

FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS



**UPSCALING CLIMATE RESILIENCE MEASURES
IN THE DRY CORRIDOR AGROECOSYSTEMS
OF EL SALVADOR (RECLIMA)**

**GENDER ANALYSIS/ASSESSMENT
AND
GENDER ACTION PLAN**

EL SALVADOR

FEBRUARY, 2018

1. INTRODUCTION

Part I: Gender Analysis/Assessment:

El Salvador continues to work towards equality and inclusion in population groups structurally marginalized. The approval of the Law on Equality, Fairness, and the Elimination of Discrimination Against Women in El Salvador, the Special Holistic Law for a Life Free of Violence for Women, the Law on the Integral Protection of Childhood and Adolescence, the General Law on the Youth and the Law on Development and Social Protection are proof. Built based on women and men human rights, the International Conventions and Agreements are the benchmark for all legal reforms started, as well as the preparation of public policies.

FAO carried out a gender assessment in 2015 reflecting that women live a reality different from that of men: 54.0% of the working age population (WAP) are women, and 46.0% are men. This comprehensive participation rate or labor force is 80.2% among men and 46.7% among women.

Land tenure with husbandry activity: According to EHPM 2016, a total of 362,640 livestock producers were registered in the rural area with access to several types of land tenure; 313,474 are men, and only 39,066 are women. Related to land property, there is an important lack of proportion and disparity among men and women. Of a total of 73,635 agriculture and husbandry producers owners of land, 87.9% are men (64,704), and 12.1% are women (8,931).

In 2017, during the formulation of the project, a specialist in gender and citizen participation was hired to carry out a methodology to consult different social actors on gender related issued. Specific consultations were developed with women and focus groups with gender specialists belonging to institutions that promote equality. As a result, a gender analysis (see annex 4) and a strategy for the implementation of gender equality were developed. On this basis, the actions to ensure gender equality in the context of RECLIMA are included in the ESMF workplan (Annex 1).

As El Salvador continues to work in legal frameworks and women's rights, the proposal includes a gender action plan to address gender gaps and promote gender equality across activities.

General information at National level

Maternal mortality rate	52.6 per 100,000 live births (2014)
Infant mortality rate	14.5 per 1,000 (2014)
Educational status of girls and boys	National average education level is 6.9 grades for men and 6.7 for women, and the rate of school attendance for men is 30.9% and women 26.6%. Per age range: <ul style="list-style-type: none">• 4 to 12: School attendance rate of the population 4 to 12 years: 89.9% (2015).• 13 to 17: School attendance rate of the population 13 to 17 years: 79.3% (2015).• 18 to 29: School attendance rate of the population 18 to 29 years: 20.0% (2015).
Adult literacy rate (disaggregated by gender)	The illiteracy rate among females is 12.4%, while among males is 9.0%, representing a 3.4 percent gap (EHPM 2015)

Poverty rate	Total: 28.86% (2016) Rural: 39.72% (2016)
Labour force participation rate (disaggregated by gender)	54.0% of the working age population (WAP) are women, and 46.0% are men. This comprehensive participation rate or labor force is 80.2% among men and 46.7% among women.
Employment rate (disaggregated by gender)	Women represent 39% of those working at the national level, and this number is lower in the rural area (29%). 76.6% of rural women working perform trade related activities (42.1%), manufacture (17.8%), and domestic help (16.7%); while remunerated jobs in agriculture, fishing, and construction, are mainly performed by men (EHPM 2015).
Unemployment rate	Economically Inactive Population (EIP). In absolute terms, EIP represents 1,778,898 persons, most of them women (76.0%). Among the reasons women tell why they are not looking for a job, are: 68.7% because they have too much to do at home; 14.2% because they study; 9.1% because they cannot work, be because they have a disability, or old age.
Land tenure	Land tenure with husbandry activity: According to EHPM 2016, a total of 362,640 livestock producers were registered in the rural area with access to different types of land tenure; 313, 474 are men, and only 39,066 are women. Related to land property, there is an important lack of proportion and disparity among men and women. Of a total of 73,635 agriculture and husbandry producers owners of land, 87.9% are men (64,704), and 12.1% are women (8,931).
Access to tangible and intangible assets	Investment in tangible assets destined to men is greater (64%) that what consigned to women (36%). In the case of assets directly related to agriculture, it may be observed that of deliveries, 48% went to women and 52% to men who received: agricultural packages, irrigation systems, metallic silos, poultry modules. In case of intangible assets, 43% of women have had access to training and technical assistance, affirming they are the main deserters, since at the same time, they need to perform household duties and take care of the family, what befalls on them ISDEMU (2015).
Life expectancy (disaggregated by gender)	Women: 77,66 years (reported to 2015) Men: 68,57 years (reported to 2015)

Country of intervention

<p>What is the legal status of women?</p> <p>El Salvador has had great legislative advances towards equality and inclusion in population groups structurally marginalized. The approval of the Law on Equality, Fairness, and the Elimination of Discrimination Against Women in El Salvador, the Special Holistic Law for a Life Free of Violence for Women, the Law on the Integral Protection of Childhood and Adolescence, the General Law on the Youth and the Law on Development and Social Protection are proof. Built based on women and men human rights, the International Conventions and Agreements are the benchmark for all legal reforms started, as well as the preparation of public policies.</p>
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The Law on Equality, Fairness, and the Elimination of Discrimination Against Women in El Salvador (2011) establishes that women and men "are equal before the law and equivalent in their human and citizen conditions; therefore, they are legitimately deserving of equal protection of their rights by the corresponding institutions, and may not be subject of any discrimination that hinders their exercise of said rights. Because of the above, the laws and norms still keeping exclusion, rights diminishing, and legal capacity provisions against women, are considered discriminating" (art. 1).

Likewise, there are mechanisms and a governmental authority, ISDEMU, who assures the compliance of the national policy on Women Equality.

Within the international normative framework ratified by the country in 1995, the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) passed in 1979, is the first international instrument that is not neutral in terms of gender, and promotes the creation of affirmative action measures to increase participation opportunities for women in all sectors. Mainly art. 14 refers to rural women.

What are commonly held beliefs, perceptions, and stereotypes related to gender?

The traditional roles of women and men still are being reproduced through the socialization means that are the schools, churches, home, and media.

The characteristics a woman should have, and those of men are taught in a differentiated manner and the gender gap in terms of rights and expectations on their roles in society remain strong, even more in rural areas.

As gender based violence is widely present, it is a major challenge in working towards comprehensive and inclusive social development for men and women.

What is the division of labour among women and men?

Gender division at work affects mainly women, who commonly are dedicated to household chores and family care are more dedicated to remunerated labour. This brings great consequences to financial income access, inequality in household chores, decision-making, etc. It is common to think women cannot dedicate themselves to productive work, mainly in the rural area.

Gender division of labor is key to perpetuate patriarchal practices: when relegating women to household chores, their area of action at home is restricted, to live in a bubble, to sacrifice their studies and other activities in order to care for the family. Meanwhile, men when assigned the productive and income generation role, have greater liberty and physical, financial control, decision-making, greater opportunities to study and better themselves, etc.

What is the participation between women and men in the formal/informal economy?

Women contribution to development and the economy at the national and local levels, is of the greatest importance, although sometimes their input might not be acknowledged through the non-remunerated work they perform, and which is mainly focused on women.

Economic empowerment is also an important dimension. And it is when women exercise their right and have full access to available opportunities, that a positive impact is generated in the economy and also in important aspects to reach the development of society. When eliminating factors that limit access to women from education, productive resources, and/or to activities that allow them to generate revenue, at home income increases, and at a more aggregated level, may take to an increase in productivity due to taking advantage of knowledge and abilities of feminine labor force. Additionally, when women have decision power of home resources, even when they do not generate them, they invest more in human capital of their sons and daughters: destine more funds

to feeding and achieving FSN, boys and girls reach a higher school level, and increase survival probability on girls.

To take advantage of these benefits resulting from women participation in the economy, it is necessary for the labor market to offer enough opportunities to be able to incorporate themselves to the economic activity.

Project footprint area

What is the situation of women and men?

Family farming plan, implemented by the Ministry of Agriculture and Livestock (MAG), gives priorities to families in survival conditions, dedicated to agriculture, in order to increase access to food and income generation in their homes. Nevertheless, the description of this Plan is not mentioned in affirmative actions addressed to overcoming economic advantages faced by women.

Women invest between twice or triple the time men invest in household chores, what is not remunerated, nor socially acknowledged as a contribution to family nor national economy from women. Time investment in household chores is intimately related to women's age, increasing as the woman ages.

In El Salvador, right to land property, as well as to water access, forests and biodiversity in general, is more restricted to women than for men; the use of these natural resources is conditioned by the division of labor based on gender; environmental pollution has specific impacts on women in the city and rural areas, and it is necessary that the State acknowledges women contribution to biodiversity conservation, implementing affirmative action policies, and guaranteeing the exercise of their rights in this environment. Lack of water in the rural area affects men and women differently, in detriment of women when we relate it to time, effort, health deterioration, and decision-making.

Even with all advances on gender matters, reality for men is different from that of women, being unfavorable for the latter.

In terms of the proposed project/program, will there be any anticipated differences in men's and women's vulnerability and adaptive capacity to climate change? If so, what are these?

Yes effectively, women are more at risk of vulnerability than men when we analyze climate change impacts.

Due to the traditional role assignment, women may assume a double or triple work day to overcome difficulties from drought, loss of crops, and other product losses due to climate change. In order to comply with the responsibility imposed by the care and protection of their loved ones: sons and daughters, grandfathers and grandmothers, relatives who require care due to health problems, even husbands. Among the risks to be faced are: women malnutrition, because the best food, or the little they may have, they give to their loved ones; health problems, physical exhaustion or exposure to violence and criminality due to the large distances needed to walk to obtain potable water. Migration to work in the cities as domestic help while leaving her family in the rural area, among others.

Are there existing gender inequalities that may be exacerbated by climate change impacts?

Yes. Families are significantly affected in their financial stability as a result of climate change. In order to satisfy health, nutrition and survival, families end up taking large debts and looking how to make their land more productive for crops.

One of the main gender inequities happens with technology access, agricultural inputs, and technical assistance during drought crisis, floods, crops losses, pest management, etc. Generally speaking, it is men who participate in these processes, and women have less probability to participate, due to their domestic load.

On the other hand, families end up mortgaging their lands to produce, and when losing their crops, or are not productive enough, they end up losing their lands, homes, tangible goods, or simply sell their land to have more income and survive. Historically women hold less land, related to men, so when their goods are lost, those most strongly affected, are women.

Often in the field, as a product of this unbalance caused by climate change, families decide that their daughters' education is not a priority, and girls end up working from an early age as domestic help to support their families, thus limiting their possibility for holistic development and guaranteeing their inherent rights as girls and human beings.

What are some of the inequalities that exist between different social groups? How do these inequalities affect people's capacity to adapt to climate change?

All Project beneficiaries are in a poverty situation, with food insecurity, in a territory with arid conditions for crops, lacking water access, because they are in the dry corridor.

Nevertheless, within this context, there are population sectors that have been identified as being more vulnerable, and have the previously mentioned profile, but also have certain specificities that influence their lesser capacity to adapt to climate change: indigenous people, youth, and women.

Indigenous people: they have been invisibilized, have little identity, have not had access to technologies, most do not hold land to produce crops, etc.

Youth: Do not find where they belong, have no access to technologies designed to fit their interest, have lost the love to see crops grow and land produce, migrate and look for other types of employment, as a result of the lack of opportunities.

And finally women, they have no access or control of natural resources, land, tangible, nor intangible goods. Have no access or control over economic income in their families, nor access to flexible credits, and many do not have autonomy either, what influences negatively their capacity to adapt to climate change.

What roles women and men are anticipated to play in the context of the project/program? What will these entail in terms of time commitment and need for mobility?

During the project implementation, beneficiary families will participate in equality of conditions, through the methodology of demonstrating families.

Mechanisms will be established to guarantee the active and effective participation of women, alliances will be performed in the territory with gender equality promotion entities such as ISDEMU, Ciudad Mujer, gender units in municipalities, gender units from MAG/CENTA and MARN, in order to guarantee at least 35% of women participation in the totality of the project, and that 35% of the budget will be destined to actions with women.

On the work with families, equitable distribution will be promoted for productive and reproductive labor through the gender training processes, producers, and technical personnel. There will be a guarantee not to overload women, and the time dedicated by the families as a whole to the project, be equally distributed among the members.

What resources (economic, financial, physical, natural, other assets) do women and men have access to? Who manages or controls access to these resources?

In general, men have access and control of lands and tangible goods, therefore during the implementation of the project, inputs deliveries and other goods will be delivered to organizations or families as a whole, assuring men and women are equally part of the decision making process

and control of resources. Delivery minutes must be signed by men as well as by women to close this gender gap.
Do women and men from vulnerable communities have equal access to information and opportunities necessary to participate and benefit fully from the anticipated outcomes of the project/program?
The project will promote equal participation of all benefited sectors, establishing conditions to ease access, control, and resource management. Family work will be promoted as an engine for the local economy and a more equitable society, promoting the participation of women heads of household, youth, and indigenous peoples; and hiring will be made from these sectors to have them as benchmarks, and thus promote together with the collective, their transformation and development. Capacities will be built not giving them solutions, but building within the community itself with participative governance processes, where they are the protagonists of their changes.
Do women have equal access to education, technical knowledge, and/or skill upgradation?
Yes. Both have equal access to education, but not the same conditions for full development, and much less the possibility to generate employment afterwards, due to the overload of reproductive work for women, and the lack of technical assistance.
Will services and technologies provided by the project/program be available and accessible to both women and men?
Yes. On project implementation, this disadvantage women have had will be taken into consideration to access technical assistance, inputs and technologies, promoting their participation in all actions as part of the demonstrating families, as heads of household, and as part of the organizations; at the same time they will be part of governance mechanisms and project monitoring.
To what extent do women and men from vulnerable communities participate in decision – making processes? What type of decisions are made by women? What are the constrains (social, cultural, economic, political) that restrict women’s active participation in household and community level decision – making processes?
Traditionally, there is a gap that relegates women to make decisions only on household matters, children, and the like, while men take productive and financial decisions. That is why during the development of the project, mechanisms and strategies will be established for men, as well as women to participate equally in decision-making on productive and reproductive matters; this at the level of families, organizations, municipalities, locally and nationally.
Are there any opportunities to promote the leadership of women in local governance/political systems and formal/informal institutions? If not, what are some of the constrains that hinder women from assuming leadership roles?
Yes. There are institutions and organizations that look after gender equality on decision making, in the territories. Through this project there is work done with these key stakeholders to strengthen women leadership, promote their participation in decision making spaces, among others.
What are the differential needs/priorities of women and men in the context of the project/program? Will the project/program be able to address their respective needs and priorities? If so, how?
Within the project's framework, technical assistance will be granted to establish agro-productive systems. Actions have been pointed out that will benefit women and men equally, and specific accesses such as building firewood efficient stoves, or access to water that will impact men and women differently.

Technical capacities will also be built for women, related to agricultural activities, to help them better adapt to climate change.
Have the needs of specific (and vulnerable) sub-groups been taken into account by the project/program (e.g. children, girls, women and men with disabilities, the elderly, and widows)?
These sub-groups are not directly benefited by project actions, but when working under the modality of farm, with the whole family, project implementation benefits will also be included.
Has the project/program recognized the distinct vulnerabilities of women and men and developed specific response strategies for each target group?
Yes. It has been considered, not only in the home farm model, but for women who have not accessed land, to establish family gardens to produce food for them and their families, to have greenhouses, specifically with young women and indigenous peoples, and technical assistance and capacity building with them.
Are the specific knowledge and skills of women and men, especially from vulnerable groups, being utilized to contribute to project/program outcomes and solutions?
Yes. Men as well as women have specific and complementary characteristics that will be strengthened through the different processes. Men already have the productive skills and knowledge, they received the training; that is an advantage to be taken, but that does not mean that because they already know, then women will not be taught and their capacity built; quite the contrary. If left as is, unequal access would continue being promoted. What happens with a woman without a husband who "complements her"? She would be out of the processes. That is the reason why actions are proposed according to the needs of the target population.
Has the project/program identified opportunities to challenge gender stereotypes and increase positive gender relations through equitable actions? If so, what are these opportunities and actions?
Yes. The project proposes to do without the stereotypes that women are not only in charge of the domestic side and care of the family, but also of productive matters, and participate in decision-making, having access to inputs, technologies, have their productive work valued, etc.

Strategy for Gender Equality

The strategy for gender equality of the project is focused on achieving that proposed interventions be inclusive, sustainable and resilient, at the same time they promote gender equality to give an efficient and timely response to the problems faced by the different groups of people, vis-à-vis the incidence of extreme climate events, such as drought. This strategy defines the action framework of RECLIMA on matters of gender, and is focused on supporting, mainly, the more climate change vulnerable populations, understood as those groups that base their main livelihoods on subsistence agriculture. This activity is characteristic for highly depending from climate, mainly rain; besides, the population who practices it, mostly women, young population and indigenous peoples, present acute poverty indexes and limited access to main productive resources such as land, technical assistance, and financing.

On the other hand, the strategy contributes to reducing social inequalities, including gender inequality, through the empowerment of women, the young population and indigenous groups. The strengthening of associative processes, as well as the development of new leaderships in communities, thereby contribute to improving governance in territories. The aim is also to create conditions for vulnerable populations to have access to project services and benefits, ensuring their full involvement in processes of improving their technical and associative capacities and their livelihoods improvement.

Comprehensive strategic actions are the following:

1. Hiring of project personnel incorporating inclusive processes of selection, establishing a hiring quota of 35% in women, and 5% of indigenous people. In these percentages of inclusion, the hiring of youth is considered.
2. Decrease of existing gender gaps between men and women through the inclusion of 35% of women participation in technical institutional strengthening, capacity building in the territory, leadership promotion and associative processes, restoration and conservation actions for natural resources, among others, that contribute towards the improvement of territorial governance.
3. Guarantee the incorporation of gender and social inclusion matters in capacity building processes at the departments of MARN and MAG that participate in the project through the incorporation of gender units from said institutions to support awareness processes and the creation of capacities.
4. Assure that in social controllership processes, the representation of vulnerable groups is guaranteed in decision-making: 35% of women, 5% of indigenous people, and 10% youth.
5. Liaisons among the National Civilian Police for Women, the Law on Equality, Equity, and Violence Eradication against Women, the United Nations Declaration on Indigenous Rights, and the National Plan of Indigenous Peoples, the Law for the Youth, with actions of the project in the territories, in order to create greater capacities in intervened municipalities, communities that are able to contribute towards decreasing gender inequalities, violence against women, and social exclusion.
6. Monitoring of qualitative and quantitative indicators compliance through measuring instruments that allow the evaluation of gender equity and social inclusion through project actions. Said instruments must have disaggregated information by gender, age groups, and ethnicities.
7. Establish mechanisms to guarantee access, control, and equitable property for men and women, be young or indigenous, of tangible goods (inputs, technology), and intangibles (technical assistance, trainings, decision-making), provided by the project in order to ensure the improvement of livelihoods for the populations in the intervention territories.
8. Support to local governments for promoting gender equality policies as a key action to correct existing inequalities in territories.
9. Inter-institutional synergies with entities that promote social and economic empowerment of women and other vulnerable groups.
10. Ensure the recruitment of women and youths in the coordination unit structure and implementing units in regions.
11. Evidence in activities and results processes of the project, gender equality and social inclusion advance in the intervention territories

Part II: Gender Action Plan

Activities	Indicators and targets	Timeline	Responsibilities
Impact Statement:			
RETIDER proposes as an objective to generate resilience among the most vulnerable populations of the Dry Corridor of El Salvador, before climate change impacts 114 municipalities, starting from the implementation of agro-ecosystems models at the scale of landscapes, as an opportunity to improve livelihoods for the families, contribute to reduce greenhouse gas emissions through carbon capture, and assure the disposal and adequate management of water in the intervention territories. An institutional actions framework will be established to articulate actions in the territories stemming from the logical harmonization of public policies, geared towards climate change mitigation and adaptation.			
Outcome Statement: Results statement			
RETIDER includes a national strategy for the promotion of climate change mitigation and adaptation along the Dry Corridor of El Salvador. Within this framework, 70,000 small producers will be benefited, of whom 24,500 are women, and 3,500 are indigenous, through the sustainable agro-ecosystem models implementation, in a total area of 100,096 hectares. In total, a population of 315,000 people from climate change vulnerable populations will be benefited, among whom are included 165,000 women and 20,500 indigenous persons. Likewise, 1,707 families will be benefited through the implementation of healthy life actions. On water provisions, systems for water catchment will be installed for 21,700 families, directly benefiting some 97,650 people. With these actions, and the strengthening of climate information generation and monitoring, the strengthening of governability and governance, harmonization of public policies, and institutional strengthening that will promote the establishment of innovative agro-ecosystem landscapes, that at the same time contribute to capture 2,284,600 tCO ₂ -eq.			
1. Component 1 Ecosystem restoration to ensure the provision of water resources, the implementation of sustainable agriculture practices and the transition to innovative productive landscapes.			
1.1.1. Number of farm plans produced by the Project beneficiaries according to sustainable agriculture models.	70,000 smallholders total (24,500 are women).	5 years	FAO and MAG/CENTAFAO and MAG/CENTA
1.1.3. Number of timber and fruit tree species nurseries run by women, youth and indigenous people.	5 nurseries (this activity will be developed by organizations of women, youth and indigenous).	5 years	FAO, MARN and MAG/CENTA
1.2.1. Number of technicians trained to undertake production activities with populations vulnerable to climate change.	1750 community extension agents (35% women)	5 years	FAO and MAG/CENTAFAO and MAG/CENTA
1.2.2. Number of technicians trained on sustainable production models.	60 CENTA technicians 37 GCF technicians (35% women)	5 years	FAO and MAG/CENTAFAO and MAG/CENTA
1.2.3. Number of beneficiaries trained to promote the implementation of sustainable agriculture models.	1750 community extension agents (35% women)	5 years	FAO and MAG/CENTAFAO and MAG/CENTA
1.2.6. Number of young people trained on the environment and new technologies for sustainable land use.	300 youth (35% women)	5 years	FAO, MARN and MAG/CENTA
2. Component 2 Strengthening the early warning system and the producers', technical extension agents', municipal governments', and other local economic stakeholders' and agents' knowledge of climate hazards for decision-making and risk reduction.			
2.1.1. Climate monitoring center strengthened to improve climate data collection and management.	30 specialist technicians hired (35% women) 200 environmental observers trained (35% women)	5 years	FAO and MARN
2.2.4. Number of social organizations and local communities trained in proper interpretation of climate information.	225 organizations 1750 community extension agents (35% women)	5 years	FAO and MARN
3. Component 3 Institutional and governance strengthening, and harmonization of public policies for sustainable land and landscape management to respond to climate change.			
3.2.1 Technical accompaniment for the Legislative Assembly to facilitate discussion spaces for decision-making on laws related to climate change adaptation and mitigation.	5 policies supported (RETIDER will support the National Women Public Policy)	5 years	FAO, MARN and MAG
3.2.2 Technical and institutional accompaniment on a ministerial level to facilitate discussion spaces for decision-making on laws related to climate change adaptation and mitigation.	5 policies supported (RETIDER will support the National Women Public Policy)	5 years	FAO, MARN and MAG

3.2.3 Technical accompaniment on a local/territorial level to facilitate discussion spaces for decision-making on laws related to climate change adaptation and mitigation.	5 policies supported (RETIDER will support the National Women Public Policy)	5 years	FAO, MARN and MAG
3.3.1. Number of government officials (MARN and MAG) and local governments trained to include climate change adaptation measures in their policies and plans, with a specific focus on agriculture and forest sectors.	40 officials from MARN and MAG (35% women) 228 municipal officials (35% women)		
3.3.3. Number of beneficiary organizations trained to participate in local planning and decision-making processes.	80 organizations (including women organizations)	5 years	FAO, MARN and MAG
3.3.5. Number of Municipalities, community organizations and smallholders participating in the management of rural water supply systems through water administration boards.	228 Water administration boards 114 Municipal environmental units 114 ADESCOs 456 Communities	5 years	FAO, MARN and MAG
3.3.6 Inter institutional framework created and in operation (Technical Steering Committee and the Territorial Steering Committee) to develop the monitoring and evaluation of the execution and impacts generated by RETIDER.	1 Technical Steering Committee operating 1 Territorial Steering Committee operating 1 Project Coordination Unit operating 2 Operative Technical Unit operating	5 years	FAO, MARN and MAG
		5 years	FAO, MARN and MAG