Vulnérabilité des Femmes au VIH/SIDA en Haïti. Mémoire présenté à la Faculté des Études supérieures de l'Université Laval dans le cadre du programme de maîtrise en santé communautaire pour l'obtention du grade de maître ès Sciences (M.Sc.).

⁷¹ Integrated Bio-Behavioral Survey, 2015.

⁷² Interview with the MSPP/PNLS. August 17, 2016.

⁷³ PSI-Haïti/OHMASS (2014).

⁷⁴ Ibid.

⁷⁵ Caceres, C. F. (2002). HIV Among Gay and Other Men who Have Sex with Men in Latin America and the Caribbean: a Hidden Epidemic.

⁷⁶ Integrated Bio-Behavioral Survey 2015.

⁷⁷ Fox, Chanelle (2013). “Violent Sex: How Gender-Based Violence is Structured in Haiti, Healthcare & HIV/AIDS”. Indiana Journal of Law and Social Equality. Fall 2013. Volume 2 : Issue 1 Article 10.

are at particular risk of HIV infection,⁷⁸ as well as experiencing sexual violence or beatings; they are commonly referred to as *la pou sa* (“there for that”). Restavèks who have been dismissed from the family are often forced into prostitution, begging, or criminal street gangs.⁷⁹

Gender-Based Violence (GBV)

One in three Haitian women aged 15–49 has experienced physical and/or sexual violence at least once in her life.⁸⁰ The prevalence of such violence is similar for different age groups, ranging from a low of 30 percent for women aged 40–49 and a high of almost 37 percent for women aged 25–29. This suggests that GBV interventions are needed to address violence at multiple stages of the lifecycle, beginning with children at a young age.

There is limited documentation of violence (including corrective rape) against LGBTI populations in Haiti.⁸¹ Twenty-nine percent of MSM have been assaulted/raped, and 35 percent suffer stigmatization for being MSM.⁸² According to the 2015 Integrated Bio-Behavioral Surveillance (IBBS), the prevalence of MSM who have been physically assaulted by a sexual partner is 14 percent.

There is similarly limited documentation of violence against sex workers of all genders. According to the 2015 IBBS, 37 percent of female sex workers have been physically assaulted by a sexual partner. Among this group, 50 percent have been assaulted by a partner and 47 percent by a client. Twenty-seven percent of female sex workers have been sexually assaulted or raped by a non-partner, and 51 percent have suffered aggression for being a sex worker.⁸³ Section 4.6 of this report analyzes GBV prevalence and incidence, prevention, and response in greater detail.

Zika Virus

At its peak in February 2016, there were 250 new cases per week of the Zika virus in Haiti. This has since reduced to approximately 30 cases per week.⁸⁴ Zika is particularly dangerous for pregnant women. To date, there has been only one case of Zika-related microcephaly. One of the invisible challenges is the burden placed on women at the household level to care for ill family members. Another is the pressure on women to delay having children, paired with the lack of access to abortion services if they choose to terminate a pregnancy in cases of Zika infection.⁸⁵

4.2.1.2 Review of Sector-Level GoH Gender Policies or Action Plans in Health

Table 10 provides a summary of health-related policies and pieces of legislation, in relation to GEWE. The National Plan to Combat Violence Against Women and Girls is due to sunset in 2016, and currently

⁷⁸ Fox, Channele (2013). “Violent Sex: How Gender-Based Violence is Structured in Haiti, Healthcare & HIV/AIDS”. *Indiana Journal of Law and Social Equality*. Fall 2013. Volume 2 : Issue 1 Article 10.

⁷⁹ *Ibid.*

⁸⁰ Republique d’Haiti Ministère de La Santé Publique et de La Population (MSPP). (2012). *Enquete Mortalité et Utilisation des Services EMMUS-V Haiti 2012*.

⁸¹ Al Jazeera. *Haiti’s Fight for Gay Rights*. (2014).

⁸² As reported in Linkages PowerPoint presentation shared with the USAID/Haiti Gender Assessment Team on August 26, 2016.

⁸³ *Ibid.*

⁸⁴ Pan-American (2016, August). *Health Organization. Zika-Epidemiological Report*.

⁸⁵ *The Guardian* (2016, March 7). *Zika Epidemic Restrictions Promote ‘Violence Against Women’ Warns Report*.

there is no movement to draft a subsequent plan. However, a separate GBV law has been drafted and is a promising step towards harmonizing the policy framework for GBV prevention and service provision across the country. Generally, reference to gender equality, and differing prevention and service provision needs, is not systematically included in key documents, including the bedrock 2012 National Health Policy.

Table 10. National Policies on Health

Policy, Strategy or Action Plan	Implications for Gender Equality and Women's Empowerment
National Health Policy (La Politique National de Santé) July 2012	The policy makes no mention of addressing gender equality/inequality. There is only one reference regarding how the MCFDF will contribute to taking full responsibility for everything related to “women’s issues.”
2012-2022 National Health Plan (Plan Directeur de Santé)⁸⁶	The plan goes hand-in-hand with the National Health Policy and similarly includes very little reference to addressing gender equality, with the same reference to MCFDF’s role. GBV is only mentioned briefly in a chapter dedicated to combating violence and accidents.
The 2013-2016 Strategic Plan on Reproductive Health and Family Planning (Plan Stratégique National de Santé de la Reproduction et Planification Familiale 2013-2016)⁸⁷	This plan provides a more intentional focus on supporting gender equality by addressing the special needs of women as they relate to family planning. It also includes specific actions to integrate GBV into healthcare services. It includes a mention of providing integral reproductive health care that is attended by qualified staff who have gender-sensitive competencies. It falls short in addressing how to involve men more systematically in taking shared responsibility for family planning and GBV.
Draft Law on the Prevention, Sanction and Elimination of Violence Against Women	The draft GBV law has not yet been submitted to the legislature. The law presents an opportunity to harmonize and bolster the policy framework for GBV in Haiti. The law speaks specifically to the responsibilities of the GoH to prevent and respond to GBV across all sectors.
2012-2016 National Plan to Combat Violence Against Women and Girls	Although the MSPP is placed as co-author of the National Plan to Combat Violence Towards Women and Girls, the responsibility for their implementation largely falls on the MCFDF. There is no 2016–2020 National Action Plan to Combat VAW under development.
National Strategic Plan on Youth and Adolescents (Plan Stratégique National Santé Jeunes et Adolescents 2014 – 2017)⁸⁸	Overall, the document is written in gender-neutral language based on the principle of universality, which is defined by MSPP as guaranteeing all persons living in Haiti easy access to all relevant healthcare irrespective of gender, social, or religious affiliation, place of residence, etc. It refers only once to gender equality and violence against women.
2013 National STI/HIV/AIDS Prevention Policy: Communication Strategy for HIV Prevention (Strategie de Communication pour la Prevention du VIH)	This policy includes no systematic reference to gender. Women are mentioned as a priority target population. However, target populations are fairly generic, as they also include: men, youth 16–24, most at-risk people, and individuals with HIV. ⁸⁹
National Multisectorial Strategic Plan (Plan Stratégique National Multisectoriel 2012-2015)	This coordinating document for the MSPP’s National STI, HIV, and AIDS Prevention Program (Programme Nationale de Lutte Contre les IST-VIH-SIDA) includes language on gender equality and GBV throughout. Reducing gender inequality by 50 percent is a 2018 goal, to be measured by non-

⁸⁶ MSPP (2012). Plan Directeur de Sante 2012–2022.

⁸⁷ MSPP (2013). Plan Stratégique National de Santé de la Reproduction et Planification Familiale 2013–2016.

⁸⁸ MSPP. (2014). Plan Stratégique National Santé Jeunes et Adolescents, Connaître les Jeunes pour Mieux les Servir. 2014 – 2017.

⁸⁹ MSPP. (2013). Stratégie de Communication pour la Prévention du VIH.

Révisé avec extension a 2018)	stigmatization and non-discrimination attitude change in the general population. ⁹⁰
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4.2.1.3 Role of Central and Local Governance in Health

The health system is governed by the MSPP, largely from the central (Port au Prince) level, with two decentralized governance structures: local technical services (services techniquement déconcentrés) and local territorial services (services déconcentrés au niveau territorial), at the departmental and municipal/arrondissement levels.

Three sectors share the distribution of care and health services. The *public sector* is represented by a range of state-run and state-funded organizations, which suffer from many structural and organizational challenges. The *private sector* is divided into non-profit (consisting mainly of NGOs and missionaries) and the lucrative private sector, based on profitability. The *traditional sector* includes voodoo priests and healers, which play an important role in the health system in Haiti.

General Governance Challenges

- Institutional capacity is lacking at all levels of the system. Making available the minimum health package nationally requires strengthening institutional capacity and management of the system at all levels. This would include upgrading health facilities to a minimum performance threshold.
- Though decentralized structures exist in the health system, the sector remains largely centralized and compartmentalized in silos. A decentralization policy is needed, including a genuine multi-sectoral dimension based on working more systematically with other ministries, like the MCFDF.
- The national health system is currently heavily supported by donors, with most funds coming from USAID and the United Nations Population Fund (UNFPA).⁹¹ This presents challenges to the development of internal governance: to the extent that donors take responsibility for governance, the GoH is discouraged from taking full ownership.
- Non-governmental organizations (NGOs) and international organizations (IGOs) working in the health care sector, specifically on HIV, lack effective governance. A study reviewed for this report critiqued the reliance on NGOs and intergovernmental organizations as the primary providers of health-related care in Haiti. The study cited the general lack of accountability, transparency, systematic evaluations, and weak focus on gender inequity within the NGO sector of Haiti.⁹²

Gender, GBV, and Governance

There is a lack of responsibility taken by the health sector for fully mainstreaming and addressing gender inequities. This is also evident in the MSPP's 2013 nation-wide evaluation of health care services,⁹³ in which GBV services were not mentioned as a core service provided by the health care system.

⁹⁰ MSPP. (2014). Plan Stratégique National Multisectoriel 2012-2015 Révisé avec Extension à 2018.

⁹¹ Ward et al. (2015). La Planification Familiale en Haïti : Les Accomplissements des 50 Dernières Années.

⁹² Fox, Chanelle (2013). "Violent Sex: How Gender-Based Violence is Structured in Haiti, Healthcare & HIV/AIDS". Indiana Journal of Law and Social Equality. Fall 2013. Volume 2: Issue 1 Article 10.

⁹³ MSPP (2013). Haïti: Evaluation de la Prestation des Services de Soins de Santé.

USAID's Quality Health Services for Haiti, North and South program (Services de Santé de Qualité pour Haïti) focuses on building the capacity of the MSPP hospitals, clinics, and service providers to respond effectively to GBV. This includes measures to collect data on reported cases of GBV in a more systematic fashion. One of the challenges is that each health center has a different type of data collection system, which makes it challenging to systematically and confidentially document cases of GBV. There are also challenges with the process of referring cases of GBV, as the standard form developed by the BMCP is not used by all service providers. Another challenge is referrals from other service providers to healthcare providers. Moreover, psychosocial support is also inadequate in the public health system. The USAID-funded SSQH Program is trying to leverage the psychosocial support available for HIV counseling to provide support also for GBV survivors.

Additionally, in 2007 the MCFDF, the Ministry of Public Health and Population (MSPP), and the Ministry of Justice signed a memorandum of understanding (MoU) stipulating that any healthcare provider or qualified gynecologist must provide a medical certificate to victims of domestic violence or sexual assault, free of charge. Furthermore, the Ministry of Women and Women's Rights, the Ministry of Justice and Public Security, and the Ministry of Public Health and Population, jointly published a memorandum in 2007 stating that medical certificates must be prepared regardless of whether the medical establishment is public or private. The medical certificate is often required by tribunals when prosecuting GBV cases. For more information on GBV, see Section 4.6.

4.2.1.4 Gender Equality Advances and Gaps in Health

Advances

- Continued improvement over the last few decades in the synthetic measurement of fertility, access and use of prenatal care, use of modern contraceptive methods, deliveries in established medical facilities, and unmet family planning needs.⁹⁴
- Increased attention on programs such as LINKAGES, which work to strengthen the ability of service providers to meet the comprehensive health needs of especially vulnerable populations such as MSM, sex workers, LGBTI, etc.
- Positive developments in GBV service provision, such as: the push to more systematically capture GBV incident data through an information management system; clinical training to physicians on how to address GBV via the Quality Health Services for Haiti, North and South; and GHESKIO's approach to addressing the livelihood needs of GBV survivors by offering vocational training.
- Certain programs, such as USAID-funded LINKAGES, offer technical training and support to NGO service providers with respect to key populations such as MSM and sex workers.

Challenges

- A healthcare system almost completely financed by foreign donors, which is vulnerable to international shocks and national/bilateral agendas, and reduces overall sustainability. Nearly all (99 percent) of HIV/AIDS funding is provided through American donors.

⁹⁴ MSPP (2013). Haïti: Evaluation de la Prestation des Services de Soins de Santé.

- HIV prevalence rates of sex workers are especially high (8.4 percent).
- Poor infrastructure, including roads and transportation, make accessing healthcare difficult, especially in rural areas.
- Continued stigmatization impacts those living with HIV/AIDS, specifically sub-groups such as FSWs, gay men, and MSM.
- Access to medical certificates, which is an acute need for GBV survivors, is not always consistent.
- Policies, plans and programs need to be integrated with other sectors that have important roles in health care, especially as women are particularly at risk for GBV, HIV, and reproductive health issues. These include the education sector, the economic development sector, and the infrastructure/transportation sector.

4.2.1.5 Recommendations for USAID/Haiti's Current and Future Programming in Health

There is extensive literature confirming that comprehensive gender-sensitive health programming leads to more equitable, and effective, public health programs.⁹⁵ Programming under USAID/Haiti, and its implementing partners, is exploring more inclusive responses to healthcare prevention and service provision. The USAID-funded program, Quality Health Services for Haiti, North and South, has started a pilot GBV referral networks in three areas of the country. Though referral forms are readily available, their use has been inconsistent. However, care should be taken to avoid the assumption that gender-sensitive programming means an emphasis on only women and girls.

The following are some recommendations for USAID/Haiti's current and future health sector programming with respect to gender equality and women's empowerment.

- Revise related health policies and action plans to reflect gender-sensitive approaches, objectives, and concrete actions.
- Advocate for more diverse and sustainable funding mechanisms for the health sector, including increased GoH funding and private sector funds.
- Continue support for decentralization of the health care system, with increased investment in the rural regions of Haiti.
- Increase support for HIV/AIDS programming targeted to especially vulnerable groups (LGBTI, women whose partners engage in relationships with multiple women, men working in jobs that require travel, sex workers, and MSM). Enhance emphasis on reducing the sociocultural stigma surrounding these populations, including knowledge generation and dissemination among relevant actors.
- The US Government, via PEPFAR, currently finances the large majority of HIV/AIDS programming in Haiti. Care should be taken to ensure that HIV/AIDS programming does not reinforce heteronormative approaches and reaches all populations.

⁹⁵ Fox, Channele (2013). "Violent Sex: How Gender-Based Violence is Structured in Haiti, Healthcare & HIV/AIDS". Indiana Journal of Law and Social Equality. Fall 2013. Volume 2: Issue 1 Article 10.

- Enhance evidence-based policy and practice for a one-stop center for GBV survivors, in coordination with existing one-stop providers and donors such as UNFPA and the Inter-American Development Bank (both of which have signaled an interest in this area). This should include livelihoods programming and/or vocational training, as part of a menu of services to survivors.
- Train and build the capacity of public and private healthcare providers to ensure that referrals and counter-referrals to healthcare providers take place in a confidential and effective manner.
- Support a functioning GBV healthcare provider incident data collection system at the public health center and national level.
- Adapt GBV prevention and response services for FSW and MSM, in line with the results of the USAID LINKAGES Program forthcoming survey.

Table 11. Key Cross-Cutting Issues in Health

USAID Sector	Key Cross-Cutting Issues
Safety and Security	There is a need to integrate and mainstream GBV service provision across providers and to consider holistic responses, such as livelihood activities. The local GHESKIO Centers (Port-au-Prince) and the Justinian University Hospital (Cap Haïtien) provide models of one-stop centers for GBV survivors.
WASH, Energy, Climate Change and Disaster Risk Reduction	WASH programming should take into account different, gender-sensitive needs of men and women, e.g., providing hygienic spaces to access and dispose of menstrual products.
Education	GBV in school settings is especially acute. Schools are the second most common place for unwanted touching for girls aged 13–17. ⁹⁶ Nearly 30 percent of women aged 18–24 who received money for sex before age 18 reported that the most common way to meet people who paid for sex was at schools. ⁹⁷
Democracy and Governance	Opportunity to further integrate language on gender equality and/or GBV in relevant policies and laws, such as the National Health Policy.
Food and Economic Security	While nearly a third of the Haitian population is food insecure, more than half of all children and almost half of all women of reproductive age are anemic. HIV+ women are especially vulnerable to food insecurity. ⁹⁸

4.2.2 EDUCATION

Education Snapshot

⁹⁶ Fox, Chanelle (2013). “Violent Sex: How Gender-Based Violence is Structured in Haiti, Healthcare & HIV/AIDS”. Indiana Journal of Law and Social Equality. Fall 2013. Volume 2: Issue 1 Article 10.

⁹⁷ U.S. Centers for Disease Control (2014, June). Violence Against Children in Haiti: Findings from a National Survey 2012.

⁹⁸ USAID/Haiti (2014). Nutrition Profile.

UNDP Human Development Report (2015)

- Mean years of schooling (female): 4.2 years
- Mean years of schooling (male): 5.8 years

EMMUS V (2012)

- 74 percent of women and 79 percent of men are literate.
- 15 percent of women and 9 percent of men aged 15–49 have had no formal education.
- 49 percent of women and 54 percent of men have gone to secondary school or beyond.

ECVMAS (2012)

- 90 percent of primary school-age children are attending school.⁹⁹

4.2.2.1 Description of Pertinent Gender Data for Education

The GoH has made important gains to ensure equitable access to education for girls and boys at the primary level. As the EMMUS V reveals, gender parity exists for enrollment at the primary level (first and second cycle of fundamental education in Haiti: grades 1–6), and at the secondary level, more girls than boys are actually enrolled in school. There are, however, higher total rates of out-of-school girls than boys. Moreover, domestic servitude and the overall household level of domestic responsibilities put a larger burden on girl children. High rates of violence in schools affect girls and boys in different ways. GBV in the school setting affects girl students more than boys. Furthermore, the overall poor quality of public education reinforces the historical and current social and political inequalities of the economically vulnerable households that depend on it.

Out-of-School Boys and Girls: The overall rate of out-of-school girls and boys has continued to improve since 2005, when more than half of all primary-aged children were out-of-school.¹⁰⁰ Most recent estimates indicate that only about 10 percent of this population are currently out-of-school. However, starting at the age of 15 (upper secondary), the shift becomes dramatic, with girls predominately being out-of-school.¹⁰¹ Girls start dropping out later than boys, but typically more permanently than for boys.¹⁰²

Gendered manifestations of poverty and education: Poverty is a leading cause of girls and boys being out-of-school, given the high cost of education. Studies reveal that education represents a significant portion of a household's income, ranging from 10 percent¹⁰³ to 59 percent.¹⁰⁴

Domestic servitude: The existence of domestic servitude, which is often referred to as *restavèk* or *domesticité* (in Haitian Creole and French, respectively), predominantly impacts girls, causing them to be

⁹⁹ World Bank and ONPES (2014). Investing in People to Fight Poverty in Haiti: Reflections for Evidence-Based Policy Making.

¹⁰⁰ Republique d'Haiti Ministère de La Santé Publique et de La Population (MSPP). (2006). Enquete Mortalité et Utilisation des Services EMMUS-IV Haiti 2005/2006.

¹⁰¹ PhareView (for USAID). (2014). Study on the Access of Children and Youth in the 6-18 age group to Education Services.

¹⁰² Ibid.

¹⁰³ World Bank and ONPES. (2014). Investing in People to Fight Poverty in Haiti: Reflections for Evidence-Based Policy Making.

¹⁰⁴ CARE. (2015). Final Report-Baseline Study of Partners for Learning.

more at risk of violence and a lack of education. There were 407,000 child domestic workers between the ages of 5 and 14 in Haiti as of 2014; approximately 60 percent of them were girls in more urban settings.¹⁰⁵ Boys, too, are impacted by this situation, mostly in rural areas due to the necessity of working in the agricultural sector.¹⁰⁶ Of these children, 25 percent are not currently enrolled in school, with 7 percent having never attended school.¹⁰⁷

Gendered roles of boys and girls at home: Girls are generally responsible for participating in more domestic responsibilities than boys. This often impedes both their regular school attendance and ability to focus on their studies.¹⁰⁸ Additionally, 14 percent of young women age 15–19 have already begun childbearing: 11 percent are mothers, and 3 percent are pregnant with their first child.¹⁰⁹ Pregnant girls often face sanctions and exclusion from school, while boys who are fathers are neither held responsible nor subject to sanction.¹¹⁰

Gender stereotypes at school: Teachers often maintain gender-stereotyped attitudes, perceptions, and behaviors that are a reflection of broader societal attitudes towards gender and education. For example, boys are often given more attention than girls in the classroom.¹¹¹ Girls are often given little encouragement, and are often assigned cleaning tasks during class time, reflecting larger socially-assigned gender roles in the school environment.¹¹²

Gender-based violence in the school setting: GBV in the school setting is a particularly acute aspect of gender inequity in the education sector. Among 18 to 24-year-old females who received money for sex before age 18, 27 percent reported that the most common method or location to meet people who paid for sex was at schools.¹¹³ When examining data on reports by girls between the ages of 13 and 17 of sexual abuse within the last twelve months, school was the second most common place for unwanted touching.¹¹⁴ Teachers and other students also perpetrate GBV against girls both en route to school and on school premises.^{115, 116}

Students with disabilities: It is estimated that one in ten Haitians live with a disability. According to the World Health Organization's definition of disability, it is estimated that at least 80,000 people are blind or visually impaired in Haiti. Of that group, the number of school-age children who are visually impaired (under 14 years old) is estimated to be 25 percent (20,000). As of 2015, the number of children attending school who are blind is only 1,160, or 5.8 percent of the 20,000, compared to the national average of school attendance of non-disabled children at 80 percent. Poverty, overcrowded

¹⁰⁵ Sommerfelt, Tone (Ed.)/FAFO. (2014). *Child Domestic Workers in Haiti 2014: Analytical Report*.

¹⁰⁶ Ibid.

¹⁰⁷ Ibid.

¹⁰⁸ Republique d'Haiti. (2014). *Politique d'Égalité Femmes-Hommes 2014 - 2034*.

¹⁰⁹ Republique d'Haiti Ministère de La Santé Publique et de La Population (MSPP). (2012). *Enquete Mortalité et Utilisation des Services EMMUS-V Haiti 2012*.

¹¹⁰ Republique d'Haiti. *Politique d'Égalité Femmes-Hommes 2014 - 2034*. 2014.

¹¹¹ Ibid.

¹¹² Ibid.

¹¹³ U.S. Centers for Disease Control (2014, June). *Violence Against Children in Haiti: Findings from a National Survey 2012*.

¹¹⁴ Ibid.

¹¹⁵ Republique d'Haiti (2014). *Politique d'Égalité Femmes-Hommes 2014 - 2034*.

¹¹⁶ Interview with Dr. Guy-Serge Pompilus, MENFP, 6 August 2016.

schools, a lack of qualified teachers, inaccessible public and private schools, inadequate curricula, inaccessible or inadequate transportation, and social discrimination present massive barriers to the educational access and inclusion of children who are blind.¹¹⁷ There is anecdotal evidence that suggests that some students with disabilities may be subject to sexual harassment and abuse in schools, as well as to demands for sexual services in exchange for payment of school fees or for adapted materials for blind students.¹¹⁸

Language: In Haiti, language can be both a resource and a way to marginalize certain portions of the population. It is probably safe to say that all Haitians speak Haitian Creole fluently. However, not all Haitians speak French fluently, which is the language of all formal legal, business, and governmental written and often spoken transactions. Because women, particularly those living in rural areas, are less fluent in French, they are at greater risk for discrimination, have less capacity to exercise their rights, and have less access to the full labor market pool.

4.2.2.2 Review of Sector-Level GoH Gender Policies or Action Plans in Education

To date, the GoH has not developed sector level education policies, strategies or action plans that comprehensively address GEWE. Table 12 reviews the major policies, actions plans, and initiatives in the sector since 2010, highlighting this gap as well as some opportunities to fill some of these gaps.

Table 12. National Policies on Education

Policy, Strategy or Action Plan	Implications for Gender Equality and Women’s Empowerment
National Pact on Education and Training (Pacte Nationale sur l’Éducation et la Formation 2010-2030) (PANEF); MENFP follow-up Operational Plan (OP) 2010-2015; Priority Interventions in Education Program (Programme d’Interventions Prioritaires en Éducation 2013-2015) (PIPE)	The PANEF, its first accompanying Operational Plan, and the follow-up PIPE are the existing guiding documents for education development in Haiti. PANEF makes no mention of redressing gender inequality, and neither the Operational Plan nor the PIPE mention gender equality. The OP, however, does reference developing and implementing a curriculum on (good) citizenship, which could provide an entry point for addressing gender equality, women’s empowerment, and GBV. The MENFP’s new OP 2016–2021 is currently under development, which provides an entry point to address gender equality and women’s empowerment.
PSUGO program (Programme de Scolarisation Universelle, Gratuite et Obligatoire) and National Education Fund	In 2011, the PSUGO program was designed to integrate 500,000 children into the educational system. This program, in spite of its cost, has not had the expected results due to challenges with its ethical implementation. The initiative was also gender-blind, failing to redress the specific factors that contribute to girls and boys, respectively, being out of school. Then-President Martelly also established the National Education Fund (FNE), the first public education funding mechanism in Haiti. The FNE is financed through taxes on incoming and outgoing remittances as well as on international phone calls. However, the taxes were imposed without parliamentary approval, and the future of the NEF is uncertain.
12 Measures of the MENFP (2014)	The “12 Measures of the MENFP” address the low quality of education in Haiti, but gave gender integration no priority. In April 2016, the provisional government released a three-month priority plan for the MENFP (Plan d’Action Prioritaires April-June 2016) to continue advancing the 12

¹¹⁷ SHAA (2015). La Société Haïtienne d’Aide aux Aveugles. Local Solutions Initiative: Program Description.

¹¹⁸ Interview with La Société Haïtienne d’Aide aux Aveugles. 3 August 2016.

	Measures and the PIPE, while finalizing the next operating plan that will cover 2016-2021. ¹¹⁹
National Policy on Teacher Training and Coaching Personnel	The National Policy on Teacher Training and Coaching Personnel, finalized in March 2016, ¹²⁰ clearly addresses gender as a fundamental dimension of the policy. This signals the possibility of more systematic inclusion in policies and plans of action to be developed.
National Policy on Equality between Women and Men 2014-2034 (Politique d’Egalité Femmes Hommes d’Haiti 2014-2034)	The National Policy on Equality between Women and Men 2014-2034 (Politique d’Egalite Femmes Hommes d’Haiti 2014-2034), developed under the leadership of the MCFDF, specifically outlines “non-sexist and egalitarian models of education” as one of its core priority axes. It emphasizes improving access for girls and boys to non-traditional labor markets and industry sectors for their respective sex, and combatting sexist stereotypes in socialization spaces starting from early childhood. ¹²¹
National Plan to Combat Violence Towards Women and Girls 2012-2016	This action plan merits attention given the prevalent role that the school setting plays for abuse and exploitation against girls in particular. However, the only reference to the education sector in the plan was to coordinate efforts with the MENFP. ¹²²
Recommendations for Integrating Inclusion and Gender in teacher training (Intégration des thématiques “Inclusion & Genre” dans la formation des Enseignantes et enseignants – Recommendations)	The recommendations, dated June 27, 2016, address gender equality through the lens of inclusive education, including measures for operationalizing a focus on inclusion in teacher training. The recommendations do not prioritize certain actions or provide a timeline for their implementation. Furthermore, they are not linked with the current initiatives to develop a module on (good) citizenship, which would be a natural fit for gender and inclusion. ¹²³

4.2.2.3 Role of Central and Local Governance in Education

The MENFP generally favors centralized governance, taking most major decisions in Port-au-Prince at the Ministry headquarters. However, key MENFP policy documents and action plans since 2010 outlined a specific need for local governance structures to be systematically developed and supported, to improve overall governance and efficiency in the education system. The PANEF first made the call for governance at the municipal and arrondissement level through the Municipal Education Commission (Commission Municipale d’Education, CME) and related inter-communal commissions.¹²⁴ The CME would place shared responsibility for fundamental education (grades 1-9) on local communities, through co-leadership among the town mayor, locally elected representatives of local structures (called CASEC and ASEC), representatives from the respective MENFP DDEs, and representatives from school networks, where these exist.

Another important aspect of education governance is the predominant role played by non-public education, a mix of private and religiously affiliated institutions. The non-public sector makes up

¹¹⁹ MENFP (2016). Plan d’Action Prioritaires April-Juin 2016.

¹²⁰ MENFP (2016). Politique Nationale de Formation des Enseignants/es et des Personnels d’Encadrement : Document de Cadrage Stratégique,

¹²¹ République d’Haiti. (2014). Politique d’Egalité Femmes-Hommes 2014 - 2034.

¹²² Ibid.

¹²³ MENFP (2016). Recommendations for Integrating Inclusion and Gender in Teacher Training (Intégration des thématiques “Inclusion & Genre” dans la formation des Enseignantes et enseignants – Recommendations). Prepared by Carine Clermont and funded by the Government of Canada.

¹²⁴ Gouvernements de la République d’Haïti (2010). Pacte Nationale sur l’Éducation et la Formation 2010-2030.

approximately 88 percent of all primary/fundamental schools.¹²⁵ Only about 30 percent of these non-public schools are accredited; the remaining 70 percent function are outside the authority of the MENFP.¹²⁶ There are efforts to require schools to have an establishment identity card. Governance of the mostly private system is an important challenge related to the harmonization and standardization of policy and practice.

Another key governance issue is the requalification of teachers in reading, writing, mathematics, French, and information and communications technology. To this end, the MENFP is putting in place a national teacher training program and revising the curricula for teacher training, with an emphasis on grades 1-9. Different international donors are responsible for specific subjects in the curriculum reform: e.g., USAID and its partner FHI360 are responsible for early grade reading and writing.

The role of donors is another important aspect of education governance, with each agency covering different aspects of education. For example, the IDB is focused on professional technical training and public school construction; the World Bank and USAID (under KORE LAVI and under a separate pilot project) are funding school canteens. The World Bank is also addressing the construction of schools, tuition waivers, accelerated teacher training, and construction of private schools.

4.2.2.4 Gender Equality Advances and Gaps in Education

Advances

- Gender parity at primary school enrollment (grades 1-6) and more girls enrolled at lower/upper secondary level (grades 7-12).
- A decrease in out-of-school boys and girls at the primary level.
- Curriculum on the environment and citizenship is under development.
- Recommendations have been published for Integrating Inclusion and Gender in teaching training; however, the recommendations do not prioritize actions or provide a timeline for their implementation. Furthermore, they do not specify how they fit with current initiatives to develop a module on citizenship (including a focus on gender equality).

Challenges

- Lack of adequate funding for the most basic functioning of the public education system and for governance of the non-public education sector. This jeopardizes investment in gender equity.
- Lack of coordination between the MENFP, MCFDF, and non-governmental actors in education to take articulated action on gender integration in the sector.
- No education sector policy to redress the gender inequities in the system and recommendation to address gender equality in teacher training are too general for planning purposes.

¹²⁵ World Bank and ONPES (2014). Investing in People to Fight Poverty in Haiti: Reflections for Evidence-Based Policy Making.

¹²⁶ MENFP (2012). Plan Operational 2010-2015.

- Absence of a clear plan of action to reach the girls and boys most marginalized because of specific vulnerabilities: living situations (e.g., domestic servitude and street situations); poverty; and underserved area (rural or urban).
- Systematic and unattended GBV, and generalized violence, in the school setting; lack of curriculum or teaching training to address it.
- Inadequate GBV plan for prevention and response in schools; lack of counselors in schools; teachers untrained to provide psychological first aid to students.
- There are only 15 teacher training days per year, posing a challenge to address anything beyond very basic tools and methods of training.

4.2.2.5 Recommendations for USAID/Haiti's Current and Future Programming in Education

Many opportunities exist to integrate gender effectively into the education sector. The following are potential areas to explore for further investment of resources, given the existing mandates and commitments of the MENFP and those of international donors in Haiti (Inter-American Development Bank, European Union, World Bank, UNICEF, and USAID).

- Support the inclusion and implementation of measures to integrate gender inequity, women's empowerment, and protecting children from GBV into the MENFP's new Operational Plan 2016-2021 (under development). Ensure that the measures are in line with Haiti's 2014-2034 National Policy on Equality between Women and Men and Haiti's National Policy for the Fight Against Violence Towards Women and Girls 2012-2016.
- Support the creation of a formalized policy and accompanying procedures between the Institute of Social Well-Being and Research (IBESR) and the MENFP, to put in place child protection measures aimed at reducing GBV and other forms of violence in the school setting.
- Support the development and implementation of MENFP teacher training modules on the environment and (good) citizenship, under the guidance of Anataelle Altidor. This presents a good entry point for addressing gender, both as a stand-alone module and for mainstreaming gender equality across all sectors of the teacher training curriculum. Such modules should address how to minimize and address violence in schools (including the formalized policy, with procedures to prevent and respond to GBV), how to manage the classroom, and how to avoid exacerbating linguistic or class discrimination.
- Integrate the MENFP teacher training modules on the environment and citizenship (including gender equality, GBV and violence in general) into USAID's support for early grade reading and writing programs. Specific opportunities include mainstreaming in the Ann ALE reading and writing program (grades 3 and 4) teacher training curriculum, which has not yet been finalized.
- Foster gender-responsive approaches to the integration of PWD into mainstream classrooms by integrating modules on environment and citizenship into the curriculum for students who have disabilities (including blind and visually impaired students).
- Support research on sexual abuse of PWD in educational institutions or by persons who have educational resources. Use this research to inform USAID's work in support of PWD in the democracy and governance, health, and food and economic security portfolios.

- Foster knowledge dissemination on best practices in gender-responsive early grade reading, through country-level capacity building of the MoE, including: in the LAC Reads multi-country program; in the new Room to Learn program focused on out of school children; and in any future support for access to learning for persons with disabilities.
- Invest in Haiti-specific studies on the situation of adolescent/young LGBTI individuals and their education in Haiti; link these studies with USAID support addressing LGBTI access to health services, food and economic security, and access to justice.
- Support gender-responsive educational opportunities and skills-building for out-of-school girls and boys (including the Room to Learn Initiative), including for individuals at risk of abuse (in and outside of school) and survivors of GBV.¹²⁷ Within this context, there is an opportunity to put in place a curriculum for GBV prevention and response similar to the AmeriCares post-earthquake support for the Adolescent Girls Network. There is also an opportunity to bring Room to Learn learning spaces to the border with the Dominican Republic, where young Haitian girls are at risk of violence while crossing the border to go to school in the Dominican Republic and their families prioritize boys going to school to protect them.¹²⁸
- Include a focus on gender and disaster risk reduction in the early grade reading and writing educational curriculum for teachers, in collaboration with UNESCO, which is currently preparing a manual on DRR for the MoE curriculum for teachers at the fundamental level. This curriculum guidance could be adapted to address gender-responsive DRR.

Table 13. Key Cross-Cutting Issues in Education

USAID Sector	Key Cross-Cutting Issues
Safety and Security	<ul style="list-style-type: none"> • Schools are a common method or location for female students to meet people who pay for sex, and also one of the most common places for unwanted touching, as well as GBV en route to school and on school premises. • Students with disabilities may be subject to sexual abuse and demands to exchange sexual favors for school supplies or fees.
WASH, Energy, Climate Change and Disaster Risk Reduction	<ul style="list-style-type: none"> • Limited access to water and toilets impedes menstrual hygiene and prevents girl students from attending school. • Gender-responsive education in disaster risk reduction and climate change adaptation. • Domestic workload of boys and girls (including water collection) impacts school attendance and homework.
Food and Economic Security	<ul style="list-style-type: none"> • Domestic servitude involves over 400,000 children (largely female, in urban settings) between the ages of 5 and 14.

4.3 DEMOCRACY AND GOVERNANCE

Democracy and Governance Snapshot

¹²⁷ Nieradka, Jessica (2013). Safe Spaces for Adolescent Girls in Haiti.

¹²⁸ Feministing (2015). Why Haitian Migration to the Dominican Republic is a Feminist Issue.

Haiti Press Network (2016)

- Despite a 30 percent quota for women's participation at all levels of public office, there are no women deputies and senators among the current 92 Deputies and 24 Senators that have been recently elected into office.¹²⁹ The registration for filling 10 additional Senate seats, announced for October 9, 2016, includes 13 women candidates among a total of 149 total candidates.
- There are 4 women Ministers among a total of 18 Ministerial posts.
- The Secretary General position within the Prime Minister's office is held by a woman.

EMMUS (2012)

- At the local level, one-third of mayors (including both primary and assessors) in the 142 communes in Haiti are women. Only 10 percent of those mayors are primary mayors.
- 73 percent of currently married women participate in decisions about their own health care, and 78 percent have sole or joint decision-making power for major household purchases. 85 percent participate in decisions about visiting family or friends.

4.3.1 Description of Pertinent Gender Data for Democracy and Governance

The literature review clearly indicates that an impressive gender-focused policy and legal framework has been put into place in recent years focusing on gender equality, women's empowerment, the legal protection of PWD, and the education of boys and girls in a gender-neutral manner. However, some legislation and policies still await promulgation, while some laws or regulations are either in the final stages of drafting or need to be strengthened to ensure effective implementation. For example, the implementation of the 30-percent quota for women in public service, parliament, and local elected bodies is wanting. There is no data or systematic analysis at the local governance level of the gender-specific needs of men and women.

The latest data indicate that in the current 18-member interim cabinet, women are heading three ministries: Women's Affairs, Public Health and Population, and Commerce and Industry, with an additional position at the Prime Minister's Office and one at the Secretary of State level. This does not reflect a notable change compared to the composition of previous governments. The representation of women in Parliament has not improved: in the powerful 30-member Senate there are no women, with eight vacant seats in four geographical departments to be filled in the upcoming election cycle (anticipated to begin on October 9, 2016). The number of women in the Chamber of Deputies appears to have been stagnating between 3.6 and 5 percent, with municipal and communal section representation between 12 percent and 17 percent. The Constitutional amendments of 2012 and the Electoral Decree of 2015 provide for 30-percent quotas for women in elected and appointed positions at the national level, and in elected positions at local levels and political parties, but they lack enforcement provisions such as sanctions for non-compliance.

According to a preliminary analysis of the last OMRH census of public administration staff, the representation of women is between 12 and 67 percent.¹³⁰ It should be mentioned that the Ministry for the Status of Women and Women's Rights is principally composed of women staff, while the female

¹²⁹ Until the outcomes of the contested Presidential elections are resolved, President Privert was selected as the interim president of Haiti (to remain in office until May 22, 2016).

¹³⁰ Interview with Michelle Romulus, UN Women, 2015.

component is the lowest in strategic ministries such as the Ministries of Economy, Finance, Planning and External Cooperation. Efforts to reach the 30-percent quota of female police officers have recently led to higher numbers of graduations of female police officers. Gender inequalities in the judiciary, prosecutorial positions, and academia continue to be noted.

Equally wanting is the implementation of the law on PWD and of the direct references in Development and Policy Frameworks as well as ensuing plans of action to the rights of LGBTI persons. At the international level, the Committee on the Elimination of Discrimination against Women (CEDAW) and the Human Rights Committee have urged the GOH to remove barriers for PWD to access to justice, political and public office, and education, and to combat hostile attacks and violence perpetrated against members of the LGBTI community, in all walks of life, as well as the institutions defending them.

All of the above needs to be seen against the background of the challenges posed by traditions and stereotypical attitudes towards women, PWD, and the LGBTI community, as well as the current fragile political situation. Those factors have impeded the adoption of draft gender legislation, including sanctions for non-compliance with gender quotas referred to above.

4.3.2 Review of Sector-Level GoH Gender Policies or Action Plans in Democracy and Governance

National Policies and Action Plans Related to Gender and Women’s Empowerment: The Haitian government has adopted a gender equality policy spanning 20 years (2014–2034), accompanied by a 6-year action plan (2014–2020). (It should be noted that these documents predate the adoption of the Sustainable Development Goals.) The four pillars of the National Policy focus on the political participation of women, gender-based violence, economic empowerment, and reform of the country’s legal framework. The policy does not specifically take into account the needs of sexual minorities and women living with disabilities. Additionally, its implementation machinery has not yet been operationalized. A Plan of Action to Combat Violence against Women (2012–2016) has only been partially implemented due to inadequate resources.

The Strategic Development Plan for Haiti (PSDH) must be communicated through investment year plans and the Public Investment Program, using the Public Investment Fund (PIF) and assistance through the framework of external aid coordination (CAED). Finally, we note that the state’s existing reform plan is not always sensitive to gender issues and women's empowerment.

Legal Framework: Under the hierarchy of norms established in article 276-2 of the Constitution of 1987, international treaties and agreements, once ratified, become part of Haitian law, and all laws that conflict with those treaties are automatically repealed. In other words, the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women (also known as the Convention of Belém do Pará) and CEDAW supersede existing Haitian law and are, therefore, an integral part of the Haitian legal system.

The Constitution of 1987 unequivocally established the principle of gender equality in the eyes of the law, as well as equality pertaining to the protection and enjoyment of human rights (Articles 17, 18, 19, 28, 2.1, 32.6). An amendment to the Constitution instituted a female participation quota of at least 30 percent. However, in 2016, this framework remains lacking—there are a lot of bills that are pending or

in the promulgation, ratification, or development processes, but normative and legal frameworks still need to be developed.

4.3.3 Role of Central and Local Governance in Democracy and Governance

Central Governance: For the past 20 years, Haiti has worked to strengthen its legal and institutional framework. For example, a Secretariat on the Status of Women was established in 1989, followed by the creation of the Ministry for the Status of Women and Women's Rights in 1994–1995. This entity is Haiti's central apparatus for defining, proposing, and applying national politics in the context of women's rights.

The MCFDF has two essential functions—the defense and promotion of women's rights, and consideration of gender concerns. It has been a leading force in the initiation of relevant laws and policies, along with the Ministries of Public Health and Population. It is also important to mention the Office of Management and Human Resources, which provides guidance and coordination regarding government action on the functioning, performance, and efficiency of public administration.

Local Governance: At the regional level, governance is on a consensual basis and therefore requires the coordination of various institutional, political, economic, social, and environmental organs in order to build a sustainable project. In Haiti, the promotion of good governance at the local level faces difficulties with questions of land use, the lack of a precise and reliable legal framework, the absence of a culture of law, political instability, the misallocation of resources, the lack of comprehensive development plans, and the marginalization of local collectives. Haiti has 142 towns with female mayors; however, only 10 percent are senior mayors. Haiti also has 570 communal sections, assemblies, and councils (ASEC and CASEC) that have not received the financial support from the central government necessary to function properly. This is very unfortunate, as communes are the entities closest to the people and should play a crucial role in improving gender equality, access, and opportunities, and promoting the protection of women, girls, boys, men, LGBTI individuals, and PWD.

Role of Civil Society: The sector is composed of four major social movements: the women's movement, the peasant movement, the labor movement, and the religious (confessional) movement. Together, these movements form a large portion of civil society organizations, which include community-based, socio-cultural, and religious organizations. Social organizations must have legal recognition from the Ministry of Social Affairs and Labor (MAST). All organizations at the central and local levels, including women's organizations, must register with the Ministry of Women and Women's Rights (MCFDF). A common purpose and strategy, as well as networking at the ground and national level, is needed for these organizations, as they have the potential to become efficient players in advancing the rights of women, men, boys, girls, the LGBTI community, and PWD.

Role of Political Parties: In the 2015 elections, there was an explosion in the number of political parties (188 were approved by the Provisional Electoral Council). Most are relatively heterogeneous platforms consisting of grassroots organizations, trade unions, and political structures. The 30-percent quota for women in electoral lists was barely regarded, and in this respect the results of the preliminary elections were meager at best.

Role of Schools and Universities: There are approximately 200 universities¹³¹ in Haiti, of which only 54 are officially approved by the Ministry of National Education and Vocational Training,¹³² as the majority of schools do not conform to university standards. This is particularly worrying, considering the important role that schools and universities have in instilling respect for diversity among students and their contribution to the country socially, culturally, politically, and economically, through teaching, conducting research, and serving the community.

4.3.4 Gender Equality Advances and Gaps in Democracy and Governance

Adoption of outstanding laws and focused implementation of existing legal norms

Although a legislative agenda sensitive to gender concerns has been pending since 2008, structural difficulties have hampered the effective implementation of policies, plans, and legal texts. Only a few bills (Paternity Act, motherhood and filiation law, domestic labor law) have entered the process of ratification and promulgation. For example, the Framework Act on GBV has been in the process of being finalized for seven years. The PSDH is struggling to implement and systematize the three-year and public investment plans sensitive to gender in all of Haiti's government ministries. Finally, with respect to fulfilling the 30-percent constitutional quota major barriers still exist: the establishment of electoral lists favorable to women, finding and training women candidates, violence against them, and traditional attitudes within the family. There were mixed results in regards to this policy in the 2015 elections.

Improved gender integration including disabled persons and the LGBTI community in all sectors of economic, social, cultural, and political life

Civil Society: Though a wide array of civil society organizations exist in Haiti, there still is no unified plan to strengthen them or establish efficient networking between them. The lack of coordination among organizations renders individual organizations weak and inefficient. In order for these organizations to work together and become more efficient, federal civil society structures, such as the Civic Platform for the Institutionalization of Democracy (OCID), must be put in place.

Political Parties: Currently, no blueprints exist to improve and manage the Haitian political party system or to help them adopt gender strategies.

Universities: There is a complete lack of gender mainstreaming within universities—in curricula, in the internal institutional context, or in training students in the paralegal department. Women are underrepresented in the university education sector, which is increasingly a space associated with transactional sex and sexual harassment. A 2015 study by SOFA on the issue of sexual harassment in the workplace should be expanded to include universities. This could present an opportunity to better integrate gender considerations into universities and to protect women and members of the LGBTI community.

¹³¹ In Haiti, the term “university” is used to refer to vocational schools as well as traditional universities, rather than solely academic institutions.

¹³² International Business Publications (2013). Haiti Country Study Guide Volume I: Strategic Information and Developments. Washington, DC: International Business Publications, USA.

Local Governance: Unlike in the past, there is currently no general gender strategy related to strengthening local governance in Haiti. There is, however, mandated participation of at least two women among elected members of local-level water committees, in the DINEPA statute. There are opportunities to include gender-sensitive programming at the local level in all local governance structures, including water committees.

Human rights of vulnerable groups, including the LGBTI community: Some groups in Haitian society, like the LGBTI community, were not systematically taken into account in the development or strengthening of the regulatory framework for the respect of fundamental rights. At present, there is no legal provision protecting LGBTI people in Haiti. In 2012, a law regarding integrating persons with disabilities was passed;¹³³ however, the law has yet to receive the financial and political support necessary for its full application. It is important to note that in law, human rights should be respected for every group in Haiti, as they are protected under international treaties such as the International Covenant on Civil and Political Rights and the Convention on the Elimination of Discrimination Against Women, both of which Haiti has ratified. There is, therefore, an obligation to raise awareness in society in regards to such minority groups and to combat negative attitudes people may have towards them.

4.3.5 Recommendations for USAID/Haiti's Current and Future Programming in Democracy and Governance

Local and Central Governance

The Haitian state's decentralization and reform processes are getting heightened attention. The National Policy on Equality between women and men, as well as the National Development Strategy, are in the beginning stages of implementation, as are the Sustainable Development Goals. A new government, parliament, and elected local bodies will hopefully be in place soon in order to continue such efforts.

- Reinforce the main actors in the areas democracy and governance, such as the Ministry of Women's Status and Women's Rights and the Office of Planning and Human Resource Management, and the Ministry of Interior and Territorial Entities. It is appropriate to focus on local governance and civil society, as the entities primarily responsible for providing for and protecting the interests of their local constituents, most particularly women and vulnerable groups such as the LGBTI community and PWD. It is also important to establish linkages between the local and the national level, as well as encourage citizen participation. As far as territorial entities are concerned, several programs and projects linked to local governance already exist, either in the context of public participation in the preparation of the national budget, or in strengthening the communes. It would be helpful to strengthen the inter-institutional dialogue to better coordinate interventions, gender considerations, and the empowerment of women.
- Strengthen the relationship between central and local government through the departmental associations of mayors and the voice of civil society organizations (women's organizations, mixed, PWD, LGBTI, etc.) in all local governance authorities. The fact that there are currently over 140 women mayors could be useful in this regard.

Civil Society

¹³³ Republic of Haiti. Loi Portant sur l'Intégration des Personnes Handicapées: <http://www.leparlementhaitien.info/chambredesdeputes/fr/travaux-parlementaires/l/lois/342-loi-portant-sur-l-integration-des-personnes-handicapees>.

- Put in place a sustained advocacy campaign and political debate to promote coordination of civil society and women’s organizations, and to encourage political parties to embrace the principles of gender equality and affirmative action, essential for achieving a balance between male and female elected officials.

Table 14. Key Cross-Cutting Issues in Democracy and Governance

USAID Sector	Key Cross-Cutting Issues
Safety and Security	<ul style="list-style-type: none"> • Electoral violence against women – more specifically, violence towards female candidates • Potential violence towards LGBTI and PWD during elections • Discrimination and violence within public administration at central and local levels
WASH, Energy, Climate Change and Disaster Risk Reduction	<ul style="list-style-type: none"> • Access to natural resources, specifically in rural areas and for sexual minorities and PWD
Food and Economic Security	<ul style="list-style-type: none"> • Access to the means of production and sufficient income
Basic Services (Education and Health)	<ul style="list-style-type: none"> • Access to basic social services in order to promote citizen participation, particularly within vulnerable groups, in central and local governance

4.4 WASH, ENERGY, CLIMATE CHANGE AND DISASTER RISK REDUCTION

WASH, Energy and Climate Change, and Disaster Risk Reduction Snapshot

World Bank (2014)

- Holding constant social and demographic variables, women are almost 20 percent more likely than men to be unemployed.
- Women are 6 percent more likely than men to earn less than the minimum wage.
- Hourly earnings, a measure of labor market productivity, confirm that education, experience, and gender matter substantially. Women make 32 percent less per hour than men.
- Women comprise 70 percent of those who hold jobs in trade. The trade sector is the low-earnings and high-variability sector of the labor market.

EMMUS (2012)*

- 38 percent of all Haitian households have electricity. This proportion is highest in urban areas (72 percent) and lowest in rural areas (15 percent). More than 90 percent of Haitian household energy needs are met by firewood and charcoal.
- Overall, 65 percent of households have access to an improved source of drinking water. Less than half of rural households have access to an improved source of drinking water, compared with 88 percent in urban areas.
- One-third (34 percent) of households must travel 30 or more minutes to access drinking water.
- 21 percent of infants 5 years of age and under have suffered from diarrhea in the 2 weeks before data collection.

World Health Organization/UNICEF Joint Monitoring Programme For Water Supply (2015)

- 10 percent of households have water piped onto their premises, including 15 percent in urban areas and 5 percent in rural areas. 48 percent have access to other sources of water, including 52 percent in urban areas and 43 percent in rural areas.
- 28 percent of households have improved sanitation facilities, with 34 percent in urban areas and 19 percent in rural areas. 28 percent have access to shared facilities, with 38 percent in urban areas and 13 percent in rural areas. 19 percent practice open defecation, with 8 in urban areas and 35 percent in rural areas.

UK Independent (2016) and (Luquero et al. 2016)

- Contamination of surface water and groundwater is very common in Haiti. As of March 2016, the cholera epidemic has killed more than 9,200 people and sickened more than 6,000. Some estimates from Luquero (2016) indicate that the official figures may underestimate the scope of the epidemic.

Fews Net (Oct-March 2016)

- Climate change has also aggravated the impact of the cyclical El Niño, leading to a sharp reduction in rainfall.
- Climate change has reduced the capacity of Haitians to produce their own food. Haiti is in its third year of drought and experienced widespread crop failure in 2015.

* Statistics for WASH access vary between data sources, due to varying definitions of “access”.

4.4.1 Description of Pertinent Gender Data for WASH, Energy, Climate Change and Disaster Risk Reduction

WASH Risks

Data regarding access to water services, including clean drinking water, is not gender differentiated in Haiti. There is, however, a gendered division of labor in collecting water, and gendered barriers in gaining access to and using sanitation facilities. This section provides data on the general challenges in access to water and sanitation. The following section addresses the gendered impacts of seeking water, and the gendered dimensions of lack of access to adequate sanitation and hygiene facilities.

According to the 2012 DHS Survey (EMMUS),¹³⁴ 65 percent of households have access to improved sources of drinking water. Such access is significantly lower in rural areas than in urban areas – only 50 percent of rural households have access to drinking water compared with 88 percent in urban areas. One-third of households must travel 30 minutes or more to access drinking water. Nearly half of all households have non-improved toilet facilities. In rural areas, 38 percent of households have no toilet facility at all, compared with only 7 percent of households in urban areas.

According to 2015 World Health Organization data,¹³⁵ 10 percent of Haitian households have water piped onto their premises, including 15 percent in urban areas and 5 percent in rural areas. Forty-eight percent of households have access to other sources of water, including 52 percent in urban areas, and 43 percent in rural areas. Only 28 percent of households have improved sanitation facilities, with 34 percent in urban areas and 19 percent in rural areas; 19 percent of households practice open defecation, including 8 percent in urban areas and 35 percent in rural areas. Note that the statistics for WASH access vary between data sources, including the 2012 DHS Survey (EMMUS) and the World Health Organization, due to varying definitions of “access.”

Poor access to clean drinking water and contaminated water sources, inadequate sanitation facilities, and poor hygiene practices affect the health of many Haitians, in particular those living in rural areas. Diarrhea, for example, affects 20 percent of children five years of age and under, and cholera has to-date killed at least 9,200 people and sickened at least another 6,000 people.

WASH and Gender Equality Impacts

Women, girls, and boys are primarily responsible for water collection in Haiti. In rural areas, in particular, they spend many hours per day on this task. This, along with numerous difficulties in searching for water, the consequent impact of this process on women, and girls and boys, and the gendered barriers in gaining access to and using sanitation facilities are the root causes of numerous problems, such as: school absenteeism and retention challenges for children, time poverty for women, burdens on women to budget for household needs, and the burden to prevent and respond to cholera at the household level, and risks of GBV while searching for water.

School Absenteeism and Retention Rates: Girls are disproportionately impacted by a lack of access to water, sanitation, and hygiene at home and at school. They may miss school or simply stop

¹³⁴ Republique d’Haiti Ministère de La Santé Publique et de La Population (MSPP). (2012). Enquete Mortalité et Utilisation des Services EMMUS-V Haiti.

¹³⁵ World Health Organization/UNICEF Joint Monitoring Programme For Water Supply. (2015). Haiti Data.

attending school because they have to travel, often long distances, to collect water for household use.¹³⁶ Due to a lack of adequate sanitary facilities and potable water in a large number of schools, girls often leave school to go home to wash and change the materials that they use to manage their menstruation. As a result, some may miss as much as 30 minutes of instruction every time they need to change their menstruation materials. Some girls even stay at home during menstruation because they have no option to manage their hygiene at school.^{137, 138}

Time Poverty for Women: Women play a primary role in water collection and are largely responsible for household hygiene. Poor access to water and water contamination puts a heavy burden on women's time. They must collect and treat water, and/or treat family members who become ill due to water contamination, including for diarrhea and cholera.¹³⁹ This has an impact on women's productivity and income, cognitive development, and educational attainment, as well as have time and opportunity costs.¹⁴⁰ This is addressed in greater detail below under the Emotional, Physical, and Socioeconomic toll of Cholera.

Financial Costs of WASH: Women are primarily responsible for household budgeting and the allocation of financial resources. As such, women are responsible not only for access to water but also for balancing water costs with other household financial obligations.¹⁴¹ Furthermore, when cholera, other illnesses, or other shocks affect households and communities, the burden is primarily on women to find a way to maintain and restore the well-being of all members of the household.

Gender Roles in Cholera Prevention and Response: Cholera can cause fetal death in pregnant women, in particular during the third trimester, and also among younger women.¹⁴² In addition, women and girls shoulder a disproportionate burden of the work to address behaviors targeted by cholera health education campaigns. For example, a key cholera prevention message is to treat or boil water to kill *v.cholerae* bacteria, and most of the responsibility for water purification falls on women and girls; water purification requires extra effort, time, and resources that women and girls may not have available to them.¹⁴³

Moreover, women and girls can also face a greater emotional, physical, and socioeconomic toll during a cholera epidemic. Because of their roles as primary caregivers of sick family members, food preparers, and water fetchers, the division of labor during a cholera epidemic can fall largely on women and girls. The increased workload at home can result in decreased work outside of the home, in terms of income-generating activities, as well as in decreased school attendance for girls, who are often kept at home to assist with domestic chores when needed. Increasing evidence points to the emotional and physical

¹³⁶ USAID/Haiti Gender Assessment Consultations on WASH, Energy, Climate Change and DRR. August 10, 2016.

¹³⁷ Human Rights Watch (2014, December). Written Statement of Amanda Klasing, Women's Rights Researcher, to the Tom Lantos Human Rights Commission of the United States Congress Hearing on "Aid Delivery in Haiti: Development Needs, Capacity Building and Challenges".

¹³⁸ CEDAW (2016, March 8). Concluding observations on the combined eighth and ninth periodic reports of Haiti.

¹³⁹ USAID/Haiti Gender Assessment Consultations on WASH, Energy, Climate Change and DRR. August 10, 2016.

¹⁴⁰ World Bank Group (2014). Clean Water, Improved Sanitation, Better Health.

¹⁴¹ USAID/Haiti Gender Assessment Consultations on WASH, Energy, Climate Change and DRR. August 10, 2016.

¹⁴² Schillberg E, et al. (2016). Factors Related to Fetal Death in Pregnant Women with Cholera, Haiti, 2011–2014. *Emerg Infect Dis*. Volume 22, Number 1—January 2016.

¹⁴³ UNICEF (2010, December 2). Briefing Note: Strategy for Integrating a Gendered Response In Haiti's Cholera Epidemic UNICEF Haiti Child Protection Section/GBV Program.

impact of taking care of sick relatives, resulting in lack of sleep, increased labor-intensive domestic chores such as cleaning and laundering, and negative psychological and emotional reactions to providing care for severely ill family members.¹⁴⁴

Risk of GBV and Contracting HIV: As women and girls travel long distances to access water, they are also at risk of gender-based violence, including rape.¹⁴⁵ By extension, they may also be at risk of contracting HIV through unprotected and forced sexual relations.

Energy Risks

Haiti has one of the lowest household electrification rates in the world, at just 38 percent, and many households use dirty fuels like kerosene lamps for lighting and cooking. According to the latest 2012 DHS survey, more than 90 percent of Haitian household energy needs are met by firewood and charcoal.¹⁴⁶ Charcoal is the main source of energy especially for cooking, which has a particularly damaging impact on the environment. According to the Ministry of Agriculture, Haitian forest cover was estimated at 60 percent in 1923, but has now fallen to less than 2 percent. Unregulated deforestation, coupled with uncontrolled urbanization, greatly increases Haiti's vulnerability to climate change and reduces the production capacity for goods and food. Soil erosion reduces crop yields and promotes deadly landslides. Since 1975, fertile acreage has decreased by 70 percent, even though an equal percentage of the population still practices subsistence farming.¹⁴⁷

Energy and Gender Equality Impacts

Challenges in accessing energy disproportionately impact the health of women and children who use traditional cook stoves, and impact the safety and well-being of women and children who seek firewood.

Energy and Health Impact: Inefficient cooking practices, coupled with high population density and severe poverty, place an enormous burden on Haiti's natural resources while also having a disproportionate effect on women. Traditionally, women do the majority of cooking, using cookstoves or open fires in households with little or no ventilation. Household air pollution from smoke-inducing coal and biomass results in high mortality, mostly among women and young children.¹⁴⁸

Opportunity Cost of Firewood Collection: Haitian women and girls spend up to 5 hours per day collecting firewood. This takes time away from other income-generating opportunities. Additionally, this practice can be dangerous, as women and girls may be subjected to GBV when searching for firewood.

¹⁴⁴ UNICEF (2010, December 2). Briefing Note: Strategy for Integrating a Gendered Response In Haiti's Cholera Epidemic UNICEF Haiti Child Protection Section/GBV Program.

¹⁴⁵ USAID/Haiti Gender Assessment Consultations on WASH, Energy, Climate Change and DRR. August 10, 2016.

¹⁴⁶ Republique d'Haiti Ministère de La Santé Publique et de La Population (MSPP) (2012). Enquête Mortalité et Utilisation des Services EMMUS-V Haiti 2012.

¹⁴⁷ USAID/Haiti (2015, December). Haiti Improved Cooking Technology Program (ICTP) Final Performance Evaluation Report.

¹⁴⁸ Pan American Health Organization; Centers for Disease Control and Prevention (2012). Violence Against Women in Latin America and the Caribbean: A Comparative Analysis of Population-Based Data from 12 Countries.

As well, in large cities, the lack of consistent electricity means that after professional women and students complete their domestic duties at night, it is challenging for them to work in their professional domains because they may not be able to charge their computers or telephones.

Climate Change Risks

The quantitative data available on climate change in Haiti do not address the differentiated impact of climate change on women and men, and how adaptation strategies to climate change should be targeted to address their different types of resilience.¹⁴⁹ This section therefore provides a basic overview of climate change and its general impact on food security, infrastructure, physical safety and food security.

Haiti is ranked third worldwide in the 2016 Global Climate Change Index's global ranking of countries affected by climate change 1994–2014.¹⁵⁰ This is due to El Niño, high population densities, fragile ecosystems, overstressed water resources and limited institutional capacity. Pre-existing deforestation and climate change result in rising sea levels, higher sea temperatures, flooding, soil and beach erosion, invasion by non-native species, and salinization of aquifers and fresh water estuaries. Climate change has also aggravated the impact of El Niño, leading to a sharp reduction in rainfall. The drought caused by climate change has also exacerbated the lack of access to water along the Dominican-Haitian border.

Haiti's vulnerability to climate change jeopardizes food security, infrastructure, and physical safety of its population. Sixty-six percent of all Haitians depend on the agricultural sector, and remain vulnerable to damage from frequent natural disasters exacerbated by the country's widespread deforestation. In 2016, Haiti experienced its third consecutive year of drought, exacerbated by the global El Niño weather phenomenon. Climate change significantly affects individuals and households engaged in agricultural value chains. Because of pressure on land for agriculture, exacerbated by urban encroachment on arable flatlands and irrigated land, the agricultural sector consists mainly of small-scale subsistence farms.¹⁵¹

Climate Change and Gender Impacts

Qualitative data gathered during the literature review and consultations highlight the differentiated impact that climate change has on women, men, girls, and boys, and their differential capacity to adapt to climate change.

Women's role in recognizing and responding to risk: In regard to climate change, women are more likely to recognize and respond to risk at the household and community level.

Underlying poverty and poor access to productive inputs: Sixty percent of Haiti's population is rural, and two-thirds is dependent on agriculture; women constitute the majority and are involved in all aspects of agricultural processes. Women, however, seldom own or control land use, and they experience difficulty in obtaining legal titles; women are therefore likely to farm marginal lands, often

¹⁴⁹ Resilience is the ability of a system and its component parts to anticipate, absorb, accommodate, or recover from the effects of a shock or stress in a timely and efficient manner. See: Overseas Development Institute, Resilience: A Risk Management approach. January 2012.

¹⁵⁰ Kreft, Sönke, et al. (2016). Global Climate Risk Index 2016: Who Suffers Most From Extreme Weather Events? Weather-related Loss Events in 2014 and 1995 to 2014.

¹⁵¹ FEWSNET (2016, Feb-Sept). Haiti Perspectives sur la Sécurité Alimentaire: Hausse des Prix et Faibles Revenus Tendent à Accentuer la Crise au Moins Jusqu'à Juin 2016.

belonging to their male relatives. They often lack access to agricultural credit or opportunities to transition to other productive economic sectors. In recent years, drought has reduced their income¹⁵² and also lowered agricultural production, which in turn has reduced their ability to cultivate, commercialize and sell produce. Since in general women are highly involved in marketing produce, this affects them more than men.

Furthermore, holding constant social and demographic characteristics, women are almost 20 percent more likely than men to be unemployed. Other factors being equal, women workers are 6 percentage points more likely to be employed informally, and are 6 percent more likely than men to earn less than the minimum wage. Finally, women earn 32 percent less per hour than men and are overrepresented in the trade sector (70 percent women vs. 16 percent men), which is characterized by its low earnings.¹⁵³ Due to climate change, and the resulting increases in prices of basic commodities, those in more precarious employment situations or who earn less, including women, may be unable to fulfill their basic needs and those of their families.

Some gendered implications of climate change and disaster risk displacement are outlined below.

Health: There are increased health risks for pregnant and lactating women and the very young and very old, due to lack of care and lack of access to water, sanitation, and hygiene during displacement. There is also the possibility of an intensified lack of services and hygiene supplies in temporary shelters or IDP sites for women and girls who are pregnant, lactating, or menstruating. There is a likelihood of an eventual increase in maternal and infant mortality rates due to this lack of care or lack of access to services.¹⁵⁴

Safety and security: During disaster-induced crises due to climate change, there is risk of an increase of possible acts of sexual and physical violence against women and girls who must walk even longer distances to collect water, and/or who are living in temporary shelters, tents or IDP camps during a crisis.¹⁵⁵ There is also the potential for higher levels of intimate partner violence and other forms of GBV in migration, in post-disaster situations, and in IDP camps/sites.

Access to water and fuel: The increased time spent collecting water (due to drought) and gathering fuels such as wood (due to deforestation) may result in lower primary school enrollment, school attendance, and literacy rates as well as early marriage for women and children.^{156, 157} Decreased access to water can reduce the water available for domestic and agricultural use.¹⁵⁸ With flooding, increased

¹⁵² Republic of Haiti (2016). Submission for the United Nations Universal Periodic Review 26th Session of the Working Group on the UPR Human Rights Council (31 October – 11 November, 2016). Climate Change and the Right to Food.

¹⁵³ Republique d'Haiti Ministère de La Santé Publique et de La Population (MSPP) (2012). Enquête Mortalité et Utilisation des Services EMMUS-V HAÏTI 2012.

¹⁵⁴ Republique of Haiti (2015, February). Perspective de Genre et Changements Climatiques. Renforcement des Capacités Adaptatives des Communautés Côtières d'Haïti aux Changements Climatiques.

¹⁵⁵ Ibid.

¹⁵⁶ Republique of Haiti Ministry of the Environment (2011, August). Programme Pour La Généralisation de L'analyse Selon Le Genre dans Les Efforts De Lutte Contre Les Changements Climatiques en Haïti.

¹⁵⁷ Interview with USAID/Haiti Natural Resources and Environmental Manager, Myrlene Chrysostome, on July 29, 2016.

¹⁵⁸ Ibid

sedimentation and pesticide run-off create unsafe water. If people drink the water, there may be an increase in water-borne diseases and contamination, which could affect the health of families. This places a burden on women, who are primarily responsible for family health.¹⁵⁹

Reduced agricultural revenues: Reduced productivity of agriculture due to climate change (drought) may have gender-differentiated impacts. Men predominate in production activities, while women are more involved in commercialization activities. Though women work in almost all agricultural value chains, the risk of loss is mainly in sectors in which women operate (beans, rice, corn).¹⁶⁰ Women may also have increased difficulty transporting agricultural produce due to flooding.¹⁶¹ Men may have to sell livestock to meet the household’s subsistence needs, resulting in decapitalization of household savings and leading to greater insecurity and vulnerability for the household.¹⁶² Decreased production may lead to increasing the commercialized share of agricultural production, resulting in less availability of agricultural products for households and greater difficulty for women in managing daily household consumption needs.¹⁶³

Pre-existing restrictions on women’s land rights and the exclusion of women from access to fertile land, exacerbated by drought, have forced some women to farm land on barren slopes, sometimes exceeding a 50 percent slope.

Table 15. National Policies in WASH, Energy, Climate Change, and Disaster Risk Reduction

Policy, Strategy or Action Plan	Implications for Gender Equality and Women’s Empowerment
National Water Strategy Document (Document d’Orientation Strategique pour L’Assainement en Haiti) 2014-2018	The objectives of the National Water Strategy are to increase the Haitian population’s access to water installations and at the national level ensure the availability of viable, efficient and durable water resources. The strategy makes no mention of gender equality or women’s empowerment in this sector.
2009 Framework Law on Water Supply	Haiti (GoH) enacted the 2009 Framework Law on Water Supply to re-organize the water sector. The law created the national level National Directorate on Potable water and Sanitation (DINEPA) and regional entities – Regional Office of Potable Water and Sanitation (OREPA) and Committees for the Provision of Potable Water and Sanitation (CAEPA) – to develop and regulate the sector and control its actors. The law makes no mention of gender equality or women’s empowerment.
DINEPA CAEPA (Water Supply and Sanitation Committees) Statute (2011)	The statute defines and regulates the role and functioning of the CAEPA in Haiti. The CAEPA statute requires the inclusion of at least two women among its four elected members for each committee. ¹⁶⁴
2007-2017 National Energy Sector Development Plan	The Plan recommends specific improvements and development measures for the energy sector. It does not address gender equality

¹⁵⁹ Interview with USAID/Haiti Natural Resources and Environmental Manager, Myrlene Chrysostome, on July 29, 2016.

¹⁶⁰ UNDP (2016). *Prise en Compte de la Dimension Genre dans les Changements Climatiques*.

¹⁶¹ *Ibid.*

¹⁶² *Ibid.*

¹⁶³ Republique of Haiti Ministry of the Environment. (2011, August). *Programme Pour La Généralisation De L’analyse Selon Le Genre dans Les Efforts De Lutte Contre Les Changements Climatiques En Haïti*.

¹⁶⁴ DINEPA (2010, June 16). *Statuts du CAEPA*. V 1.0.

	or women's empowerment. The state-owned power company (Electricity of Haiti), however, is in the process of developing a new electricity master plan. ¹⁶⁵ This presents an opportunity to address GEWE.
National System of Environmental Assessments (2015)	The Assessments ensure the consideration of standards and good environmental/social practices for environmental projects and policies. There is little mention of concrete mechanisms to engage women or to ensure that assessments address the effects and impacts on gender equality and women.
Action Plan for National Recovery and Development of Haiti (2010)	The Plan prioritizes agriculture as the main driver of economic recovery. It encourages sustainable natural resource management and includes chapters related to reducing the vulnerability of populations, in particular women, children and PWD.
Climate Change Action Plan to the UN Framework Convention on Climate Change (UNFCCC)	Haiti submitted a new Climate Change Action Plan in 2015. ¹⁶⁶ It promises gender integration in all aspects of its implementation without providing details on the types of interventions that it will undertake to do so. On April 16, 2016 at the Bonn Climate Change Conference in Germany, technical guidelines were submitted for integrating gender considerations into climate change related activities under the UNFCCC. ¹⁶⁷ A draft decision for consideration of the guidelines will be prepared for COP 22 in November 2016. ¹⁶⁸
Paris Accord on Climate Change	Haiti signed the Paris Accord on Climate Change on April 22, 2016 ¹⁶⁹ The Accord addresses greenhouse gases emissions mitigation, adaptation, and finance.
Planned contribution Determined at the National level (September 2015)	The document sets out guidelines for the next 15 years for the GoH to adapt to climate change and to reduce its gas emissions of greenhouse gases by 31 percent. There is no mention of gender equality or women's empowerment or engagement.
GoH - PetroCaribe Agreement with Venezuela	The agreement allows Haiti to buy oil at market value while paying as little as 50 percent up front, the rest being subject to a 1 percent interest loan over 25 years. This agreement largely discounts the cost of oil. ¹⁷⁰ Internal savings from the agreement have already been used to finance infrastructure projects in the power sector, and have recently been set aside for solar energy projects.
Plan Nationale de Contingence 2016	The National Contingency Plan aims to ensure better coordination of actions of various local and international partners involved in the management of risks and disasters. It includes the allocation of \$1 million gourdes (approximately US\$15,500) to each department during the cyclone period for these efforts. Though the plan does address gender equality, women's empowerment and the role of women in DRR, this could be strengthened significantly.

¹⁶⁵ ENERGIA International Secretariat (2016). ENERGIA International Secretariat, Publications Database. Retrieved from ENERGIA International Secretariat.

¹⁶⁶ OpenEI (2016). Haiti: Energy Resources.

¹⁶⁷ United Nations Framework on Climate Change. Guidelines or Other Tools for Integrating Gender Considerations into Climate Change Related Activities under the Convention. FCCC/TP/2016/2. 26 April 2016.

¹⁶⁸ IISD (2016, May 29). Earth Negotiations Bulletin (ENB) Volume 12 Number 676.

¹⁶⁹ UNDP (2012). Plan Stratégique de Développement d'Haiti: Pays Émergent en 2030. Retrieved from

¹⁷⁰ ENERGIA International Secretariat (2016). ENERGIA International Secretariat, Publications Database. Retrieved from ENERGIA International Secretariat,

4.4.2 Role of Central and Local Governance in WASH, Energy, Climate Change, and Disaster Risk Reduction

WASH Governance

The majority of the WASH sector is driven by donor funding. Of the total funding for the sector between 2006 and 2015, the Haitian government contributed only 1 percent.¹⁷¹ Multiple GoH, public sector utilities, and international donors (in particular the World Bank) have a role in WASH governance in Haiti. These institutions and their roles are described below.

Public sector: Multiple GoH Ministries are involved in WASH governance, including: the Ministry of Agriculture, Natural Resources and Rural Development (responsible for the development of irrigation services); the Ministry of Public Health and Population, which includes a Public Hygiene Directorate (responsible for public hygiene monitoring and water quality control actions); the Ministry of Planning and External Cooperation (responsible for the development and implementation of a national planning policy dealing, inter alia, with water resources); and the Ministry of the Environment (responsible for Haiti's natural resources, including water).¹⁷²

In addition, several other government institutions play a key governance role in WASH governance. DINEPA (the National Direction for Drinking Water and Sanitation) is the autonomous institution involved in groundwater governance. Supervised by the Ministry of Public Works, Transport and Communications, its mission is to carry out state policy in the sector of drinking water and sanitation.¹⁷³ At the decentralized level, the OREPA (Regional Offices for drinking water and sanitation) are in charge of implementation of the Drinking Water and Sanitation policy in territorial divisions.¹⁷⁴ The OREPAs have ownership of the water and sanitation infrastructure and are responsible for the implementation of sector policy, monitoring of resources, and supervision of water and sanitation operators in their territorial divisions.¹⁷⁵ They do not generally have a focus on engaging women and men equally in water management and decision-making.

Finally, the CAEPAs (Water Supply and Sanitation Committees) and Water Point Committees (CPEs) are in charge of providing water and sanitation in rural areas under the monitoring and supervision of the Rural Department Units.¹⁷⁶ The CAEPA Statute requires the inclusion of at least two women among its four elected members.¹⁷⁷ Though there are elections for CAEPA members, women are often not pushed to run for president of the CAEPA, either because they are busy at home with domestic tasks or because of other sociocultural reasons.¹⁷⁸

¹⁷¹ Stoa, Ryan (2015). *Water Governance in Haiti: An Assessment of Laws and Institutional Capacities*.

¹⁷² Fifi, Urban (2012, April). *Decision-making tools for Groundwater Governance in Haiti - Case Study from Massacre Transboundary Aquifer*.

¹⁷³ Ibid.

¹⁷⁴ Ibid.

¹⁷⁵ USAID (2014, December). *Water, Sanitation, and Hygiene Sector Status and Trends Assessment in Haiti*.

¹⁷⁶ Ibid.

¹⁷⁷ DINEPA (2010, June 16). *Statuts du CAEPA. V 1.0*.

¹⁷⁸ USAID/Haiti Gender Assessment Consultations on WASH, Energy, Climate Change and DRR. August 10, 2016.

¹⁷⁸ World Bank Group. (2014). *Clean Water, Improved Sanitation, Better Health*.

Private Sector: The private sector in Haiti plays an enormous role in WASH service provision. Private institutions, not regulated by the government, provide most water and sanitation services. As these services are not standardized and providers are not accredited or regulated by the government, basic services range in cost and are unreliable in terms of service and quality.¹⁷⁹ There is no standard practice for engaging women in these distribution systems — a large oversight, given women’s key role in water collection and provision within the household.¹⁸⁰

Energy Governance

Overall governance of the power sector is in need of reform. The national utility, Electricité d’Haiti (EDH), faces considerable technical and managerial difficulties that result in persistent commercial losses. It is estimated that the EDH requires an annual GOH subsidy of more than US\$200 million a year – equivalent to 12 percent of the national budget – to maintain its operations. The EDH also experiences challenges with collecting tariffs in communes that have historically connected illegally to the EDH grid. As a result, the EDH is not able to cover all costs associated with generation, transmission, and distribution – much less make necessary investments for improving/expanding the provision of electricity service.¹⁸¹ In the EDH, and in the numerous unions that govern the sector, women represent a small minority.¹⁸²

Climate Change Governance

The Ministry of Environment in Haiti is a relatively new institution, and local, regional, and national governments have limited capacity to enforce environmental laws and regulations. Poorly defined land-use strategies, an absent land-tenure policy, and poor water management leave residents of flood plains vulnerable, as ongoing resource depletion persists.¹⁸³ A Climate Change Consortium is comprised of the Ministry of Environment, Ministry of Health, Ministry of Education, and Ministry of Agriculture. The Climate Change Unit in the Ministry of Environment was also reactivated, with the appointment of a new Director. There are no apparent linkages between gender equality or women’s empowerment institutions/policy (MCFDF and National Gender Equality Policy) and the climate change governance structures.

Disaster Risk Reduction Governance

Disaster Risk Reduction Governance is comprised of multiple institutions organized around the National Disaster Risk Reduction System: the National Council on Risk Management; the Permanent Secretariat on Disaster Risk Management; Department Committees on Disaster Risk Management; Civil Society Support Committee; International Cooperation Group; and the Department of Civil Protection (DPC). The DPC, managed by the Ministry of the Interior and Territorial Communities, plays a large role in day-to-day disaster risk reduction. It is responsible for coordinating the activities of various ministries, committees, and organizations before, during, and after an emergency or disaster. The system has several levels of coordination and includes 10 ministries and the Haitian Red Cross. The National Civil

¹⁷⁹ IDB (2014). Private Sector Assessment of Haiti.

¹⁸⁰ USAID/Haiti Gender Assessment Consultations on WASH, Energy, Climate Change and DRR. August 10, 2016.

¹⁸¹ USAID/Haiti (2016, January). Energy Fact Sheet.

¹⁸² Electricite d’Haiti. Histoire. Accessed on September 12, 2016: <http://www.edh.ht/histoire.php>

¹⁸³ USAID/Haiti (2016, January). Environment and Climate Change Fact Sheet.

Protection Directorate suffers from capacity and funding constraints at all levels. USAID/OFDA is providing technical support to the DPC to enable leadership in emergency situations and systems. Some of this support addresses gender-responsive DRR, including in the Contingency Planning, Simulation Exercises, and Disaster Operations centers. For example, OFDA supported: 1) Five departmental contingency plans to include a section on gender equality; 2) Sphere training with a focus on gender and protection; 3) Provisional Shelter Management Training with a focus on gender/protection; 4) changes to DPC's data collection tool to be more responsive to gender and protection issues; and 5) OFDA-supported SIMEXes at the departmental level, which include an evaluation of the Departmental Committee for Disaster Risk Management's adoption of gender/protection practices at temporary emergency shelters, as highlighted in the Provisional Shelter Management training that OFDA supports (with a concerted focus on gender/protection).

The National Observatory on the Environment and Vulnerability (L'Observatoire Nationale de l'Environnement et de la Vulnérabilité) is an inter-institutional instrument designed to produce and disseminate environmental information. In practice, the Observatory is not functional, but it has the potential to play a large role in generating and aggregating data on gender-responsive DRR in Haiti.

4.4.3 Gender Equality Advances and Gaps in WASH, Energy, Climate Change, and Disaster Risk Reduction

Advances

WASH

- DINEPA hired, trained, and deployed 266 male and female Communal Water and Sanitation Technicians (TEPACs) in 2012; two are assigned to each of the 133 communes.¹⁸⁴
- DINEPA Water Supply and Sanitation Committees (CAEPA) statute (2011) defines and regulates the role and functioning of the CAEPA in Haiti. The CAEPA statute requires the inclusion of at least two women among its four elected members for each committee.¹⁸⁵

Energy

- USAID/Haiti implemented Phase I of the Haiti Improved Cooking Technology Program (under its OIEE portfolio) to reduce charcoal demand by promoting more efficient and substitutive products that are presumably cheaper as well as less harmful to the environment. Though the second phase of the Program would have supported the consolidation of these efforts, due to reallocation of funds to another USAID Mission, implementation of Phase II was not possible.¹⁸⁶

Climate Change

- USAID/Haiti Feed the Future (West) Change la Vie Plantè is supporting flood control, greenhouse initiatives to grow high value crops, and the development of heat-resistant crops. These include dredging and channel re-profiling of the Rivière Grise and Rivière Blanche in the

¹⁸⁴ USAID (2014, December). Water, Sanitation, and Hygiene Sector Status and Trends Assessment in Haiti.

¹⁸⁵ DINEPA (2010, June 16). Statuts du CAEPA. V 1.0.

¹⁸⁶ USAID/Haiti (2015, November). Haiti Improved Cooking Technology Program (ICTP) Final Performance Evaluation Report.

Cul de Sac Plain, as well as dredging and resurfacing irrigation channels with concrete bases to increase the flow of water to farmlands.

- Prior to the earthquake, USAID had a comprehensive approach to climate change.
- Through the DEED project, USAID supported local watershed management plant committees (including the integration of a local representative from the Department of Civil Protection/DPC), where they had an integrated approach to watershed management, albeit in only two watersheds.

Disaster Risk Reduction

- USAID/OFDA's Proposal Guidelines include requirements for all OFDA awards to include gender analyses and mainstreaming, information on "DRR and Gender Integration," and gender-sensitive design requirements for each technical sector (throughout the document). All of OFDA's awards are reviewed by OFDA's Gender/Protection Technical Advisor.¹⁸⁷
- USAID/OFDA LAC 2015-2019 Disaster Risk Reduction Strategy highlights Inclusive Programming, including gender, as one of OFDA's five guiding principles in the region.¹⁸⁸
- With USAID/OFDA support, five departmental contingency plans include a section on gender equality; OFDA-supported SIMEXes at the departmental level include an evaluation of the Departmental Committee for Disaster Risk Management's adoption of gender/protection practices at temporary emergency shelters.

Multi-Sectoral Approach to Climate Change, Disaster Risk Reduction, WASH and Energy

The USAID/Haiti portfolios in WASH, energy, climate change, DRR, and food security generally operate in isolation, missing opportunities to implement a holistic approach to the integration of women and men in disaster risk reduction, resource management, and adaptation to climate change.

Challenges

WASH

- The National Water Strategy Document (2014–2018) makes no mention of gender equality or women's empowerment within the context of efforts to increase access to water installations and, at the national level, to ensure the availability of viable, efficient and durable water resources.
- A lack of willingness of Haitians to pay for WASH services impedes efforts to create a market for such services. Women could play a pivotal role in this market, through increased participation in community water management committees. Thus far, women have largely not been engaged in this area where measures have been implemented.

Energy

- GoH leadership and effective governance is needed to promote and institutionalize reforestation and energy policy. In particular, the government needs to ensure the right balance between crop

¹⁸⁷ USAID/OFDA (2012, October). USAID Office of U.S. Foreign Disaster Assistance (USAID/OFDA) Guidelines For Proposals.

¹⁸⁸ USAID/OFDA (2015). USAID/OFDA Latin America and Caribbean Disaster Risk Reduction Plan: 2015–2019.

production for food and fuel, given Haiti's high levels of food insecurity. Gender equality considerations should be included in efforts to promote this balance.

Disaster Risk Reduction

- Women's associations, and women in general, are often pushed aside in an emergency, even though they have a valuable role to play in identifying needs and mobilizing people.
- The DPC does not generally have the commitment, capacity, and readiness to undertake GEWE context analysis or needs and gaps assessments of DRR.
- The National Contingency Plan (2015) addresses to a moderate extent the capacity and vulnerability of women, men, PWD, and LGBTI in emergency preparedness planning. It does not consistently institutionalize the participation of women in DPC committees at the communal level or in higher-level DPC institutions at the departmental and national level.^{189, 190}
- The National System of Management of Risks and Disasters has conducted SIMEX since 2007, with the aim of strengthening the planning process for managing emergency situations. None of the SIMEX, including the one in August 2016 (Earthquake and Tsunami), considered the distinct capacities and vulnerabilities of women and men, LGBTI, and PWD to respond to an emergency situation.
- USAID/OFDA support to train a pool of trainers includes no focus on gender-responsive DRR.

Climate Change

- Haiti prepared a new Climate Change Action Plan in 2015, which promises gender integration in all aspects of its implementation, though without providing details on the types of interventions to do so.¹⁹¹ Technical guidelines for integrating gender considerations into climate change related activities under the UNFCCC were submitted at the Bonn Climate Change Conference in Germany in April 2016.¹⁹² There is no indication that Haiti will integrate these considerations into its Plan. Gender equality and women's empowerment are not addressed in any of Haiti's other climate change strategy or action plan documents.
- In large part, USAID/Haiti does not have a consolidated approach and strategy to address climate change adaptation within its portfolio, despite some initiatives in the agricultural sector to address it. For example, the Feed the Future West programming (Change la Vie Plantè) undertakes some initiatives on climate change adaptation, whereas the Feed the Future North (Avance) does not include such initiatives.
- The important role of women in food production, and their relative disempowerment in rural policy-making, make them a priority group for any national level policy aimed at mitigating the effects of climate change. The Government has taken steps by "introducing gender aspects to government projects to reinforce the capacity of women... and their participation in development projects." Yet rural women still remain insufficiently informed, consulted, or

¹⁸⁹ Interview with Beth Caroll, Catholic Relief Services, August 4 2016.

¹⁹⁰ Republic of Haiti (2016, June). Plan National de Contingence.

¹⁹¹ OpenEI (2016). Haïti: Energy Resources.

¹⁹² United Nations Framework on Climate Change (2016, April). Guidelines or Other Tools for Integrating Gender Considerations into Climate Change Related Activities under the Convention. FCCC/TP/2016/2.

included in the design of agrarian policies. They are not included in policymaking and decisions on disaster risk reduction, or preparedness related to climate change.¹⁹³

4.4.4 Recommendations for USAID/Haiti's Current and Future Programming in WASH, Energy, Climate Change and Disaster Risk Reduction

WASH

- Provide basic education on adequate sanitary facilities and clean water to girls and boys at all levels of education, including through the full implementation of free and compulsory education, especially in rural areas and in schools with adolescent girls.¹⁹⁴
- Promote positive messages about boys and men's roles in sharing household tasks, building and maintaining latrines, and helping to buy soap and other life-saving needs during a cholera epidemic. This not only helps lessen the burden on women but also ensures a more effective and sustainable response to cholera.¹⁹⁵
- Enhance WASH governance:
 - Support gender-responsive strategic planning processes of DINEPA, including community-based and gender-responsive budgeting as well as engagement of women in the planning process.
 - Train women and men on monitoring and operation and maintenance systems within the context of support to DINEPA and the OREPAs, in line with DINEPA's normative framework.
 - Provide technical assistance to women and men in OREPAs and CAEPAs on financial management and strategic planning for the WASH sector.
 - Water committees should continue to build the general capacity of CAEPA, and especially the capacity of women and men in the management of resources of the CAEPA; use the committees as a platform for gender equality.
- Expand sanitation services and hygiene products, in a gender-responsive manner:
 - Target both women and men in demand generation for latrines, hygiene products, and fecal sludge management services, in particular in community-led total sanitation and private sector approaches to marketing. In particular, women can play a role in the sale and distribution of chlorine.¹⁹⁶

SNAPSHOT RECOMMENDATION
Multi-Sectoral Approach to Climate Change, Disaster Risk Reduction, WASH and Energy

Link planned efforts across the USAID/Haiti portfolio in WASH, energy, climate change, DRR, Democracy and Governance, and food security to enhance the effective role of both women and men, as well as local governance institutions, in resource management and the adaptation to climate change, including planning to prevent and respond to GBV.

For example, there is an opportunity to support local governance programming under the Democracy and Governance portfolio (Lokal+), in conjunction with planned USAID/Haiti WASH programming, municipal budgeting processes (Group Croissance), and OFDA's support for the decentralized DRR (DPC, Goal UK, Catholic Relief Services).

¹⁹³ Republic of Haiti (2016). Submission for the U.N. Universal Periodic Review 26th Session of the Working Group on the UPR Human Rights Council [31 Oct. – 11 Nov., 2016]. Climate Change and the Right to Food.

¹⁹⁴ CEDAW (2016, March 8). Concluding Observations on the Combined Eighth and Ninth Periodic Reports of Haiti.

¹⁹⁵ UNICEF (2010, December 2). Briefing Note: Strategy for Integrating a Gendered Response In Haiti's Cholera Epidemic UNICEF Haiti Child Protection Section/GBV Program.

¹⁹⁶ USAID/Haiti Gender Assessment Consultations on WASH, Energy, Climate Change and DRR. August 10, 2016.

- Engage women in the development of new and existing market-based service providers in the areas of on-site household sanitation, handwashing, and water storage and treatment, particularly water chlorination.
 - Engage women and men to reduce financial barriers for businesses marketing sanitation and hygiene products, through partnerships with financial institutions.
 - Target women and men in the development of new financial products, such as loans and targeted use of remittances from diaspora communities for sanitation and hygiene.
- Increase access to sustainable water supply services in a gender-responsive manner:
 - Engage women and men in building and maintaining/repairing water point and piped water distribution systems.
 - In providing technical assistance to water operators and local government agencies on operations, maintenance, and financial management, facilitate the presence and engagement of both women and men within CAEPAs.
 - Work with local private water suppliers and community organizations to identify and expand access to underserved areas, particularly in smaller towns, peri-urban neighborhoods, and rural communities.
 - Support existing and build new local enterprises (women-owned and men-owned) supplying spare parts and maintenance services.

Energy

- The 2007–2017 National Energy Sector Development Plan recommends specific improvements and development measures for the energy sector. While it does not address gender equality or women’s empowerment, the state-owned power company (Electricity of Haiti) is in the process of developing a new electricity master plan.¹⁹⁷ This presents an opportunity to address GEWE.
- Provide general support for the energy sector to reduce its deficit, and address non-payment for energy services by more than 200 large businesses in Haiti.

Climate Change

- Design adaptation programs in the areas of food security, agriculture, pastures, and natural resource management, being responsive to the multiplicity and diversity of gender roles in various areas of natural resource management, in homes, communities, livelihoods, and institutions. Integrate gender awareness into informal and legal reports (local, national, regional and international).
- Enhance the livelihoods of women and strengthen their adaptation to climate change by ensuring access, control, and ownership of resources (e.g., land ownership/land tenure, livestock and property ownership, and income opportunities), as well as access to resources such as agricultural credit, information, training, and awareness, and access to labor-saving technology adapted to the local culture.^{198, 199} Attention is needed to ensure that credit and enhanced livelihoods do not render women more vulnerable to violence and abuse within the household.

¹⁹⁷ ENERGIA International Secretariat (2016). ENERGIA International Secretariat, Publications Database. Retrieved from ENERGIA International Secretariat website.

¹⁹⁸ Republic of Haiti (2016). Submission for the U.N. Universal Periodic Review. Session of the Working Group on the UPR Human Rights Council [31 October – 11 November, 2016].

¹⁹⁹ Ibid.

- Support the adaptation of the Haiti’s 2015 Climate Change Action Plan²⁰⁰ to ensure that it is in line with the UNFCCC technical guidelines for integrating gender considerations into climate change.²⁰¹ In tandem with the revision of the Climate Change Action Plan, support the institutionalization of women’s participation in and contributions to climate-related institutions, processes, and political negotiations at the local, community, national, regional, and international levels, in particular with respect to improving the land management system, including in protected zones.
- Support the Ministry of the Environment and National Observatory on the Environment and Vulnerability (L’Observatoire Nationale de l’Environnement et de la Vulnérabilité) to play a larger role in generating gender-sensitive data to inform the development of public policy in the sector.
- Take measures to ensure consistent commitment to the integration of gender in USAID environmental assessments at all levels of the USAID institutional hierarchy (HQ, LAC Bureau, Mission).

Disaster Risk Reduction

- Conduct a stocktaking exercise to identify key lessons learned and develop a summary roadmap on gender-responsive DRR based on the Haiti earthquake, floods and drought response, to be applied in the current support for the DPC. Consider key questions:
 - Targeting of women in post-earthquake food and NFI distributions – does it cause security problems?
 - Measures to address women’s sanitary needs (in emergency kits and dignity kits) – what should go in the kits, and how should they be distributed?
 - Measures to put up emergency lighting – What type of lighting, placement of lighting, and how to put up lighting quickly?²⁰²
 - Measures to mitigate threats to the safety and security of women and girls in the shelters, lighting near toilets, sex-segregated toilets, community surveillance, and models of protection. What are best practices, and how can they be standardized?²⁰³
 - Preparation of a family safety kits, including documents, is often the responsibility of women.²⁰⁴ Family kits often lack materials for specific gender needs.²⁰⁵
 - Measures to (re)establish GBV referral services (including networks) in partnership with existing Haitian GBV service providers and in a culturally appropriate manner.
 - Land tenure/ownership – what are the key gender issues in regarding to displacement, resettlement, and land tenure, and how can they be mitigated so that women do not lose land tenure rights during displacement, or fail to gain access to land tenure in new geographic areas after displacement?
 - Measures to mitigate threats to LGBTI post-earthquake – what type of discrimination did LGBTI suffer in the post-earthquake response, what type of discrimination do they currently face, and how can DRR efforts address this?

²⁰⁰ OpenEI (2016). Haiti: Energy Resources.

²⁰¹ United Nations Framework on Climate Change (2016, April 26). Guidelines or Other Tools for Integrating Gender Considerations into Climate Change Related Activities under the Convention. FCCC/TP/2016/2.

²⁰² Interview with Catholic Relief Services, August 4 2016.

²⁰³ Ibid.

²⁰⁴ Ibid.

²⁰⁵ Interview with Goal Haiti. August 4, 2016.

- Efforts to build community road maps to specify the demographic characteristics of each community, with a gender-responsive lens, to support identification of vulnerable persons requiring support in an emergency?²⁰⁶
- Build upon USAID/OFDA’s existing support for the implementation of the Incident Command System (training); and integrate lessons learned from the Summary Road Map from the earthquake, flood, and drought to place a (new) emphasis on gender equality in DRR. Additionally, support the integration of gender in USAID DRR programming within the context of existing and future support for the National Emergency Operations Centers and the emergency operations in each of the 10 departments, to create hubs for the coordination of the Directorate for Civil Protection (DPC). Build the capacity of the DPC Master Pool of Trainers to address gender equality and women’s empowerment, as there is currently no capacity in this area.
- Building upon USAID/OFDA-supported programming with GOAL UK, formalize engagement of the Community Intervention Team in the national disaster risk management system. This will allow women to have more opportunities to participate in the governance of the system and will facilitate better consideration of practical needs of women in the system.
- Using the Summary Roadmap, scale up USAID/OFDA’s existing support for gender-responsive contingency planning in partnership with UNDP (a key donor in this area). Use the forthcoming national census data to support this process. Support measures to institutionalize the participation of women in DPC committees and in DPC institutions at the departmental and national level.²⁰⁷
- Support measures to integrate GEWE, LGBTI and PWD into future Simulation Exercises, using the Summary Road Map mentioned above and also learning from Simulation Exercises in the region (such as that from Colombia).
- Integrate gender-responsive DRR into the USAID-supported Ministry of Education reading and writing curriculum for teachers at the primary school level, as well as into the USAID/OFDA/LAC Regional Disaster Assistance Program Training Portfolio (including the OFDA School and University Safety Course, implemented in Haiti).²⁰⁸

²⁰⁶ Interview with Rose Luce Cadot, USAID/OFDA seconded to the DPC. August 4, 2016 – Reference to CORDAID efforts in this domain.

²⁰⁷ Interview with Beth Caroll, Catholic Relief Services, August 4 2016.

²⁰⁸ For additional information on this training portfolio, please see: [https://scms.usaid.gov/sites/default/files/documents/1866/RDAP percent20Portfolio percent20English percent2001-14-14.pdf](https://scms.usaid.gov/sites/default/files/documents/1866/RDAP%20Portfolio%20English%2001-14-14.pdf).

4.5 SAFETY AND SECURITY

Safety and Security Snapshot

4.5.1 Description of Pertinent Gender Data for Safety and Security

EMMUS (2012)

- One in three Haitian women aged 15–49 has experienced physical and/or sexual violence perpetrated by anyone ever in their lives.
- The percentage of women who experienced IPV in the past 12 months rose from 27 percent in 2005/2006 to 31 percent in 2012; the percentage of women who experienced IPV ever in their lives increased from 25.4 percent to 29.3 percent (Figure 2).
- Sixty-five percent of women reporting having experienced physical or sexual violence did not seek help, and 43.1 percent never told anyone.

U.S. Centers for Disease Control (2012)

- 61 percent of girls and 57 percent of boys reported having experienced at least one form of physical violence.

Sommerfelt/FAFO (2013)

- The number of child domestic workers aged 5–14 years is 286,000. Girls are more often child domestic workers than boys. Sixteen percent of girls are child domestic workers, compared to 11 percent for boys. The data do not specifically address violence experienced by this population; the data simply indicate experiences of injuries without attribution of the injuries.

Integrated Bio-Behavioral Surveillance (2015)

- The percentage of MSM who have been physically assaulted by a sexual partner is 14.4 percent. 28.6 percent have been assaulted/raped, and 34.7 percent suffer stigmatization for being MSM.
- According to the 2015 Integrated Bio-Behavioral Surveillance (IBBS), 36.6 percent of female sex workers have been physically assaulted by a sexual partner. Fifty percent of physical assaults were by a partner, and 46.6 percent were by a client. Twenty-seven percent of FSWs have been sexually assaulted or raped, and 51.1 percent have suffered aggression for being a sex worker.

The section below provides a summary of current GBV prevalence data as reported in the 2012 Haiti Mortality, Morbidity, and Service Utilization Survey (EMMUS-V), as well as GBV prevalence data from several countries in Latin America and the Caribbean (using data from the EMMUS-IV, collected in Haiti in 2005/2006).²⁰⁹

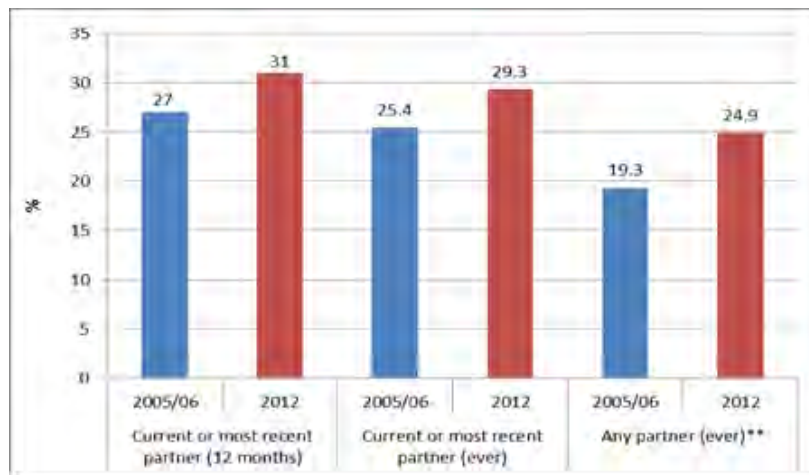
Violence against women and girls (VAW/G) is prevalent across all age groups in Haiti. One in three Haitian women aged 15–49 has experienced physical and/or sexual violence (perpetrated by anyone) ever in their lives (EMMUS-V). The prevalence of such violence is similar for different age groups, ranging from a low of 29.6 percent for women aged 40–49 and a high of almost 37 percent for women aged 25–29. This suggests that GBV interventions need to address violence at multiple stages of the lifecycle, beginning with children at a young age.

²⁰⁹ Republique d’Haiti Ministère de La Santé Publique et de La Population (MSPP) (2012). Enquete Mortalité et Utilisation des Services EMMUS-V Haiti 2012.

For physical violence, in particular, the data indicate that there are no major differences in the prevalence of violence in urban vs. rural areas. Physical violence varies slightly depending on location; it is highest for women living in camps (35 percent) and lowest in rural areas (not camps) (27 percent). The level of education does not appear to make a difference. For sexual violence, specifically, the data indicate that there are no major differences in prevalence between urban and rural areas. Sexual violence is highest for women living in metropolitan Port-au-Prince area (15.7 percent) and Central departments (16.2 percent) and lowest for women in the Southeast (9.1 percent) and Northeast departments (9.4 percent).

The incidence of intimate partner violence against women and girls has increased. According to the EMMUS-IV and V, the prevalence of physical, sexual and/or emotional violence at the hands of a spouse or partner – i.e. intimate partner violence (IPV) – has increased. The percentage of women who experienced IPV in the past 12 months rose from 27 percent in 2005/2006 to 31 percent in 2012; the percentage of women who experienced IPV ever in their lives increased from 25.4 percent to 29.3 percent (see Figure 2).

Figure 2. Percentage of Women Aged 15–49 Ever Married/in Union who Reported IPV (Physical and/or Sexual)



Source: EMMUS-V, 2005/2006 and 2012.

Further, regional comparisons show Haiti as the country with the highest proportion of young women reporting sexual violence: 21 percent of Haitian women, for example, reported that their first intercourse was “forced,” while women from other countries that conducted comparable surveys reported much lower rates, ranging from 2 percent in Nicaragua to 5 percent in Guatemala.²¹⁰

Violence against children, including girls in domestic servitude/restavek: The CDC Violence against Children Survey (2012) reports alarming levels of physical violence against children (by a household member or authority figure): 61 percent of girls and 57 percent of boys reported having experienced at least one form of such physical violence. Data from Sommerfelt/FAFO indicates that the number of child domestic workers aged 5 to 14 years is 286,000. Girls are more often child domestic

²¹⁰ Pan American Health Organization; Centers for Disease Control and Prevention (2012). Violence Against Women in Latin America and the Caribbean: A comparative analysis of population-based data from 12 countries. Washington, DC: PAHO.

workers than boys: sixteen percent of girls are child domestic workers, compared to 11 percent for boys. The data do not specifically address violence experienced by this population. Rather, the data simply indicate experiences of injuries without attribution of the injuries.²¹¹

Violence against LGBTI populations: There is limited documentation of discrimination, stigmatization and aggression (including corrective rape) against LGBTI populations in Haiti.²¹² According to the 2015 Integrated Bio-Behavioral Surveillance (IBBS), the percentage of MSM who have been physically assaulted by a sexual partner is 14.4 percent; 28.6 percent have been assaulted/raped overall, and 34.7 percent suffer stigmatization for being a man having sex with men.²¹³ There is also documentation of discrimination against LGBTI populations in DRR. First and foremost, the bodies of deceased LGBTI may not be claimed or acknowledged by their families, due to stigma associated with LGBTI in Haiti. Second, the LGBTI people who survived faced spontaneous blame and persecution: radio sermons, church talks, and general discussions targeted LGBTI people as sinners who had called the earthquake upon the country by angering God. As such, LGBTI had to leave the immediate area as soon as possible to avoid attracting anger or risking violence.²¹⁴ In IDP camps, overcrowding, flimsy structures, inadequate lighting, public bathing facilities, and general insecurity have increased the risk of GBV, for all women and all people viewed as gender non-conforming, including LGBTI persons.²¹⁵

Violence against sex workers: There is limited documentation of discrimination, stigmatization and aggression against sex workers in Haiti. According to the 2015 Integrated Bio-Behavioral Surveillance (IBBS), 36.6 percent of female sex workers have been physically assaulted by a sexual partner. Of this group, 50 percent have been assaulted by a partner and 46.6 percent by a client. 27.1 percent of female sex workers have been sexually assaulted or raped, and 51.1 percent have suffered aggression for being a sex worker.²¹⁶ Qualitative data collected during the course of the Gender Analysis of the Cap Haitien Port Rehabilitation indicates that both LGBTI and non-LGBTI sex workers are in danger of violence and abuse, due both to the nature of their profession, and also due to social mores regarding same-sex relations.²¹⁷

GBV survivors seeking assistance: Few women and girls who experience violence seek assistance. Sixty-five percent of women reporting having experienced physical or sexual violence did not seek help, and 43.1 percent never told anyone. Seeking help is more common when the woman has suffered both physical and sexual violence (41 percent) than when she has suffered only physical violence (30 percent) or sexual violence (22 percent).²¹⁸ Women experiencing physical or sexual violence who did seek help most commonly sought help from their families (68 percent), followed by their neighbors

²¹¹ Sommerfelt, Tone (Ed.)/FAFO (2014). *Child Domestic Workers in Haiti 2014: Analytical Report*.

²¹² Al Jazeera. *Haiti's Fight for Gay Rights*. 2014.

²¹³ As reported in Linkages PowerPoint presentation shared with the USAID/Haiti Gender Assessment Team on August 26, 2016.

²¹⁴ Huffington Post (2012, June 2). *Brutal Aftershocks: The Persecution of LGBTI Haitians After the Earthquake*.

²¹⁵ IGLHRC and SEROVIE (2010). *The Impact of the Earthquake, and Relief and Recovery Programs on Haitian LGBTI People*.

²¹⁶ As reported in Linkages PowerPoint presentation shared with the USAID/Haiti Gender Assessment Team on August 26, 2016.

²¹⁷ Banyan Global – Rames, Victoria, Jean-Gilles, Sandra and Louis, Eunide, (2016, April). *USAID/Haiti Gender Analysis – Gender-Responsive Civil Works – Cap Haitien Port Rehabilitation*.

²¹⁸ Republique d'Haiti Ministère de La Santé Publique et de La Population (MSPP) (2012). *Enquete Mortalité et Utilisation des Services EMMUS-V Haiti 2012*.

(23 percent), friends (19 percent), and the family of their partners (16 percent). Data from interviews with key stakeholders suggest that this reflects factors such as women’s fear of retribution by perpetrators and dismissive treatment by officials, and/or their perception that the available services will not help them.

Level of social acceptance of physical violence against women: Fewer than two in ten women (17 percent) aged 15–49 think that wife beating is justified for at least one reason; this percentage ranges from 24 percent for younger women (aged 15–19 years) to just 14 percent among those aged 45-49. Overall, the results show that the proportion of women who share this opinion decreases as the level of education and age increases, and as the level of well-being of the household increases. The percentage of men aged 15–49 who think that wife-beating is justified for at least one reason is less than for women, at 15 percent. The pattern of variation for men is similar to that for women.

Intergenerational experience of VAW in Haiti: Evidence indicates that women whose fathers beat their mothers have a 2.5 times greater risk of experiencing IPV in their adult lives compared with women who did not witness IPV as children. Similarly, boys who witness violence at home are more likely to grow up to perpetrate violence themselves.²¹⁹ According to the EMMUS IV (2005/6), the proportion of women who reported ever experiencing physical or sexual IPV was significantly higher among women who reported that their mother (or stepmother) was beaten, compared with those who did not.

Table 16. National Policies in Safety and Security

Policy, Strategy or Action Plan	Implications for Gender Equality and Women’s Empowerment
(Draft) Law on the Prevention, Sanction and Elimination of Violence Against Women	The draft law has not yet been submitted to the legislature. USAID’s Health Policy Project-AKSE (Implementing partner Futures Group) supported the process of validating the law. The framework presents an opportunity to unify, harmonize and bolster the policy framework for GBV in Haiti, and consequently, to ensure a more coordinated approach to GBV prevention and response. The law speaks specifically to GoH responsibilities to prevent and respond to GBV.
National Plan to Combat Fight Against Violence Towards Women and Girls 2012-2016.	A 2012-2016 National Plan to Combat Violence Against Women exists, but there are no mechanisms in place to measure whether the Plan has been implemented and no mechanisms to evaluate it. The Plan’s strategic planning framework revolves around: 1) the coordination of services related to GBV; 2) the collection and dissemination of sensitive information; 3) the organization of a national prevention campaign and advocacy for the elimination of VAW/G; and 4) the effectiveness of the system to monitor and evaluate the national plan. There is no 2016-2020 National Action Plan to Combat VAW under development.
Memorandum of Understanding for the Provision of a Free Medical Certificate	The MCFDF, the Ministry of Public Health and Population, and the Ministry of Justice signed a memorandum of understanding stipulating that any healthcare provider or qualified gynecologist must provide a medical certificate to victims of domestic violence or sexual assault, free of charge. A separate memorandum from 2007 specifies that medical certificates must be prepared regardless of whether the medical establishment issuing them is public or private.

²¹⁹ World Bank and ONPES (2014). Investing in People to Fight Poverty in Haiti: Reflections for Evidence-Based Policy Making.

4.5.2 Role of Central and Local Governance in Safety and Security

At present, there is no governmental or non-governmental mechanism to regularly analyze reports of GBV incidents or the data on service provision collected by individual government institutions and NGO service providers. Prior to the 2010 earthquake, the National Coalition to Combat Violence against Women²²⁰ carried out this function, but no longer does so due to staffing and resource constraints. At the national level, it is currently the responsibility of the MCFDF to develop systems and validate the VAW/G service/incident data gathered from multiple government and NGO service providers.

4.5.3 Gender Equality Advances and Gaps in Safety and Security

Advances

- The clinical management of GBV in the public health sector is receiving a moderate amount of support from the international community. The Quality Health Services for Haiti North and South (Services de Santé de Qualité pour Haïti), in particular, is providing support for the public health sector's clinical management of GBV, including training of healthcare providers to recognize, refer and treat GBV and protection cases.
- With PEPFAR support, and now through the Local Solutions initiative, USAID has been providing support for GHESKIO's GBV prevention and response programming, which includes medical, psychosocial, and socio-economic rehabilitation of GBV survivors.
- The U.S. Department of State International Narcotics and Law Enforcement Affairs, with MINUSTAH-Human Rights, have been providing intensive support for the Haitian National Police (HNP) capacity to respond to GBV. This support is mobilized through the secondment of a U.S. police officer to the Haitian National Police's National Coordination of Women's Affairs. The HNP has made enormous advances in the last year in its capacity to aggregate and systematize countrywide documentation of GBV incidents, and to investigate cases of GBV, despite a lack of logistical resources.
- Through USAID's Democracy and Governance IDEH program, USAID is supporting Haitian civil society organizations (including lesbian organization FACSDIS) in creating a space for coalition-building between FACSDIS and Haitian women's organizations.
- MINUSTAH has also been providing support to the American Bar Association to enhance the capacity of Haitian security and justice authorities for the effective investigation, prosecution, and adjudication of cases of GBV.
- Under the USAID/PEPFAR multi-country program LINKAGES, USAID is supporting GoH, NGO partners, and civil society health providers to offer technical training and support to NGO service providers with respect to key populations, such as MSM and sex workers.

²²⁰ The National Coalition serves as an official advisory body to the Haitian government and particularly to the Ministry of Women's Condition and Rights (MCFDF), as part of Haiti's preparation for the Beijing +10 Conference in the spring of 2005.

Challenges

- One of the largest challenges for GBV prevention and response in Haiti is the lack of government or donor support for GBV mainstreaming beyond the health sector.
- Despite large and concerted investments from multiple donors (including UNFPA) in developing a national level GBV incident reporting system, the MCFDF does not have the capacity to gather and validate GBV incident data.
- Through the USAID/DG Office AKSE program, USAID supported the Haitian parliament and the executive branch to develop and validate comprehensive draft GBV legislation. The law could have benefited from more extensive consultation with civil society actors as well as with service providers responsible for GBV prevention and response.²²¹ The legislation still awaits submission to the legislature; delays are largely due to the interim nature of the current government. Through the same program, USAID supported the development of a mapping tool for child protection and GBV services, covering 42 communes.
- The HNP is still experiencing challenges with forensic investigation of GBV cases, due both to human and logistical capacity challenges.

4.5.4 USAID/Haiti's Current and Future Programming in Safety and Security

There are enormous opportunities for the USG to provide systematic, holistic and multi-sectoral support for GBV prevention and response, through its education, WASH and climate change, food and economic security, and disaster risk reduction portfolios. This includes conducting a systematic and multi-sectoral analysis to connect the dots on the risks of GBV across the sectors and to mitigate them synergistically across the USAID portfolio.

Education

- Integrate the MENFP teacher training modules on the environment and citizenship (including gender equality, GBV and violence in general) into USAID's support for early grade reading and writing programs. Specific opportunities include mainstreaming in the Ann ALE reading and writing program's grades 3 and 4 teacher training curriculum, which have not yet been finalized.
- Support gender-responsive educational opportunities and skills building for out-of-school girls and boys (including in the Room to Learn Initiative), with a specific focus on individuals at risk of abuse and survivors of GBV.²²² Within this context, there is an opportunity to put in place a curriculum for GBV prevention and response, similar to the AmeriCares post-earthquake support for the Adolescent Girls Network. Bring Room to Learn learning spaces to the border of Haiti with the Dominican Republic.²²³
- Foster knowledge dissemination on best practices in gender-responsive early grade reading, as well as country-level capacity building of the MoE, in the LAC Reads multi-country program, the new Room to Learn program focused on out of school children, and any future support for access to learning for PWD.

²²¹ Rames and Jean-Gilles. (2015, August). Inter-American Development Bank Policy Note on Violence Against Women and Girls in Haiti.

²²² Nieradka, Jessica (2013). Safe Spaces for Adolescent Girls in Haiti.

²²³ Feministing (2015). Why Haitian Migration to the Dominican Republic is a Feminist Issue.

Food and Economic Security

- Integrate GBV in the USAID/Haiti Feed the Future-North programs. AVANCE and Change La Vie Plantè food and economic security programs could support programming to prevent and respond to GBV in a comprehensive fashion by undertaking behavioral change communication to prevent GBV and to encourage survivors to access existing GBV services.
- Given their importance in the Haitian economy, more assistance should be provided to Les Madames Sara to enhance their role in wholesale selling, commercialization of agricultural products, and augment their inclusion in more lucrative value chains. Also essential is greater attention to the safety and security of Les Madames Sara during their travel to commercialize products.

Disaster Risk Reduction

- Conduct a stocktaking exercise and develop a Summary Road Map on key lessons learned, and develop a roadmap on gender-responsive DRR (including GBV and discrimination against LGBTI), based on the Haiti earthquake, floods, and drought response, to be applied in the current support for the DPC.
- Within USAID's support for DRR, integrate lessons learned from the Summary Road Map into Incident System Training and capacity building for the DPC Master Pool of Trainers.
- Partner with UNDP to continue to support the Department of Civil Protection in gender-responsive Contingency Planning.
- Continue to support the integration of measures to address GEWE, LGBTI and PWD concerns into the future Simulation Exercises, using the GEWE Summary Road Map and also learning from Simulation Exercises in the LAC region.
- Continue to address GBV, including violence and discrimination against LGBTI, in USAID's support to the GoH and civil society in disaster risk reduction.

Safety and Security

- Collaborate with USAID-supported GHESKIO (Port-au-Prince) and USAID/EGAD to evaluate and scale up good practices in income generation for GBV Survivors, ensuring sustainability of income streams and prevention of retaliatory violence against survivors from family members.
- Collaborate with UNFPA and the Inter-American Development Bank, as well as one-stop center GHESKIO and the Justinien University Hospital's One Step Center for GBV Survivors in Cap Haitien, to develop a model of one-stop centers for GBV survivors.
- Collaborate with NGO Beyond Borders and the Inter-American Bank to support the development of an evidence-based model of GBV prevention in Haiti. Only one organization in Haiti (Beyond Borders, operating in Jacmel) is undertaking GBV prevention programming, using an adapted version of the SASA! Model. George Washington University and the Inter-American Development Bank are supporting an evaluation of the model to create an evidence base for its use in Haiti.

- Invest in Haiti-specific studies on the impact on adolescent/young LGBTI individuals and their education; and link these studies with USAID support addressing LGBTI access to health services, food and economic security, and access to justice.

Table 17. Key Cross-Cutting Issues in Safety and Security

USAID Sector	Key Health Cross-Cutting Issues
Health	Improve the public health sector’s clinical management of GBV, including training of healthcare providers to recognize, refer and treat GBV and protection cases. Improve services for the medical, psychosocial, and economic rehabilitation of GBV survivors.
WASH, Energy, Climate Change and Disaster Risk Reduction	WASH programming should take into account gender-sensitive needs of men and women, e.g., providing hygienic spaces to access and dispose of menstrual products.
Education	GBV in school settings is especially acute, as the second most common place for unwanted touching for girls aged 13–17. ²²⁴ Additionally, nearly 30 percent of women who received money for sex before age 18 reported that the most common location to meet people who paid for sex was at schools. ²²⁵
Democracy and Governance	Opportunity to further integrate gender equality language and/or GBV in relevant policies and laws, such as the National Health Policy.
Food and Economic Security	Though nearly a third of the Haitian population is food insecure, more than half of all children and almost half of all women of reproductive age are anemic. HIV+ women are especially vulnerable to food insecurity. ²²⁶

²²⁴ Feministing (2015). Why Haitian Migration to the Dominican Republic is a Feminist Issue.

²²⁵ U.S. Centers for Disease Control (2014, June). Violence Against Children in Haiti: Findings from a National Survey 2012.

²²⁶ USAID/Haiti. USAID/Haiti Nutrition Profile (2014).

5. CONCLUSION

Although Haiti has made advances to close gaps in gender equality, this gender assessment finds that much more work is still needed. Despite a legal framework to address gender equality, including a 30-percent quota for women's participation in all levels of public office and in infrastructure development, many persistent challenges remain.

In 2015, five years after the devastating earthquake, Haiti began the transition from humanitarian assistance to (re)focus on long-term development. Both humanitarian assistance and development work is often reliant on international donors for both financial and strategic support, and USAID has a strong presence in the development, gender equality, and women's empowerment space in Haiti.

USAID/Haiti, including PEPFAR projects, tackles many of the sector-specific challenges mentioned in this report and has made important contributions toward gender equality and women's empowerment in Haiti. A USAID/Haiti Survey found an over-reliance on the Mission Gender Advisor to oversee and/or conduct gender analyses for every new project or program. This reliance — vesting of gender integration in just a single focal point (including gender PoCs) — could be improved by broadening this programming function. Additionally, significant opportunities have been identified to link existing USAID portfolios to provide more holistic and gender-sensitive approaches to programming. The recommendations in this gender assessment, and the accompanying action plan, therefore provide possible entry-points for the incorporation of gender and other considerations in carryover activities as well as in potential new programs for the upcoming CDCS.

ANNEX A: SUMMARY OF USAID/HAITI RESULTS FRAMEWORK AND KEY ACTIVITIES

Intermediate Result and Sub-Intermediate Results	Activities by Priority
Pillar A: Infrastructure and Energy	
<p>Intermediate Result 1: Improved infrastructure that supports community and commercial development.</p> <p>Sub-Intermediate Results:</p> <ul style="list-style-type: none"> • 1.1 Increased access to housing and community services • 1.2 Improved access and reliability of electricity • 1.3 Increased access to international markets via secondary port • 1.4 Increased domestic mobility via improved roads and bridges • 1.5 Stronger GOH capabilities and housing policies • 1.6 Reduced charcoal and firewood used for cooking. 	<p>Priority 1: Housing</p> <ol style="list-style-type: none"> 1) Support the upgrading of up to five Port-au-Prince neighborhoods, including resources to accelerate rubble removal using heavy equipment; 2) Undertake integrated investments to facilitate the establishment of up to three new communities that offer housing, jobs, and sustainable economic opportunities; 3) Provide capacity building and policy reform support to the GOH; and 4) Increase access to housing finance. <p>Priority 2: Ports and Economic Growth Poles</p> <ol style="list-style-type: none"> 1) Assist the GOH in leveraging Haiti’s proximity to the US market by increasing the efficiency of Haiti’s port sector and improving the regulatory environment and oversight; 2) Invest in the design and development of a major international container port in partnership with other bilateral and multilateral partners and the private sector; and 3) Develop an integrated investment package in coordination with the GOH and other partners to grow a competitive economic growth pole anchored by the port development. <p>Priority 3a: Energy – Electricity Provision</p> <ol style="list-style-type: none"> 1) Modernize the electricity sector by enhancing its commercial viability, improving sector governance, strengthening institutional capacities, and attracting private sector participation; and 2) Improve and expand the generation, transmission, and distribution of electricity through rehabilitation and new construction to reduce cost, increase access, and improve reliability – using mini-grids and renewable resources when and where feasible. <p>Priority 3b: Energy – Alternative Cooking Technologies</p> <ol style="list-style-type: none"> 1) Design and implement a comprehensive alternative cooking technologies program that encourages households, food vendors, and energy-intensive businesses to reduce their consumption of charcoal by using cleaner and more efficient cooking technologies such as improved biomass cookstoves and/or switching to alternative fuels such as Liquefied Petroleum Gas.
Pillar B: Food and Economic Security	
<p>Intermediate Result 2: Increased food and economic security</p>	<p>Priority 1: Food Security – Agriculture and Nutrition</p> <ol style="list-style-type: none"> 1) Ensure inclusive agriculture sector growth within priority

<p>Sub-Intermediate Results:</p> <ul style="list-style-type: none"> • 2.1 Improved performance of the agricultural sector • 2.2 Improved nutritional status of women and children • 2.3 Increased employment. 	<p>watersheds; and</p> <p>2) Improve nutritional status.</p> <p>Priority 2: Economic Security – Access to Opportunity</p> <p>1) Support an enabling policy environment;</p> <p>2) Provide technical assistance and professional and vocational training services to MSMEs; and</p> <p>3) Increase access to capital, where appropriate, through investments and partial guarantees.</p>
Pillar C: Health And Other Basic Services	
<p>Intermediate Result 3: Improved health status and learning environment</p> <p>Sub-Intermediate Results:</p> <ul style="list-style-type: none"> • 3.1 Increased access to health and nutrition services • 3.2 Improved services for persons with disabilities • 3.3 Strengthened MOH capabilities in provision of health services • 3.4 Strengthened GOH capabilities in governing school system and maintaining universal standards • 3.5 Increased services for vulnerable youth. 	<p>Priority 1: Health</p> <p>1) Develop comprehensive referral networks at the communal and departmental levels within the US development corridors;</p> <p>2) Support the delivery of a package of services and targeted infectious disease prevention and management outside the US development corridors;</p> <p>3) Establish disability care to support GOH and civil society capacity to provide care and rehabilitation services for persons with disabilities;</p> <p>4) Increase support to the Ministry of Health in strengthening systems and governance; and</p> <p>5) Rebuild and reform management of public health infrastructure.</p> <p>Priority 2: Education and Youth-Focused Services</p> <p>1) Support and improve GOH capacity to plan, coordinate, regulate and deliver quality education services;</p> <p>2) Contribute to the GOH and IDB’s education reform plan via the Multi-Donor Trust Fund;</p> <p>3) Increase the provision of complementary youth-focused services in targeted communities within the GOH development corridors selected as priorities by the USG; and</p> <p>4) Facilitate private public partnerships for youth-focused offers of assistance.</p>
Pillar D: Governance and Rule of Law	
<p>Intermediate Result 4: More responsive governance and improved rule of law</p> <p>Sub-Intermediate Results:</p> <ul style="list-style-type: none"> • 4.1 Strengthened representative effective and transparent governance • 4.2 Strengthened rule of law and human rights. 	<p>Priority 1: Governance</p> <p>1) Supporting credible electoral and legislative processes;</p> <p>2) Strengthening public administration; and</p> <p>3) Improving local governance capacity</p> <p>Priority 2: Rule of Law</p> <p>1) Strengthening judicial independence and operational capacity of the courts;</p> <p>2) Enhancing the effectiveness of the criminal justice system;</p> <p>3) Enhancing the effectiveness of the civil justice system;</p> <p>4) Increasing protection of human rights and vulnerable populations;</p> <p>5) Renovating the corrections sector;</p> <p>6) Developing a sustainable HNP;</p> <p>7) Assisting the HNP to develop an effective counter narcotics strategy; and</p> <p>8) Enhancing transparency and combating corruption in GOH institutions.</p>

Pillar E. Three Development Corridors

In partnership with the Haitian Private Sector Economic Forum and the Presidential Group on Competitiveness, the GOH has established priority industries to support economic growth: agriculture (fruits, tubers, and animal husbandry), housing and urban development construction, tourism and garments. These industries form the economic base for each of the GOH-defined new regional growth poles beyond Port-au-Prince, namely around Cap Haitian, Saint Marc and Les Cayes.

ANNEX B: KEY STAKEHOLDER LIST

USAID		
Date/Time Interview	Name	Sector
July 19, 2016	Kaori Iwai	Education
July 19, 2016	Jonathan Anderson Jyminor Guerisma	OFDA
July 20, 2016	Marcia Glenn	OIEE
July 20, 2016	Marie Renee Vertus	EGAD/Economic Growth
July 20, 2016	Lovesun Parent	Program Office
July 20, 2016	Harry Francois Karen Smith	Program Office M&E
July 21, 2016	Kathleen Mathieu	Health
July 22, 2016	Asta Zinbo and the DG Team	Democracy and Governance – Trafficking in Persons
July 22, 2016	Magdala Beaublanc and the FDHS Team	FDHS
July 22, 2016	Julia Kennedy	EGAD/Feed the Future
July 27, 2016	Abdel Abellard Greg Wahl	Environment
July 27, 2016	Hubert Sylney Justin Gelb	WASH
July 29, 2016	Nina Wadhwa Kathleen Mathieu Anne Eudes Jean Baptiste	PEPFAR
July 29, 2016	Myrlene Chrysostome	EGAD Natural Resources/ Climate Change Environment
July 29, 2016	Jessica Morrison	Program Office
July 29, 2016	James Wooley	EGAD/Feed the Future
OTHER INSTITUTIONS		
EDUCATION - COMPLETE		
August 3, 2016	Dr. Pean National Coordinator Mr. Josué Joseph COP - RAPID activity	SHAA (Societe Haitienne d'Aide aux Aveugles)
August 6, 2016	Guy-Serge Pompilus	Ministry of Education
OIEE		

August 2, 2016	Mohsin Rafiq Leghari	UMCOR
DEMOCRACY AND GOVERNANCE		
July 25, 2016	Leo H.A. Spaans Sr. Resident Director	NDI-Haiti
July 26, 2016	Stephen L. Snook, Ph.D. Chief of Party	LOKAL+ (Tetrattech)
July 26, 2016	Saintal Claudine Directrice de Projet	Initiative for Equitable Development in Haiti (IDEH)
July 26, 2016	Francis JAMES Coordinateur, Projet Etat de Droit Chef, Unité de Gouvernance a.i.	UNDP – Rule of Law
July 27, 2016	Lourdes González-Prieto Chief of Party a.i, Haiti	International Foundation for Electoral Systems (IFES)
July 28, 2016	Ruthlande Anglade Directeur des Collectivites Territoriales	MICT – for LOCAL + Program Implemented by Tetrattech
August 5, 2016	Kesner Pharel, Director	Group Croissance – Deaing with Gender-Responsive Budgeting
August 5, 2016	Norah A. Jean Francois	Chapitre Haitien de l'Association des Femmes Juges (CHAIFEJ) – USAID Partner
August 10, 2016	Jean Touchette Premier secrétaire (Coopération) First Secretary (Development)	Canada – Dealing with Human Rights
August 12, 2016	Antoine Verdier, Coordonateur General a.i.	L'OMRH (connected via implementation MSI program – Anna Van Rooyen)
August 13, 2016	Anna Van Rooyen	MSI Haiti

ECONOMIC AND AGRICULTURAL SECURITY		
July 27, 2016	Nadia Cherrouk Country Director/Directeur Pays Program Director	PADF Leveraging Effective Application of Direct Investment (LEAD), Program Pan American Development Foundation-Haiti Office
August 22, 2016	Robin J. Padberg Chief of Party Local Enterprise and Value Chain Enhancement Project (LEVE)	RTI for USAID/LEVE
August 3, 2016	Jean Robert Brutus Senior Advisor for MAST Pierre Ricot Odney Director UEP MAST	MAST
August 6, 2016	Afurika Jevenal Chief of Party Roseval Supreme Deputy	CARE - K
August 22, 2016	Robin Padberg, Chief of Party	RTI for USAID/LEVE Programme
August 23, 2016	Marie-Claude Orbe	Feed the Future West
HEALTH		
August 2, 2016	Anaëlle Canez Administratrice de Projets Les Centres GHESKIO	GHESKIO
August 8, 2016	Steeve Laguerre Chief of Party LINKAGES	Linkages
August 11, 2016	Therese Foster Chief of Party SSQH-Nord Maternal and Child Survival Program	SSQH-North/JHPIEGO
August 16, 2016	Dr. Joelle Deas Van Onacker	MSP/Programme Nationale de Lutte contre le SIDA
DRR/CLIMATE CHANGE		
August 4, 2016	Beth Carroll	Catholic Relief Services

August 4, 2016	Andrea Horricks Florian Meyer	GOAL
August 5, 2016	Rose-Luce Cado Kathleen Mompont	Department of Civil Protection UNDP Disaster Risk Reduction
DONORS		
August 16, 2016	Dorrine Jean Paul	UNDP/Climate Change
August 16, 2016	Luana Ozemela, Gender Specialist	Inter-American Development Bank
August 16, 2016	Evans Jadotte	World Bank
August 16, 2016	Cassandre Bechoua Responsable de Suivi des Projets d'Inclusion Economique	UNDP Poverty Reduction
OTHER		
August 6, 2016	Sue Nelson	USAID Democracy and Governance Assessment Team

ANNEX C: CONSULTATIVE MEETING AGENDA

Réunions Consultatives pour la Recherche d'Actions Prioritaires Relatives à la Prise en Compte du Genre dans les Programmes et Projets de l'USAID en Haïti

Marriott Hôtel: 10-11 août 2016

HORAIRE	ACTIVITÉS
10 août 2016	
8h00-8h15	Arrivée et enregistrement
8h15-8h30	Propos d'ouverture
8h30-10h30	La Démocratie, la Gouvernance et le Genre: La validation des résultats préliminaires
10h30-10h45	Pause-café
10h45-12h00	La Démocratie, la Gouvernance et le Genre: La validation des résultats préliminaires
12h00-12h30	Déjeuner
12h30-14h30	WASH, le Changement Climatique et le Genre: La validation des résultats préliminaires
14h30-14h45	Pause-café
14h45-16h00	WASH, Le Changement Climatique et le Genre: La validation des résultats préliminaires
11 août 2016	
8h00-9h30	La Sécurité Alimentaire et Économique et le Genre: La validation des résultats préliminaires
9h30-9h45	Pause-café
9h45-11h45	La Sécurité Alimentaire et Économique et le Genre: La validation des résultats préliminaires
11h45-12h00	Clôture et propos de remerciements

USAID/Haïti Gender Consultations Discussion Guide August 10-11, 2016

Questions d'Animation des Groupes de Discussion Sectoriels

1. Quels sont vos principales remarques, suggestions, commentaires et opinions en lien à la présentation des premiers résultats de l'état des lieux en genre et à l'autonomisation des femmes de votre secteur?
2. Quels sont les principaux défis et contraintes liés à une meilleure prise en compte de genre dans les programmes et projets du secteur sur lesquels vous aimeriez attirer notre attention?
3. Quelles sont les principales sources de données disponibles dans votre secteur; politiques publiques, études, recherches, diagnostics, documents d'évaluation de programmes et de projets sensibles ou non au genre qui peuvent renforcer l'analyse du secteur?
4. Quelles sont vos principales recommandations en termes d'actions à mettre en œuvre pour mieux intégrer le genre et l'autonomisation des femmes dans votre secteur?
5. Comment l'USAID plus particulièrement peut contribuer à une meilleure prise en compte du genre et de l'autonomisation des femmes dans votre secteur?

Focus Group Discussion Guide – Democracy and Governance – 10 August 2016

Gouvernance Locale:

- Quels sont les éléments prioritaires de la problématique et quelles sont les actions au niveau :
 - L'institutionnelle
 - La société Civile
 - La politique, stratégie, mécanisme, et outil.
- Thème Transversale – Changement de culture institutionnel et individuelle

Online Survey of Gender Integration Knowledge, Attitudes and Practices

This online survey will be sent to all USAID AORs/CORs, and program specialists, and to COPs, DCOPs, and Gender Specialists working on USAID-funded projects. It is attached as a PDF to reflect how it will deploy in Google Forms.

ANNEX D: CONSULTATIVE MEETING PARTICIPANT LIST

August 10, 2016		
First Name	Last Name	Institution
Alexious	Butler	USAID
Alphonse	N'Kunzimana	USAID
Ann Kristen	Vaval	USAID
Anne-Marie	Schreven	KONEKTE
Annick	Eudes	USAID
Cassadie	Bechara	PNND
Charlot	Jeudy	KOURAJ
Christine	Seisun	Banyan Global
Edwije	Petit	DINEPA
Elizabeth	Jordan	USAID
Elize	Guerda	DINEPA
Emmanuella	Baudine	FACSDIS
Esther	Randiche	IDEH
Franklin	Guerrier	CCHC
Iseult	Gustomar	Les Abeilles
Jean	Touchette	Canadian Embassy
Jean	Francois	CHAIFEJ
Jean Pierre	Gabin	National Democratic Institute
Jesse	Leggoe	USAID
Joel	Barthelemy	USAID
Joseph	Edmide	FACSDIS
Josue	Marc	Canada
Julio	Urruela	PAHO/WHO
Katherine	Gayle	USAID
Laura	Helmerick	USAID
Leane	Chery	CCHC
Lovesun	Parent	USAID
Marie Dominique	Beauzil	COHFEL
Marjorie	Lafontant	FACSDIS
Maurice	Grigory	SEROVIE
Mauve	Gustomar	Les Abeilles
Melinda	Jean-Baptiste	Group Croissance
Meus	Stephenson	KOURAJ
Mondesir	Landice	Lokal Plus
Moreau	Presley	FACSDIS

Myrlene	Chrysostome	USAID
Myrta	Eustache	KONEKTE
Myrtha	Mesadieu	OHRH/Primature
Nadime	Napholem	MCFDF
Palemon	Wikenson	SEROVIE
Prisca	Duracin	USAID
Rock	Pokerline	PAJF
Soumountha	H	USAID
Soumya	Krishnamoorthy	PAOF
Sterling	Butler	USAID
Veronique	Plouffe	OXFAM

August 11, 2016		
First Name	Last Name	Institution
Antoinette	Mercier	FACSDIS
Barbara	Cahixte	UNDP
Cassiedie	Bechara	PNUD
Domand	G	Cleavlund
Edex	Tide	ADEHN
Elize	Guerda	DINEPA
Emmanuella	Baudoin	Facadin
Hans	Goertz	UF/AREA
Iseult	Gustomar	Les Abeilles
Jean Pierre	F'Tama	PADF/LEAD
Josue	Marc	AMC
Laura	Helmerick	USAID
Lavra	Wilkinson	USAID
Leane	Chery	CCHC
Magdola	Beaublanc	USAID
Maurice	Grigory	SEROVIE
Mauve	Gustomar	Les Abeilles
Myrlene	Chrysostome	USAID
Nadine	Napolean	MCFDF
Palemon	Wikenson	SEROVIE
Reginald	Tounant	USAID
Robin	Padberg	LEVE
Sam	Cenor	USAID
Sherley	Moreau	FACSDIS
Soumya	Krishnamoorthy	PADF/LEAD
Tayol	Pascual	FONHDAD
Veronique	Plouffe	OXFAM

ANNEX E: DELIVERABLES TABLE

Deliverables	Week	Due Date
Deliverable 1: Literature Review	Week 3	July 29, 2016
Deliverable 2: Presentation of Preliminary Findings	Week 6	August 16, 2016
Deliverable 3: Draft Report and Action Plan	Week 7	August 26, 2016
Deliverable 4: Final Gender Analysis Report and Recommendations	Week 9	September 9, 2016

ANNEX F: GANTT CHART

Activity	Personnel	Week No.								
		1 July 11-17	2 July 18-24	3 July 25-31	4 August 1-7	5 August 8-14	6 August 15-21	7 August 22-28	8 August 29- Sept. 4	9 Sept. 5-11
Kick-off meeting & work plan/schedule development										
Kick-off meeting with USAID/Haiti (July 14 2016)	Stallard, Seisun, Rames, Jean-Gilles									
Develop a list of key stakeholders to interview for the fieldwork and to obtain recommendations on data, studies in coordination with USAID.	Rames									
Develop Gender Assessment Work Plan	Rames									
Desk Literature Review										
Gather relevant USAID and non-USAID literature and data	Rames, Jean-Gilles									
Zaré develops 2-page Haiti gender policy summary and Sector Focal Specialists develop 2-page summary for each sector	Rames, Sector Specialists									
Team Leader compiles policy and sector analysis	Rames									
Deliverable 1: Literature review submitted to USAID/Haiti	Seisun, Rames			July 29, 2016						
Gender Assessment										
Develop interview protocols for USAID key stakeholder interviews	Rames, Jean-Gilles,									

Schedule interviews with USAID key stakeholders	Rames									
Banyan briefing with USAID Gender Specialist			July 19, 2016							
Carry out interviews with USAID key Stakeholders	Rames									
Organize Gender Workshop	Jean-Gilles, Zaré, FED									
Carry out Gender Workshop	Jean-Gilles, Zaré, FED				August 11/12, 2016					
Consolidate Preliminary Findings	Rames, Jean-Gilles,									
Develop PowerPoint presentation of Preliminary Findings										
Deliverable 2: USAID Presentation of Preliminary Findings							August 16, 2016			
Deliverable 3: Draft Report and Action Plan	Seisun, Rames, Jean-Gilles							August 26, 2016		
Final Gender Analysis and Report										
USAID provides comments on draft assessment report	USAID									Sept. 5, 2016
USAID comments are incorporated into the report and report is finalized.	Rames, Jean Gilles									
Deliverable 4: Final Gender Analysis Report and Recommendations	Seisun, Rames									Sept. 9, 2016

Activity		Deliverable	
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ANNEX G: GENDER ASSESSMENT KEY STAFF

Sector	Name	Expertise
All	Victoria Rames	Ms. Victoria Rames has over 20 years of experience in the development, implementation, and monitoring and evaluation of gender equality (including GBV) programming in humanitarian crises and development contexts.
Economic and Food Security, Governance and Rule of Law	Sandra Jean-Gilles	Ms. Sandra Jean-Gilles has over 10 years experience in protection, criminal justice and food security programming in Haiti.
Food and Economic Security, & Youth	Carol Tyroler	Ms. Carol Tyroler has over 20 years of experience implementing evaluations and projects on agribusiness, food security, economic development, microfinance, livelihoods and youth development.
Education	Jane M. Kellum	Ms. Jane M. Kellum has 15 years of experience developing and implementing education and child-related programming. She has 4 years of experience working on education projects in Haiti.
Democracy and Rule of Law	Helga Klein	Ms. Helga Klein has over 25 years of experience on rule of law, democracy and governance and youth development, including work in Haiti.
Climate Change and Energy	Svetlana Negroustoueva	Ms. Svetlana Negroustoueva has 13 years of experience evaluating projects on climate change and clean energy.

ANNEX H: KEY STAKEHOLDER QUESTION GUIDES

QUESTION GUIDE FOR USAID STAKEHOLDERS

1. What do you see as the major differences between how men and women, and girls and boys, experience this sector (i.e. democracy and governance, health, education, etc.)?
2. What are the roles and opportunities for men, women, girls and boys in HAITI as it relates to the sector?
 - a. How do these roles and opportunities differ between various ethnic and religious and geographical groups?
 - b. How do these roles and opportunities vary according to other differences, such as socioeconomic status, sexual orientation, and disability?
 - c. How have these roles and opportunities changed over time (i.e. over the past 5-10 years) in Haiti?
 - d. How do these roles and opportunities change throughout an individual's life cycle (i.e. child, youth, adult, older adult)?
3. What do you perceive as the most significant constraint(s) specifically affecting women and girls in your sector?
 - a. To what extent do household or community level ideas about how men and women should behave (i.e. gender norms) contribute to this constraint, and in what ways?
4. What do you perceive as the most significant constraint(s) specifically affecting men and boys in your sector?
5. Can you share one or more major change(s) in the sector you work in that has affected men and women/boys and girls, or the relationships between them in the past 5 years?
 - a. What do you think caused this/these changes?
 - b. How have the changes affected your approach to this sector?
6. What are the major policies, laws, regulations, strategies, or action plans that affect the sector?
 - a. Could you share a copy of the laws, regulations, strategies or actions plans with us?
 - b. How do these laws, regulations and strategies address men's, women's, girls' and boys' needs and interests differently?
 - c. Based on your experience, please describe any specific advances or challenges with implementation of these laws and regulations?
7. Are there any ongoing programs or activities - funded by any donor and/or implementer - that you think are effective at addressing gender inequalities within the sector?
 - a. If yes, what do you think makes them effective?
8. If applicable, have you encountered or worked with USAID programs or staff in the past 12 months on issues related to this sector/gender?
9. Are you familiar with USAID's Gender Equality and Female Empowerment Policy?

- a. If yes, can you briefly describe the main points of this policy and how it is being implemented?
 - b. Are there any gaps in implementation that you are aware of?
10. Do you see any opportunities for USAID to engage more in Haiti on gender equality or women's empowerment programming?
- a. If yes, in what sectors, and how?
11. Have you identified any unintended negative consequences related to efforts to advance gender equality and/or female empowerment in this sector? Do you have any recommendations on how to mitigate them?
12. Are you aware of any type of gender analysis in your sector performed either by USAID or another stakeholder? If yes, could you share it with our team?

QUESTION GUIDE FOR GOVERNMENT OF HAITI STAKEHOLDERS

1. Comment arrivez-vous à intégrer les questions de genre dans votre travail régulier en regard de la nouvelle politique nationale de genre de l'état haïtien?
2. Comment voyez-vous l'intégration du genre et l'autonomisation des femmes dans le cadre des priorités actuelles de votre ministère et celles du secteur d'une manière générale?
3. Disposez-vous des structures d'étude, de mise en œuvre et de suivi des programmes et projets de votre ministère?
4. Quels sont d'après vous les principaux enjeux de genre dans votre secteur?
5. Quelles sont les principales contraintes liées à la participation effective des femmes dans votre secteur?
6. Est-ce que vous pouvez partager avec nous quelques succès éventuels dont vous avez été témoin en termes de promotion du genre et de l'autonomisation des femmes dans votre secteur ? Qu'en avez-vous pensé?
7. Quels sont les principaux défis liés à une meilleure intégration du genre au sein de votre ministère?
8. Est-ce que vous vous sentez prêt à votre niveau pour assurer une meilleure intégration du genre dans le cadre de votre fonction au sein du ministère?
9. D'après vous, quelles seraient les opportunités actuelles pour intégrer les considérations liées au genre et à l'autonomisation des femmes au sein des programmes, projets, actions et activités de votre ministère?
10. Est-ce que vous pensez que les violences basées sur le genre constituent un facteur important dans le cadre du développement de votre secteur en particulier?

11. Que pensez-vous des enjeux d'intégration du genre et de l'autonomisation des femmes dans les programmes et projets financés par l'USAID en Haïti? Quels sont les programmes et projets existants actuellement et comment les questions de genre et de l'autonomisation des femmes y sont intégrées?
12. Qu'est-ce que l'USAID pourrait faire pour améliorer l'intégration du genre et de l'autonomisation des femmes dans le cadre des programmes et projets futurs?

QUESTION GUIDE FOR USAID PARTNER PROJECT STAFF

Note: These questions will be asked of project leaders and implementing staff, with questions tailored to reflect the position and expertise of the respondent.

1. Est-ce que votre institution/organisation dispose d'une politique/stratégie/plan de travail sur les questions de genre et de l'autonomisation des femmes dans le cadre de vos différents axes d'activités ? Comment arrivez-vous à assurer l'intégration du genre dans le travail régulier de l'institution/organisation?
2. Disposez-vous de ressources techniques, de personnel formé en genre et des outils d'intégration du genre au sein de votre institution? Si non, comment arrivez-vous à compenser l'absence de ces ressources dans le cadre de votre travail régulier?
3. Avez-vous réalisé un diagnostic ou une étude de base sensible au genre et à l'autonomisation des femmes au préalable à la conception, mise en œuvre, le suivi et l'évaluation du programme ou projet financé par l'USAID actuellement en œuvre ? Si c'est non, comment arrivez-vous à identifier et travailler d'adresser les différences de genre et les enjeux de participation des femmes et des hommes qui pourraient entraver ou faciliter la mise en œuvre du programme ou du projet?
4. Quels sont les principaux défis qui sont apparu dans le cadre de la mise en œuvre du programme ou du projet en lien aux considérations de genre et de l'autonomisation des femmes qui n'étaient pas pris en compte initialement et qui pourraient entraver la marche de celui-ci ? Comment avez-vous tenté d'adresser ces principaux défis?
5. Quels sont les principaux défis liés à la prise en compte du genre et de l'autonomisation des femmes dans votre secteur et comment le programme ou le projet a-t-il plus ou moins contribué à adresser ces défis?
6. Dans le cadre de la mise en œuvre de votre projet, avez-vous commencé à visualiser des changements en termes de normes de genre, rôles et responsabilités des femmes et des hommes? Comment le programme ou le projet a pu bénéficier de ces différents changements dans le cadre du renforcement de la prise en compte du genre ? Est-ce que cette valorisation de ces changements est apparue dans les activités et les résultats du programme ou du projet?
7. Pensez-vous que les violences basés sur le genre constituent un facteur important dans le cadre de votre programme ou projet ou affectent les activités du projet ou le personnel affilié et comment le cas échéant, ils ont été adressés de manière spécifique?
8. Qu'est-ce que le programme ou le projet vous a appris dans le cadre de la prise en compte des considérations de genre et de l'autonomisation des femmes?

9. Sous la base de ce programme ou projet, quels sont d'après vous, les différents défis en lien à la prise en compte du genre dans votre secteur ?
10. Comment l'USAID pourrait utiliser les premiers-principaux résultats de ce programme ou projet afin de mieux intégrer les questions de genre et de l'autonomisation des femmes dans le cadre de sa programmation future dans ce secteur?

ANNEX I: LIST OF KEY DOCUMENTS

Section 2 Overview of the Gender Equality/Women's Empowerment Context in Haiti

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ANNEX J: USAID/HAITI STAFF SURVEY

USAID/Haiti Gender Assessment Survey

Thank you for participating in this anonymous survey for USAID/Haiti staff and USAID-funded projects in Haiti. The survey should take you no more than 10 minutes to complete.

This survey is being conducted as part of a mission-wide Haiti Gender Assessment that Banyan Global is conducting under contract with USAID.

The results of the survey will be used to provide a general picture of gender knowledge and practices, and to support the development of the next USAID/Haiti Country Development Cooperation Strategy.

The survey will only be available online through August 9, so kindly respond at your earliest convenience.

This is an anonymous survey.

Demographic Information

Please answer the following two basic demographic questions, which will support data analysis.

1. What is your position at USAID/Haiti?
Mark only one oval.
 - I am a Chief/Director
 - I am an AOR/COR at USAID
 - I work for USAID/Haiti but not as an AOR/COR
2. Are you male or female?
Mark only one oval.
 - Male
 - Female

Knowledge, Experience, and Interests

Please answer the following questions about your own knowledge, experience, and interests.

3. How important are the following skills to your work in Haiti?

Mark only one oval per row.

	Not Important	Important	Very Important
Understanding the specific issue of gender and women's rights in Haiti	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowing how to conduct an analysis of gender and women's empowerment during the project design phase	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Knowing how to integrate the analysis of gender and women's empowerment during the design phase
Knowing how to select and monitor project/program indicators that address gender equality or women's empowerment

4. For what duration have you participated in trainings on gender integration in programming?
Mark only one oval.
- Less than 1 day
 - 1 Full Day
 - 2 Days
 - More than 2 days
 - I have not participated in any gender integration trainings
5. Have you taken a training course on gender-responsive monitoring and evaluation (M&E)?
Mark only one oval.
Yes
No
6. Do you have access to any gender analysis tools to support project design and implementation in Haiti?
Mark only one oval.
- Yes
 - No
7. Have you used any gender analysis tools to support project design and implementation? If Yes, please specify.
8. Have you taken a training course on gender-responsive monitoring and evaluation (M&E)?
Mark only one oval.
- Yes
 - No
9. Please think about a time when you were asked to integrate gender into a project/program (conduct a gender analysis, integrate the analysis into the project design, etc.). What was your experience?
Mark only one oval.
- I had no idea what to do or what to say
 - I had a few ideas
 - I was able to contribute a number of ideas
 - I felt very confident in my understanding
 - I have never been asked about gender

Diversity in Programming

Please answer the following questions about considering diversity in programming

10. Please rate your own Knowledge of each of the following topics from "No Knowledge" to "Very Knowledgeable."

Mark only one oval per row.

	No Knowledge	Little Knowledge	Some Knowledge	Knowledgeable	Very Knowledgeable
Develop and implement gender equality and women's empowerment programming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conduct an analysis of gender during the project design phase	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrate gender analysis findings into project design	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Selection and monitoring project/program indicators that address gender equality or women's empowerment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrate people with disabilities into the project cycle	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrate LGBTI into the project cycle	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrate gender based violence prevention and response into the project cycle	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Gender-based violence is a cross-cutting issue that affects my work.

Mark only one oval.

1 2 3 4 5

Strongly Disagree



Strongly Agree

12. Indicate the extent to which the project/programs you work on do the following.
Mark only one oval per row.

	Not at all	To a limited extent	To a modest extent	To a great extent	To the fullest extent	Do not know
Include gender equality and women's empowerment goals and objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Include gender equality and women's empowerment activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Include gender-based violence goals and objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Include gender-based violence prevention and response activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. Is there a focal person on your team that provides gender-related technical support?
Mark only one oval.

- Yes
- No
- I don't know

14. IF YES, in one month, please estimate how frequently you seek support from or share information with that person/department?
Mark only one oval.

- Less than once a month
- 1-3 times per month
- 4-6 times per month
- 7-8 times per month
- Over 8 times per month
- Not Applicable

15. What are some of the obstacles to integrating gender in project planning, implementation, and evaluation in your office? Please check all that apply.

Check all that apply.

- Staff capacity
- Office culture/environment
- Gender norms
- Lack of financial resources for gender programming
- Lack of staff training on gender
- Lack of gender tools
- Lack of support from senior management
- Limited staff time

16. Does the project that you oversee/implement have funds dedicated to supporting gender integration?

Mark only one oval.

- Yes
- No

17. Please provide any additional comments on advances or challenges in integrating gender equality or women's empowerment into the program cycle in Haiti.

THANK YOU FOR YOUR PARTICIPATION

ANNEX K: USAID/HAITI STAFF SURVEY RESULTS

Q1 & Q2: What was the composition of respondents?

There were a total of 40 respondents, comprised of three Chiefs/Directors, 19 USAID Administrative/Contracting Officer Representatives (AOR/COR), and 18 other USAID/Haiti employees responded to the survey. 22 of the respondents (55 percent) were female and 18 (45 percent) of the respondents were male.

Q3: Importance of Gender Skills [GEWE KNOWLEDGE/ATTITUDES]

On average, 90.6 percent of respondents stated that each of the skills below was important or very important to their work in Haiti. On average, 86.1 percent of male respondents said that each skill was important or very important while 94.3 percent of female respondents said the same. Below is a breakdown of percentages for each aspect.

- **Q3a: Understanding specific issues of GE and WE in Haiti:** 95 percent indicated it that this skill was important or very important.
- **Q3b: Knowing conduct analysis GE + WE in Design phase:** On the whole, 82.5 percent of respondents indicated that this skill was important or very important; Approximately 91 percent of women and 72.2 percent of men considered knowing how to conduct an analysis in the design phase important; 27.8 percent of male respondents and 9.1 percent of female respondents said that this was not important.
- **Q3c: Knowing integrate analysis GE + WE in Design phase:** On the whole, 92.5 percent indicated that this skills was important or very important.
- **Q3d: Knowing how to select GE+WE indicators:** On the whole, 92.5 percent indicated that this skill was important or very important.

Q4: How many respondents have participated in a full day of training? [KNOWLEDGE]

42.5 percent of the Haiti staff participated in training lasting less than one full day. 32.5 percent respondents participated in a full day or more of training on how to integrate gender into programming. There was no large discrepancy in attendance between men and women.

Q5: How many respondents have participated in a full day of training? [KNOWLEDGE + PRACTICE]

90 percent of respondents have not had any training on gender-responsive monitoring and evaluation.

Q6 & Q7: Have access to gender analysis tools and translate them to use? [KNOWLEDGE + PRACTICE]

62.5 percent (25 respondents) reported that they did not have access to gender analysis tools. Of the 15 who said reported having access to gender analysis tools, only four could specify which analysis tools they used.

Q9: Do staff have the capacity and in practice do they integrate gender into project/program cycle? [KNOWLEDGE+PRACTICE]

Respondents reported generally being generally unprepared to contribute ideas about how to integrate gender into a project. Only 40 percent of the respondents indicated that they have been able to integrate gender into the project/program cycle (felt very confident or able to contribute a number of ideas) and an additional 25 percent indicated that they had a few ideas. The 35 percent remaining respondents stated that they either never contributed or were never asked integrate gender into the project/program cycle. Interestingly, male respondents were more likely to indicate that they had no idea what to do or what to say; whereas females were more likely to indicate that they had never been asked about gender.

Please see the following table regarding the extent of engagement for male and female respondents for all aspects of this question:

Extent of Engagement - Integration of Gender		
Extent	Female	Male
I felt very confident in my understanding	18.2%	11.1%
I was able to contribute a number of ideas	22.7%	27.8%
I had a few ideas	22.7%	27.8%
I had no idea what to do or what to say	9.1%	27.8%
I have never been asked about gender	27.3%	5.6%

Q10: Personal Evaluation of Knowledge on how to Integrate Gender Throughout the Program Cycle [KNOWLEDGE]

On average, 58.9 percent of all respondents stated that they had little or no knowledge about how to integrate performing gender-related activities. Only 10.5 percent stated that they were knowledgeable about how to undertake such tasks. No respondent said that they were very knowledgeable.

Over all survey questions, approximately 52 percent of female respondents indicated that they had some knowledge or were knowledgeable compared to 27 percent of male respondents. Nearly half of male respondents stated that they had little knowledge whereas nearly a third of female respondents said that they had no knowledge. Below is a breakdown of percentages for each aspect of this question:

- **Q10a: Develop and implement gender equality and women’s empowerment programming:** 12.5 percent of the respondents indicated that they were knowledgeable while 27.5 percent stated that they had some knowledge. 50 percent of respondents said that they had little or no knowledge.
- 18.2 percent of female respondents indicated that they were knowledgeable compared to just 5.6 percent of male respondents.
- **Q10b: Conduct an analysis of gender during the project design phase:** 5 percent of respondents (all female) indicated that they were knowledgeable while 35

percent stated that they had some knowledge. 60 percent of respondents stated that they had little or no knowledge.

- Approximately 55 percent of female respondents indicated that they had some knowledge or were knowledgeable whereas approximately 80 percent of male respondents stated that they had little or no knowledge.
- **Q10c: Integrate gender analysis findings into project design:** 13.2 percent of respondents indicated that they were knowledgeable while 36.8 percent of respondents stated that they had some knowledge. 50 percent of respondents said that they had little or no knowledge.
- Approximately 80 percent of female respondents indicated that they had some knowledge or were knowledgeable whereas 75 percent of male respondents stated that they little or no knowledge.
- **Q10d: Selection and monitoring project/program indicators that address gender equality or women's empowerment:** 10 percent of respondents indicated that they were knowledgeable while 25 percent stated that they had some knowledge. 65 percent of respondents said that they had little or no knowledge.
- Approximately 45 percent of female respondents indicated that they had some knowledge or were knowledgeable whereas approximately 22 percent of male respondents said the same.
- **Q10e: Integrate people with disabilities into the project cycle:** 10.3 percent of respondents indicated that they were knowledgeable while 35.9 percent of respondents stated that they had some knowledge. Slightly over half the respondents stated that they had little or no knowledge.
- Approximately 57 percent of female respondents indicated that they had some knowledge or were knowledgeable while a third of male respondents said the same.
- **Q10f: Integrate LGBTI into the project cycle:** 13.2 percent of respondents indicated that they were knowledgeable while 21.1 percent of respondents stated that they had some knowledge. Approximately 65 percent of respondents said that they had little or no knowledge. 40.9 percent of female respondents indicated that they had some knowledge or were knowledgeable compared to 25 percent of male respondents. Men were more likely to state that they had a little knowledge (50 percent of male respondents) whereas women were more likely to state that they had no knowledge (approximately 41 percent of female respondents).
- **Q10g: Integrate gender based violence prevention and response into the project cycle:** 10 percent of respondents indicated that they were knowledgeable while 22.5 percent of respondents stated that they had some knowledge. Nearly 70 percent of respondents said that they had little or no knowledge. 40.9 percent of female respondents indicated that they had some knowledge or were knowledgeable compared to 22.2 percent of male respondents.

Q11: Consider GBV important for their programming? [KAP]

50 percent of respondents (20 respondents) agreed GBV important or relevant to their project planning and implementation, with 22.5 percent of the whole (9 respondents) strongly agreed that GBV affected their work. 15 percent of respondents (6 respondents) indicated that they

believed GBV did not affect their work. 35 percent of respondents (14) could not state whether GBV was relevant for their project planning and implementation.

Male and female respondents both said in equal percentages (50 percent) that GBV affected their work. 36.4 percent of female respondents (8 respondents) indicated GBV greatly affected their work while only 5.6 percent of male respondents (1 respondent) indicated the same.

Q12: Extent to which Gender Equality and Women’s Empowerment integrated into their work? [PRACTICE]

Inclusion of Gender and Women's Empowerment			
Extent	Female	Male	Total
Do not know	9.2%	5.6%	7.6%
Not at all	16.1%	2.8%	10.1%
To a limited extent	13.8%	26.8%	19.6%
To a modest extent	27.6%	36.6%	31.6%
To a great extent	19.5%	26.8%	22.8%
To the fullest extent	13.8%	1.4%	8.2%

82.3 percent of respondents stated that they included gender, gender-based violence, and women’s empowerment objectives and activities in their projects and programs. Of the whole, 31 percent indicated that gender, gender-based violence, and women’s empowerment objectives and activities were included at a great or to the fullest extent possible in their projects and programs.

When sorted by gender, 74.7 percent of women indicated that they included gender, gender-based violence, and women’s empowerment objectives and activities in their programs and projects while men did so at a rate of 91.5 percent. Only 1.4 percent of male respondents said that they included these activities to their fullest extent in their projects and programs while women said so at a rate of 13.8 percent. Both men and women were more likely to state that they achieved a modest amount of inclusion (36.6 percent v 27.6 percent respectively).

- **Q12a: Include gender equality and women’s empowerment goals and objectives:** 37.5 percent of respondents stated that they included gender equality and women’s empowerment goals and objectives at a great or to the fullest extent possible in their projects and programs. 50 percent of respondents said that they did so at a limited or modest extent. 12.5 percent of respondents indicated that they either did not know how to include or never included gender equality and women’s empowerment goals and objectives in their projects and programs.
- 13.6 percent of female respondents included gender equality and women’s empowerment goals and objectives to the fullest extent possible compared to 5.6 percent for male respondents. Approximately 9 percent of female respondents indicated that they did not include gender equality and women’s empowerment goals and objectives in their projects and programs whereas no male respondent indicated the same.

- **Q12b: Include gender equality and women’s empowerment activities:** 33.3 percent of respondents stated that they included gender and women’s empowerment activities at a great or to the fullest extent possible in their projects and programs. 53.8 percent of respondents said that they did so at a limited or modest extent. 12.8 percent of respondents indicated that they either did not know how to include or never included gender equality and women’s empowerment activities in their projects and programs.
- 9.1 percent of female respondents included gender equality and women’s empowerment activities to the fullest extent possible compared to 0 percent for male respondents. Approximately 9 percent of female respondents indicated that they did not include gender equality and women’s empowerment activities in their programs and projects whereas no male respondent indicated the same.
- **Q12c: Include gender-based violence goals and objectives:** 25.6 percent of respondents stated that they included GBV goals and objectives at a great or to the fullest extent possible in their projects and programs. 51.3 percent said that they did so at a limited or modest extent. 23.1 percent of respondents indicated that they either did not know how to include or never included GBV goals and objectives in their projects and programs.
- 14.3 percent of women included GBV goals and objectives in their programs and projects to the fullest extent possible compared to 0 percent for men. Approximately 24 percent of female respondents indicated that they did not include GBV goals and objectives in their programs and projects whereas nearly 6 percent of male respondents did the same.
- **Q12d: Include gender-based violence prevention and response activities:** 27.5 percent of respondents stated they included GBV prevention and response activities to a great or to the fullest extent possible in their projects and programs. 50 percent said that they did so at a limited or modest extent. 22.5 percent of respondents said that they either did not know how to include or have never included GBV prevention and response activities in their projects and programs.
- 18.2 percent of female respondents included GBV prevention and response activities to the fullest extent possible compared to 0 percent of male respondents. Approximately 23 percent of female respondents indicated that they did not include GBV prevention and response activities in their programs and projects whereas nearly 6 percent of male respondents said the same.

Q13 & Q14: Did staffers have access to a gender-specialist? How often did they consult with them? [PRACTICE]

70 percent of respondents (28 respondents) reported that they had access to a gender specialist but only 24.3 percent (9 respondents) sought support from the specialist at least once a month for gender-related technical support.

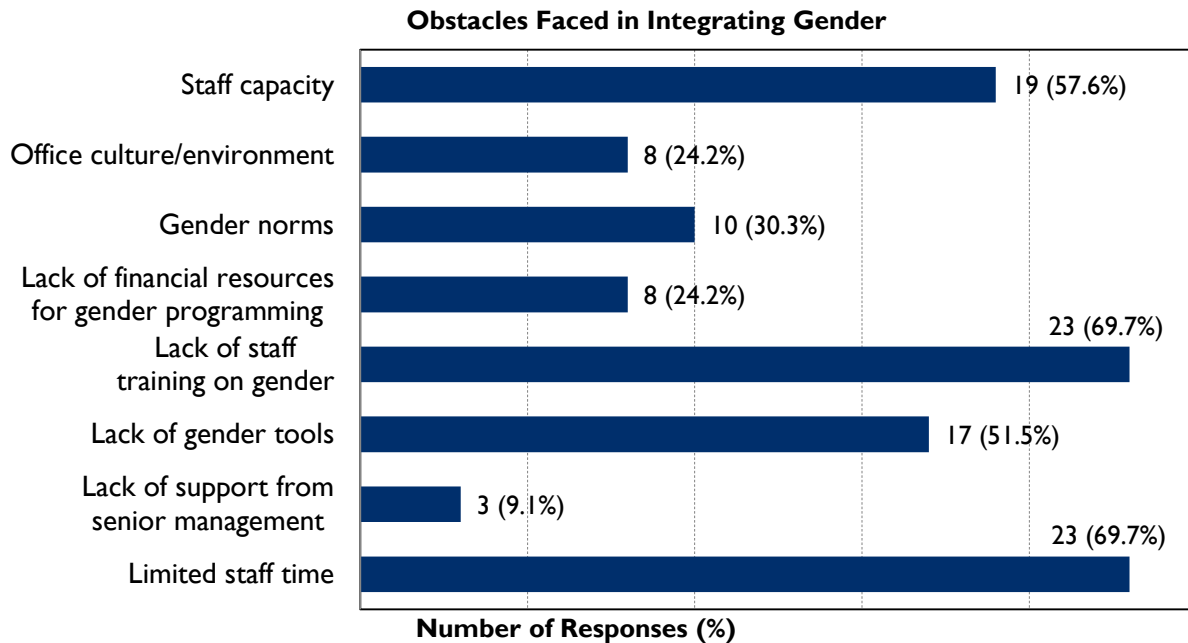
81.8 percent of women respondents stated that they had access to a gender specialist whereas only 55.6 percent male respondents stated likewise. Overall, 27.2 percent of women sought gender-related technical support at least once a month while 11.1 percent of men did the same.

Q15: What were some obstacles to integrating gender into projects? [PRACTICE]

There were multiple obstacles to integrating gender into projects. Of the 33 respondents for this question, approximately 60 percent cited staff capacity, 70 percent cited lack of staff training on gender, 50 percent cited lack of gender tools, and 70 percent cited limited staff

time, 25 percent cited the office culture/environment, and 25 percent cited the lack of funding for GEWE programming; which perhaps points to a misperception that additional funds are needed to integrate gender into projects.

62.5 percent of the male respondents voiced concerns about staff capacity, lack of staff training on gender, and limited staff time. Slightly over half of all the men were concerned about a lack of gender tools. 76.5 percent of female respondents noted that a lack of staff training on gender and limited staff time were their biggest obstacles. About 30 percent of the women said that the office culture/environment posed as an obstacle as well.



Q16: Are funds dedicated to supporting gender integration? [PRACTICE]

Of the 35 staff who responded to this question, approximately 43 percent stated that for the projects they oversee, funds are dedicated to supporting gender integration and 57 percent indicated that funds are not dedicated to supporting gender integration. 66.7 percent of the Administrative and Contracting Officers and 57.1 percent of the remaining USAID/Haiti respondents were amongst those indicating that there were no funds dedicated to supporting gender integration.

Q17: Additional Comments

One respondent commented that “Some staff do not understand the level of requirement for this analysis.” Though this comment was unique, it seems apparent that the majority of employees are not capable of performing technical tasks related to gender and women’s empowerment.

USAID/Haiti Staff Survey Results: Deeper Dive

Q4, Q6, & Q7: Did every staffer who received training or had access to gender analysis tools need either to accomplish their goals? If not, was that a waste of resources?

Questions asking respondents if they felt more training or more tools were necessary or would have improved project outcomes might have given us more insight. All three of the Chiefs/Directors did not specify which gender analysis tools they use.

Q10: Transition of ‘Some Knowledge’ to ‘Knowledgeable’

30.5 percent of all respondents indicated that they had some knowledge. It would be interesting to investigate how much more knowledge they would need to evaluate themselves as knowledgeable. It would also be worthwhile to discover if their responses were due to a lack of experience or actual lack of knowledge.

Q9 & Q10: Relationship between Knowledge and Ability to Integrate Gender into a Project or Program

Cross-referencing these two questions revealed how often staffers were asked to work on a project. Ideally, the data should have shown less knowledgeable staffers being asked less to integrate gender into projects or programs as that is not their area expertise. Additionally, there shouldn’t have been a disparity between the genders. However, the data shows something different.

Total by	Level of Engagement	Little to No Knowledge		Some Knowledge		Knowledgeable	
		Female	Male	Female	Male	Female	Male
Gender Knowledge Rating	Never Asked	42.5%	7.9%	17.5%	0.0%	0.0%	0.0%
	Asked but Incapable	9.6%	39.3%	5.3%	0.0%	17.4%	0.0%
	Positive Contributions	47.9%	52.8%	77.2%	100.0%	82.6%	100.0%
Respondent Gender	Never Asked	20.3%	5.7%	6.5%	0.0%	0.0%	0.0%
	Asked but Incapable	4.6%	28.7%	2.0%	0.0%	2.6%	0.0%
	Positive Contributions	22.9%	38.5%	28.8%	22.1%	12.4%	4.9%

The chart above shows that male respondents with little to no knowledge of gender-related topics were asked about integrating gender into projects or programs at significantly higher percentages than their female colleagues.

Q13 & Q14: Disparity between having a gender specialist and seeing the specialist for assistance

The survey asked whether respondents had a gender specialist to turn to for technical support. Interestingly enough, 1 AOR/COR and 5 USAID/Haiti employees said that they did have a gender specialist but that they never turned to them for technical support suggesting that either

these employees were the gender specialists themselves or that they didn't have a reason to ask for technical support.