

El Salvador: Country Gender Profile

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Marta Terán
Rebeca Hernández
Translate: Susan Greenblat



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TABLE O CONTENTS

1	BASIC GENDER PROFILES.....	7
1.1	SOCIOECONOMIC PROFILE	7
1.1.1	Human development and population indicators	7
1.1.2	Population and households	7
1.1.3	Gender analysis	8
1.1.4	Economic, employment and work indicators	8
1.1.5	Gender analysis	10
1.2	HEALTH PROFILE.....	11
1.2.1	Gender analysis	12
1.3	EDUCATION PROFILE	13
1.3.1	Formal education indicators	13
1.3.2	Non-formal education indicators.....	14
1.3.3	Gender analysis	14
1.4	PROFILE OF ENGAGEMENT IN POLITICS AND UNIONS.....	15
1.4.1	Gender analysis	15
2	GENDER MACHINERY IN EL SALVADOR.....	16
2.1	POLICIES AND PROGRAMS	16
2.1.1	Five Year Development Plan 2010-2014	16
2.1.2	National Policy on Women	17
2.1.3	Other public policy instruments for equality.....	18
2.2	LEGAL INSTRUMENTS	19
2.3	NATIONAL EQUALITY MACHINERY	23
2.3.1	Background and current context.....	23
2.3.2	Salvadoran Institute for the Development of Women	23
2.3.3	Secretariat of Social Inclusion.....	25
2.3.4	Institutional equality machinery	26
3	CURRENT SITUATION OF WOMEN IN JICA TECHNICAL COOPERATION PRIORITY AREAS IN EL SALVADOR	27
3.1	Overview of Eastern El Salvador	27
3.2	Reactivation of the Economy and job creation.....	28
3.2.1	Context	28

3.2.2	Economy and employment of women in the agriculture and fisheries sectors	29
3.2.3	Women and micro and small enterprises (MSEs) in El Salvador	31
3.2.4	Women in technical and occupational education	32
3.3	CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT	34
3.3.1	Access to safe water supply and sanitation	35
3.3.2	Solid waste	37
3.4	OVERCOMING SOCIAL VULNERABILITY: sECURITY AND GENDER VIOLENCE.....	37
4	REFERENCES	39
5	DEFINITIONS	41
6	GENDER PROGRAMS AND PROJECTS IN EL SALVADOR	44
7	NATIONAL DOCUMENTS AND SOURCES OF INFORMATION ON GENDER (2009-2012)	46

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LIST OF ABBREVIATIONS

ADEL	Local Development Association
ANDRYSAS	National Association of Female Union Members and Female Mayors
ASPARLEXSAL	Salvadoran Association of Current and Former Women Parliamentarians
BCR	Central Reserve Bank of El Salvador
CCAFS	Climate Change, Agriculture and Food Security
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CIE	Council for Equality and Equity
CONAMYPE	National Commission for Micro and Small Enterprises
CSJ	Supreme Court of Justice
DIGESTYC	General Directorate of Statistics and Census
EAP	Economically Active Population
EHPM	Multi-purpose Household Survey
EIP	Economically Inactive Population
EP	Employed population
UTE	Executive Technical Unit
EU	European Union
FAO	Food and Agriculture Organization of The United Nations
FESAL	National Survey on Family Health
FOSOFAMILIA	Solidary Fund for the Micro-enterprising Family
FUNDE	National Foundation for Development
GDI	Gender-related Development Index
GDP	Gross Domestic Product
GEM	Gender Empowerment Measure
GHDI	Gender-related Human Development Index
GNI	Gross National Income
GNP	Gross National Product
GOES	Government of El Salvador
HDI	Human Development Index
HIV/AIDS	Human ImmunodeficiencyVirus / Acquired Immunodeficiency Syndrome
IDB	Inter-American Development Bank
IFAD	International Fund for Agricultural Development
ILO	International Labour Organization
INSAFORP	Salvadoran Institute of Professional Training
ISDEM	Salvadoran Institute for Municipal Development
ISDEMU	Salvadoran Institute for the Development of Women

ISSS	Salvadoran Institute of Social Security
LEI	Law on Equality and Equity and the Eradication of Discrimination Against Women
LEIV	Comprehensive Law for a Life Free of Violence against Women
LEPINA	Protection of Children and Adolescents Law
LES	Labor Exchange System
MAG	Ministry of Agriculture and Livestock
MARN	Ministry of Environment and Natural Resources
MDGs	Millennium Development Goals
MÉLIDAS	Melida Anaya Montes Women's Movement
MINEC	Ministry of Economy
MINED	Ministry of Education
MINSAL	Ministry of Health
MIPYME	Micro, Small and Medium Enterprises
MYPE	Micro and Small Enterprises
ORMUSA	Organization of Salvadoran Women for Peace
PAHO	Pan American Health Organization
WAP	Working Age Population
PNC	National Civil Police
UN	United Nations
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UNFPA	United Nations Population Fund
UNPD	United Nations Development Programme
WHO	World Health Organization

SUMMARY

Equality, equity and non-discrimination are fundamental rights of women, regulated in different national and international legal instruments. However, statistics and different studies show that social, economic and political discrimination against women are common features of the inequality in Salvadoran culture. Thus, specific and concrete actions are needed to eliminate real and verified discrimination against women.

El Salvador's Five-Year Development Plan 2010-2014 is designed to advance the development of a more egalitarian and inclusive society. New public policy instruments, aligned with the international laws ratified by the country, are aimed in this direction and they represent a legislative breakthrough that is paving the way for new prospects for equality. This is a body of laws and programs that involves everything that government services do, as well as different sectors of civil society. The Law on Equality, Equity and the Elimination of Discrimination against Women in El Salvador and the Special Comprehensive Law for a Life Free of Violence against Women are striking in their broad scope. Others include the National Policy on Women: Goals for 2014, the National Policy for Women's Access to a Life Free of Violence and programs such as "*Ciudad Mujer*" (City of Women). At this crossroads, the additional budget and human resources for the Salvadoran Institute for the Development of Women (ISDEMU) has been crucial, although it is clearly still insufficient for addressing all the problems.

In effect, an examination of the reality in the country from a gender perspective shows that it still has a long way to go. Indicators of well-being, such as jobs, education and security, show that conditions are unfavorable for Salvadoran women.

Socioeconomically, although women are the majority of the population (53%) and the majority of the working age population (54.7%), their participation in economic activity is lower (41%). Furthermore, the labor market segregates women and relegates them to occupations that are lower-paid or even unpaid (unpaid family labor), and to the unstructured sector of the economy, where slightly more than half of women involved in productive activities work (52.3%). In addition, average women's wages are 15.5% lower than men's, and thus it is not accidental that over half of those living in poverty are women (52.9%).

Nevertheless, women predominate in the leadership of micro and small enterprises (64%), which make up over 90% of the country's business sector, employ a good part of the non-agricultural working population (43%) and produce 22% of the gross domestic product. It is significant that informal and subsistence work are the norm in this sector.

Alongside this situation, women are primarily responsible for tasks in the reproductive sphere, work that is unpaid and not socially recognized. They assume a greater overall workload than men, which creates tensions between work and family life, especially in female-headed households, which are growing in number in the country (38% of all households and 80% of single parent households).

When looking at education as an indicator of human development, although women have made significant strides in their participation and are beginning to surpass men in higher education, there are still differences in basic indicators, such as illiteracy, which is almost four percentage points higher in women than in men (15.7% and 11.3% respectively).

With regard to health, the country has made considerable progress in reducing the infant mortality rate for girls and boys, but the outlook is uncertain for the public health-services the country provides. Regarding sexual and reproductive health, maternal morbidity and mortality have decreased, primarily due to the decrease in the fertility rate, the increase in women's use of health services, and the steady increase in contraceptive use.

Women's autonomy, now an indisputable tenet of human development, is not only acquired through women's fully and equal participation in economic life and in access to educational and health services, but also through

their full and equal participation in democratic processes and decision-making spheres. However, they are still a clear minority in these settings, in both the public and private sectors.

In general, the gaps are wider for rural women, who are not recognized for their work as producers, reflected in the fact that most are unpaid family labor and are only 13.4% are agricultural landowners. But gaps also vary among the country's three regions, where the East is lagging in all basic human development indicators.

This lack of resources leaves women poorly positioned to cope with natural disasters, which are becoming increasingly frequent and catastrophic due to climate change. Although data are not available to compare gender and climate change variables, it is plausible to assert the hypothesis that given the preexisting inequalities between men and women in access to and use of natural resources, climate change will necessarily have a differential effect. To ignore women is to ignore half of the problem and half of the solution.

Finally, a recently published study finds that El Salvador is the leading country in the world for femicides (Small Arms Survey, 2012). This situation is undoubtedly lessening women's opportunities for well-being and for overcoming inequality, and to resolve it requires joint efforts by national and international agents and actors. This is the only way to overcome the inequality and insecurity that so many people experience; in a nutshell, to escape vulnerability, which is synonymous with anxiety and helplessness in response to unexpected situations. Vulnerability that, in addition, "create worries and fear in the face of the risk of natural disaster, violence or crime, a family member's death or illness, job loss, hunger, or dire poverty in old age" (PNUD El Salvador, 2010: 199).¹

¹ PNUD El Salvador (2010). Informe sobre Desarrollo Humano El Salvador 2010. De la pobreza y el consumismo al bienestar de la gente: propuestas para un nuevo modelo de desarrollo. Available at: <http://hdr.undp.org/>

1 BASIC GENDER PROFILES

1.1 SOCIOECONOMIC PROFILE

1.1.1 Human development and population indicators

HUMAN DEVELOPMENT				
Year	Human Development Category	HDI	GDI	HDI/GDI Gap
2005	Medium	0.732	0.727	0.68
2010	Medium	0.761	0.757	0.52

Source: IDH El Salvador 2005 and 2010

1.1.2 Population and households

DEMOGRAPHICS (2010)											
Population size											
Country			Urban			Rural					
Both sexes	Female (%)	Male (%)	Both sexes	Female (%)	Male (%)	Both sexes	Female (%)	Male (%)			
6,181,405	53	47	63	54	46	37	51	49			
Masculinity index			Masculinity index			Masculinity index					
0.90			0.86			0.85					
Population age structure											
(% Children and adolescents (0-18 years))			(% Youth (19-25 years))			(% Adults (26-64 years))			(% Elderly (≥65 years))		
Both sexes	Female	Male	Both sexes	Female	Male	Both sexes	Female	Male	Both sexes	Female	Male
42	49	51	12	53	47	39	56	44	7	56	44
Population dynamics											
Year		Growth rate	Gross birth rate	Mortality rate	Migration rate	Total fertility rate					
2000-2005 (in thousands)		3.7	21.9	6.7	-11.3	2.60					
2005-2010 (in thousands)		4.4	20.4	6.8	-9.2	2.35					
HOUSEHOLDS (2010)											
Head of household (%)											
Country			Urban			Rural					
Female		Male	Female		Male	Female		Male			
35		65	38		62	30		70			
Type of family and head of household											
Single parent families (%)						Two parent families (%)					
Both sexes		Female	Male	Both sexes		Female	Male				
38.4		83.5	14.7	61.3		16.5	85.3				

Source: EHPM, DIGESTYC 2011

1.1.3 Gender analysis

El Salvador has been making slow yet steady progress in its human development indicators throughout the past decade. Likewise, the data show a trend toward narrowing the inequality gaps between men and women seen in the Gender-related Development Index (GDI). However, Salvadoran society still shows signs of inequity, reflected in different areas of social, economic and political life, which will be discussed throughout this report.

Regarding demographics, the most recent population and housing census (DIGESTYC, 2007) reveals a country with a predominantly young, female, urban population (54%, 53% and 63% respectively). In overall terms, population growth has been slowing, due to a decrease in fertility rates and increasing migration.

Looking at the age structure of the population by sex, women are in the majority in all groups except the youngest, where males are 51% of the child and adolescent population. These differences may be due to biological and social factors, such as the fact that women live longer than men (life expectancies of 76 and 66 years respectively) and that more boys are born. However, it is also due to the social violence that produces a higher homicide rate in men, leading to the striking gender gap in life expectancy for El Salvador (PNUD, 2011).

Furthermore, this structure together with the behavior of the variables that affect population growth (births, deaths, migration) are producing two effects in El Salvador, as well as in the rest of Latin America, which are having a differential effect on men and women as well as influencing public policies and programs.

The first is the demographic dividend, as 66.7% of the population is of working age (16-64 years), of which the majority are women. Taking advantage of this population for El Salvador's development will depend on the country's capacity to invest in education, employment, savings, social protection systems and health, and on retention these people, who make up the bulk of migrants seeking work (UNFPA, 2010).

Second, the population is showing signs of progressive aging. It is estimated that by 2050, the number of elderly will have doubled, most of whom will be women, with a ratio of 170 women to every 100 men in this age group (UNFPA, 2010). These data give an idea of the pressure that this demographic transformation will be placing on the demand for care for the elderly, including social protection. However, the need will be greatest for women, given that, in addition to being a greater proportion of the population, they are currently the majority of those who are not in the labor market because they are unpaid homemakers and therefore unprotected.

At the household level, there has been a steady increase in female-headed households. This is true across the country, but is more pronounced in urban rather than rural areas (38% and 30% respectively). Another interesting aspect of the household-level analysis regards parenting. According to the data, one of every ten two-parent households is headed by a woman, which could be an indicator of the beginning of a move away from the traditional family model based on the man as breadwinner. However, in single-parent households, women are the head of household in eight out of ten. This group of women is considered to be one of the most vulnerable because in their homes tensions are the highest to balance family and work life (OIT/PNUD, 2009).

1.1.4 Economic, employment and work indicators

ECONOMY (2010)						
Economic performance						
Year	GDP per capita	Real GDP growth rate	Inequality Indicators			
			Gini coefficient	Ratio between the poorest and the richest fifth of the population	Income of the poorest 20% of the population	Income of the richest 20% of the population
2009	\$3,358.10	-3.10	0.48	12.5	4.2%	52.1%
2010	\$3,431.10	1.40	-	-	-	-

Public expenditure by sector/GDP (%)				
Education	Public Works	Public Security and Defense	Health and Welfare	Agriculture and Livestock
7.8	2.2	5.2	4.8	0.7
Economic sectors /GDP (%)				
Agriculture, Hunting and Fisheries	Industry	Services	Other	
12.9	22.8	54.4	9.9	

Source: BCR 2011

EMPLOYMENT (2010)								
Economic activity of the population								
AREA	WAP (%)		EAP (%)		EIP (%)		Unemployment Rate	
	Both sexes	Female	Both sexes	Female participation rate	Both sexes	Female participation rate	Both sexes	Female participation rate
Country	66.7	54.7	62.5	41.0	37.5	76.9	7.1	4.9
Urban	65.0	59.9	67.0	46.7	33.0	72.7	6.67	-
Rural	35.0	52.3	33.0	30.5	67.0	83.7	7.60	-
Reasons for economic inactivity								
AREA	Housework		Studies		Family obligations		Retirement	
	Female	Male	Female	Male	Female	Male	Female	Male
Urban	99.3	0.7	52.1	47.9	50.7	49.3	46.2	53.8
Rural	99.5	0.5	55.4	44.6	64.3	65.7	33.0	67.0
Employed female population by sector of economic activity and wage								
Sector activity and wage	Agriculture, hunting, fisheries		Industry		Trade, hotels, restaurants		Domestic service	
	Both sexes	Female	Both sexes	Female	Both sexes	Female	Both sexes	Female
% participation	20.7	10.0	15.5	48.6	29.3	60.0	4.1	93.3
Minimum wage (US\$)	105		219.3 (Maquila 187.5)		224.1		No minimum wage	
Average wage (US\$)	Female	Male	Female	Male	Female	Male	Female	Male
	130.3	129.6	186.2	279.9	236.1	316.4	121.1	174
Employed female population by occupational category and poverty								
	Employer	Own-account worker	Unpaid family labor	Permanent employment	Temporary employment	Domestic service		
% of female population	29.8	52.7	45.8	38.9	19.6	93.5		
% of poor female population	0.8	50.6	9.7	16.4	10.6	11.5		
Employed female urban population by economic sector								
Formal sector				Informal sector				
Total both sexes		% Female		Total both sexes		% Female		
779,114		39.1%		771,493		52.3%		

Source: EHPM, DIGESTYC 2011

WORK (2010)			
Overall workload			
<i>Hours worked</i>	Female	Male	Gap (F/M)
Paid work	8.16	8.91	-0.75
Unpaid domestic work	4.72	2.36	2.36
Total	12.88	11.27	1.61

Source: Time use statistics, ISDEMU 2011

INCOME AND TANGIBLE ASSETS (2010)						
<i>Area</i>	Country		Urban		Rural	
	Total	Female	Total	Female	Total	Female
Average wage (US\$)	271.7	246.7	307.4	272.8	176.4	158.2
Population living in poverty	42.5%	52.9 %	30.5%	54.3%	43.8	52.9%
Households with remittances/female-headed households	21.3%	50.6%	59.8%	53.4%	40.2%	46.5%
Agricultural landowners	25.6%	13.2%	-	-	-	-

Source: EHPM, DIGESTYC 2011

1.1.5 Gender analysis

The international economic crisis of 2007 severely restrained El Salvador's economic growth, and it stood out as the most hard-hit country in Latin America (ONU El Salvador, 2011). In 2009, the economy shrunk by 3.4%, recovering slowly in 2010 by 1.4%. This scenario has also been marked by high levels of inequality. In fact, in 2009, the poorest 20% of the population received only 4.2% of the total national income, while the wealthiest 20% earned 52.1%. The country's Gini coefficient of 0.48 for 2009 reinforces these figures.

With regard to the makeup of the potential labor force, in 2010 the majority of the working age population (WAP) was women (54.7%). In turn, the population considered to be economically active, as well as those who are actually working, are made up of a majority of men (58.7% and 57.8%, respectively). In contrast, the population catalogued as economically inactive is predominantly female (76.9%).

This situation implies a large economic inequality gap between men and women, because women have limited access to wage income on their own. This sexual division of labor in Salvadoran society tends to relegate women to activities that are socially undervalued and that are usually unpaid.

Of women who say they are "economically inactive," 69.6% say that the reason is because they are responsible for "housework" and "family obligations" at home. Despite the importance that care-giving has for the development of economic activity and the reproduction of society as a whole, this work is not only unpaid and means that women sacrifice their own life projects, but also that they are not covered by any type of social security. In fact, only 41.3% of those who belong to the Salvadoran Social Security system are women, which means that only 12.5% of working age women are affiliated.²

In urban areas, the tendency for the working age population to have a female majority is more pronounced than in rural areas. In turn, consideration of women as economic agents is significantly lower in rural areas, where only 30.5% of the economically active population (EAP) is female. Likewise, rural women only make up 31.3% of the gainfully employed, while the proportion is 47.5% for urban women.

Of urban working women, over half (52%) are employed in the unstructured sector of the economy, while only 43% of men are. This figure is alarming when considering that this sector is characterized by substandard working conditions. No social benefits, unpaid lengthening of the work day, low wages, and no contracts are some of the characteristics of this type of employment.

² Data provided by the Salvadoran Social Security Institute (ISSS), 2011.

The vertical and horizontal occupational segregation of women in the country is a phenomenon that has been widely documented in different studies. In both urban and rural areas, women are overrepresented in domestic service and trade, while they are underrepresented in agriculture. By occupational category, women are the majority among own-account workers (52.7%) and domestic service employees (93.5%), both of which are unregulated sectors and where the highest rates of poor working women (62.%) are found.

When women engage in paid labor it does not mean that they completely stop their reproductive activities. Thus, urban women work an average of 8.3 hours on paid activities and 4.5 hours on domestic work in the home, for a total workday of 12.8 hours (1.26 more than men). This inequality gap in the use of time is even greater in rural areas, where women spend 7.6 hours a day on paid work and 5.3 hours on domestic activities, for a total workday of 12.9 hours (2.1 hours more than men).

Another important economic inequality gap between women and men is the differential access they have to tangible resources for development; i.e. to income and assets. In general, women earn an average of 15.5% less than men. The difference is greater in urban areas,³ where the wage gap is 19.5%, to the detriment of women. It is important to point out that although the wage gap has lessened somewhat in recent years, it has been due to the decrease in men's purchasing power while that of women has stagnated.

Women also have limited access to land. Thus, only 13.2% of farmers who own the land they work are women.

All the economic discrimination that Salvadoran women face translates into higher levels of poverty, limiting their progress toward personal empowerment. Women account for close to 53% of the population living below the poverty line, and the percentage is slightly greater for urban women (54.8%).

1.2 HEALTH PROFILE

HEALTH SERVICES (2008)									
No. of hospital beds/ 1,000 population		No. of physicians/ 1,000 population		Proportion of population using improved drinking water sources			Proportion of population using improved sanitation facilities		
				Total	Urban	Rural	Total	Urban	Rural
0.76		6.0		87	94	76	87	89	83
Tuberculosis-associated mortality (per 100,000 population)				33		Tuberculosis prevalence (per 100,000 population)			0.8

Source: UNICEF, 2008

CHILD HEALTH (2010)							
Infant mortality rate (per 1,000 live births)		Under-5 mortality rate		% of vaccinated (1-year-old children)			
Both sexes	Female	Both sexes	Female	BCG	DPT	Polio	Measles
14%		16%	18.1 ⁴	91%	97%	92%	92%

Source: UNICEF, 2010

Children underweight for age (& aged under 5)	Oral re-hydration therapy use rate	Prevalence of anemia (children 12-59 months old)
9.4%	57.6%	22.9

³ It is important to note that the reason for this is probably because rural wages are much lower than urban wages, and therefore rural wages are less elastic.

⁴ FESAL (2008). Encuesta Nacional de Salud Familiar. El Salvador.

Source: OPS El Salvador, 2010

SEXUAL AND REPRODUCTIVE HEALTH (2008)					
Maternal mortality ratio	Total fertility rate	Contraceptive prevalence rate	Births attended by skilled health personnel	Average age of first pregnancy	Average age of first marriage
170	2.3	72%	96%	21.1	19.9
HIV prevalence- adults (15-49)		0.8	Female population with comprehensive knowledge of HIV/AIDS (15-49 years)		99%

Source: FESAL 2008

1.2.1 Gender analysis

The known structural weaknesses in El Salvador's health system lead to the exclusion of different population groups, especially women of childbearing age, the poor, and children. This is a result of segregation, fragmentation, underfunding and privatization, reflected in the fact that in a country where 40% of the population lives below the poverty line, 60% of health service provision is private (Ministry of Labor and Social Welfare-MTPS, 2010).

Different indicators illustrate this situation. Looking at the expansion of several basic services, with regard to installed capacity, the number of hospital beds slightly decreased from 2000 to 2008. In 2000, there were 4,782 available beds and in 2008 there were 4,692. With regard to health workers, from 2000 to 2010 there have been an average of six physicians for every 1,000 people. It is important to mention that even though there has been a gradual increase in the number of health workers in the country, there are still not sufficient human resources to cover the health needs of the population. This situation translates into the second lowest health coverage rate in the Central American region—58.3%; only Guatemala is lower, with 44.7% (PNUD, 2011).

Other indicators of people's access to basic sanitary conditions, such as safe water and sanitation, are different for urban and rural areas. In urban households, 94% have access to safe water, while in rural areas only 76% do. However, access to adequate sanitation is similar in rural and urban areas (89% and 83% respectively).

Child health is another indicator of a country's development. The latest Family Health Survey, FESAL 2008, found a decrease in infant mortality for the period 1998-2008, primarily in rural areas. Nationally, this decrease has been more pronounced for children in the lowest income quintiles. In any case, El Salvador has infant mortality rates similarly to those that Costa Rica had in 1990, and 60% higher than the most recent estimates for Costa Rica, with an average of 16 deaths for every 1,000 live births (13 urban and 18 rural).

Almost all children in El Salvador have been vaccinated, with percentages as follows: tuberculosis (BCG), 91%; diphtheria, pertussis and tetanus (DPT), 97%; polio, 92%; and measles, 92%.

The information on sexual and reproductive health comes from the most recent Family Health Survey (FESAL) done in 2008. According to the report, maternal morbidity and mortality have dropped from 173/100,000 live births in 2005 to 170 in 2008. It also states that the main factors in this drop are the drop in the fertility rate and the increase in the use of women's health services, as well as treatment for other types of illnesses, such as cervical and breast cancer.

The statistics also reflect a steady increase of 5.2 percentage points in the use of contraceptive methods. In 2008, 72.5% of married/living together women aged 15-44 used contraceptives, and 28.2% of women used some method at first intercourse. Contraceptive use was greater among urban women (77.5%) than rural women (66.7%). With regard to method, sterilization (32%) and injectables (22%) are the most popular among women who use some method.

In 2008, 96% of births were attended by trained personnel. The overall cesarean section rate was 24.9%, broken down as 28.8% in urban areas and 21.3% in rural areas. It is worth noting that the Pan American Health Organization (PAHO) has indicated that cesarean deliveries should range from 5-15% and that rates below 5% indicate lack of access to the procedure and rates about 15% indicate possible abuse of the procedure.

The general fertility rate among women aged 15-49 years in 2008 was 2.3 children per woman, an approximately 60% decrease over the past 30 years, giving El Salvador the second lowest rate in Central America (FESAL, 2008).

The average age at first pregnancy is 21 years, while the average age of first marriage is 20 years. According to FESAL, these parameters have not significantly changed in the past five years. This would mean that the decrease in the fertility rate is not related to these ages, but rather to the increase in contraceptive use, for the most part.

Finally, an analysis of the accumulated number of HIV/AIDS cases shows that males are in the majority, with 62.7% of all cases. However, the trend in the country is for the incidence of cases to equal out between women and men, and the male-female ratio is 1.7:1. The HIV prevalence rate in persons aged 15-49 years is 0.8% and it is estimated that 99% of women have knowledge of HIV/AIDS, which varies little by place of residence.

1.3 EDUCATION PROFILE

1.3.1 Formal education indicators

LITERACY RATE AND AVERAGE YEARS OF SCHOOLING (2010)									
	Country			Urban			Rural		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
Adult literacy rate	13.7	15.7%	11.3 %	8.8	10.9	6.3	22.2	24.6	19.6
Average years of schooling	6.1	6.1	6.2	7.2	7.2	7.4	4.2	4.2	4.1

Source: Informe sobre Desarrollo Humano El Salvador 2005 and 2010

PRIMARY AND SECONDARY EDUCATION (2010)								
AREA	Primary				Secondary			
	Enrollment		Net enrollment rate		Enrollment		Net enrollment rate	
	Female	Male	Female	Male	Female	Male	Female	Male
Country	47.91	52.19	96	94.6	49.6	50.4	55.9	54.3
Urban	48.69	51.4	-	-	50.3	49.6	-	-
Rural	47.3	52.7	-	-	48.1	51.9	-	-

Source: MINED, 2010

HIGHER EDUCATION (2010)								
Gross enrollment rate	Both sexes		Female		Male			
	25.30		26.29		24.22			
Enrollment and graduation by field of study	Enrolled				Graduated			
	Both sexes	Female	Male	F/M	Both sexes	Female	Male	F/M
Economy, Administration, Trade	25.7	27.8	25.7	58.8	9.7	22.6	20.8	60.7
Engineering and Technology	21.4	10	21.4	25.2	12.7	11.5	41.4	28.4
Health	16.9	22.8	16.9	73.1	12.7	25.9	8.9	80.6

Law	10.4	10.8	10.4	56.3	10.8	10.0	9.8	59.4
Education	9.7	12.8	9.7	71.3	17.5	19.4	8.7	76.1
Social Sciences	4.6	5.3	4.6	62.1	24.5	4.3	2.7	25.4
Humanities	4.2	4.5	4.2	57.5	5.1	1.8	2.0	57.0
Art and Architecture	3.6	3.1	3.6	46.0	9.1	2.8	3.1	56.1
Science	1.8	1.9	1.8	56.3	6.6	1.1	1.0	62.4
Agriculture and Environment	1.5	1	1.5	33.6	8.0	0.6	1.8	30.6
Total	100	100.0	100.0	54.2	100.0	100.0	100.0	58.7

Source: MINED, 2010

1.3.2 Non-formal education indicators

VOCATIONAL TRAINING (2010)								
INSAFORP Programs								
Employment readiness			Dual training			Continuing education		
Both sexes	Female	Male	Both sexes	Female	Male	Both sexes	Female	Male
82,559	58.5%	41.5%	600	37.3	62.7	193,941	44.0	56.0

Source: INSAFORP 2011

1.3.3 Gender analysis

Although women in El Salvador have made considerable strides in formal education, they are still at a significant disadvantage in basic indicators, including illiteracy and average years of schooling. The first large gap can be seen when comparing urban and rural illiteracy rates, where rural illiteracy is 13 percentage points higher than the urban rate. Disaggregated by sex, in 2010, female illiteracy was more than four points higher than male nationally and in urban areas, and five points in rural areas. Although average years of schooling for men and women are very nearly the same, there is a wide gap between geographical areas (7.2 years for urban and 4.2 years for rural). This means that on average rural inhabitants do not finish primary school, with the resulting limits on opportunities for personal and socioeconomic development.

When analyzing enrollment by sex, in primary education, boys are in the majority in all geographical areas, certainly conditioned by the fact that the proportion of boys at that age is slightly higher. However, the net enrollment rate is somewhat higher for females, and together with their lower drop-out and repetition rates, would indicate higher educational achievement.

Women have begun to pull ahead of men in secondary education and in higher education, where they account for 54.2% of total enrollment. Likewise, the majority of students who finish their higher education are women (58.7% of graduates). With regard to fields of study, the data show considerable participation by women in all fields, but there are still certain levels of segregation closely tied to gender stereotypes. Women are clearly in the minority in technology fields (25.2%) and agriculture (33.6%), while they are the vast majority in health fields (73.1%) and education (71.3%). The latter two are traditionally female fields in the workforce.

Finally, vocational training in the country is primarily handled by the Salvadoran Institute for Professional Training (INSAFORP). This organization offers three major programs: employment readiness for socioeconomically vulnerable unemployed or underemployed people; dual training (on-the-job/classroom) for youth under the age of 25; and continuing education to build the work skills of people already working in companies. In 2011, the majority of participants in these programs overall was men; however, women showed a greater interest or need for the employment readiness program (58.5% of enrollment).

1.4 PROFILE OF ENGAGEMENT IN POLITICS AND UNIONS

Engagement in branches of government (2009-2012)								
Executive			Legislature			Judiciary		
Female	Male	Female rate	Female	Male	Female rate	Female	Male	Female rate
1	12	7.6%	23	61	27.4%	5	11	31.3%
<i>Source: Presidency, 2011</i>			<i>Source: Supreme Electoral Tribunal, 2011</i>			<i>Source: Supreme Court of Justice, 2011</i>		

Engagement in municipal councils (2009-2012)							
Mayor		Financial Officer		Council Members		Alternates	
Female	Male	Female	Male	Female	Male	Female	Male
11.1	88.9	11.5	88.5	25.2	74.8	29.6	70.4
<i>Source: ISDEMU, 2011b</i>							

Involvement in social organizations (2010)													
Trade unions and women's participation													
Private sector										Public sector			
TOTAL		Agriculture		Industry		Trade		Construction		Total No.	% female		
Total No.	% female	Total No.	% female	Total No.	% female	Total No.	% female	Total No.	% female	Total No.	% female		
287	18.9	34	42.8	66	46.5	75	19.2	13	0.5	36	29 ⁵		
<i>Source: MTPS, 2010</i>													
Women's organizations													
Number				526				Rate (per 100,000 women ≥16 years)				25.5	
<i>Source: CIE, 2010</i>													

1.4.1 Gender analysis

Given the slow, variable inclusion and permanence of women in the country's democratic processes, it can be said that the Salvadoran political sphere is characterized by women's limited access to public office, where the fundamental decisions about national life are taken. Proof of this is the low rates of women's participation in different government structures. Thus, there are no women at the top decision-making level of the executive branch (that is, in the presidency or vice-presidency). At present, there is only one female minister in the ministerial cabinet.

In the legislature, women's participation is considerably higher than in the executive branch. For the 2009-2012 term, 23 women were elected to serve, which is 27.4% of the legislators, the largest proportion in the Legislative Assembly in the country's history. Furthermore, one-third of the Salvadoran Supreme Court's justices are women.

At the municipal level, although the presence of women has been increasing in recent years, they are still clearly in the minority. Of the 2,890 municipal office-holders for the 2009-2012 term, 24.2% are women. In the municipalities, the FMLN is the only party with quotas for women's participation on municipal councils: 35% women, 25% youth of both sexes and 40% men.

Obstacles to women's inclusion in decision-making spaces are not limited to public or elected offices. There are also barriers in the business world, where women only make up 29% of those in managerial positions.

⁵ Estimated.

With regard to the labor context and social dialogue, the unions are the favored scenario for advancing women's labor rights. Along these lines, union membership in El Salvador is very low in general, and even lower among women. In 2010, an estimated 6% of public and private sector workers belonged to labor unions, of which 87% were men and 13% women. Of women union members in the private sector, 62.8% work in the manufacturing industry, primarily in textile export processing plants (*maquilas*), and 15.1% work in social or health services.⁶ Disaggregated data are not available for 2011, but the distribution is estimated to be similar. In the public sector, in 2010, there were 36 active labor unions, 19 in central government institutions (in all three branches), five in autonomous institutions and 12 at the municipal level. Of public sector union members, 12% work in executive branch institutions and women account for some 29% of the membership (ISDEMU, 2011b).

In patriarchal societies, there is a dichotomous differentiated assignment of the sexes in public and private spheres. Because of this, Salvadoran women are facing a tough challenge to obtain the share of power in the public sphere necessary to get their needs and interests on the country's agendas.

2 GENDER MACHINERY IN EL SALVADOR

Summary

Since the ratification of the *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)* in 1981, El Salvador has taken steps to attain substantive equality of the sexes. The most significant of these were taken in the 2009-2011 period with the adoption of landmark legislation: the *Law on Equality, Equity and the Elimination of Discrimination against Women* and the *Special Comprehensive Law for a Life Free of Violence against Women*. This legislation not only involved changes in national laws, but also in the mechanisms contained in them to protect and guarantee the human rights of women. Along these lines, important policies have been put in place, including the *National Policy for Women's Access to a Life Free of Violence* and the "*Ciudad Mujer*" (City of Women) Program.

Furthermore, during this same period, greater funding has been allocated to the national equality machinery (ISDEMU) and the National Policy on Women has been updated, through a rights-based review, and supported by international law. Likewise, institutional gender mechanisms are becoming more widespread, which reveals concern about the issue and incipient interest in mainstreaming gender in public actions and policies.

2.1 POLICIES AND PROGRAMS

2.1.1 Five Year Development Plan 2010-2014

In 2009, the new government administration in El Salvador presented and put into effect a new national development proposal, which will hopefully advance the development of a more egalitarian and inclusive society. The proposal is spelled out in the *Five Year Development Plan 2010-2014 (FYDP)* program document.

The FYDP includes a comprehensive, cross-cutting treatment of gender issues, which will be guaranteed by a National Policy on Women to be overseen by the Salvadoran Institute for the Development of Women (ISDEMU). The Women's Policy will have two major strategic goals: "promoting public policies with a gender-based approach" and "encouraging observance of the Salvadoran State's international obligations on the human rights of women, gender non-discrimination and the prevention, attention to, sanction, and eradication of all forms of violence against women" (Gobierno de El Salvador, 2010: paragraph 57).

⁶ Data from the Ministry of Labor and Social Welfare, National Department of Social Organizations and Enterprise.

This document provides the framework for all public actions and for institutional management and planning. As part of its implementation, in 2011 a *Budgeting Policy* was developed that provides the foundation for multiyear budgeting and results-based management. Likewise, for the first time, gender equality is reflected in social reform priorities, including in its medium- and long-range objectives “a significant reduction in economic, social and political exclusion, a decrease in inequality and in the opportunity gap, especially for rural families, urban poor families and the middle-class, with acceptable gender equity levels” (Ministerio de Hacienda, 2011:5).

The priority programs and projects in the FYDP are divided into five major strategic areas: (1) equity, social inclusion and poverty reduction; (2) economic reactivation; (3) sustainable development; (4) citizen security; and (5) special development dimensions. Japanese cooperation is aligned with these strategic areas, as will be shown below.

2.1.2 National Policy on Women

Consistent with the mandate established in the FYDP, in 2010, the Salvadoran Institute for the Development of Women (ISDEMU) led the revision of the *National Policy on Women: Goals for 2014* (Política Nacional de las Mujeres, 2010- 2014).

This effort was based on a critical analysis of the progress made to date, a consultation with women’s organizations and the involvement of other government institutions. The result is a document that first of all sets out the principal demands of Salvadoran women and the inequality gaps in different areas of the life of the country and then identifies the critical points for progressing toward substantive equality or equality of outcomes. It then sets out a new approach to intervention that strikes a balance among representativeness, the relevance of the proposals, and the coherence of the national and international legal framework and its political and technical viability, with real possibilities for impact in the medium- and long-term (ISDEMU, 2011c).

It is structured around two types of interventions that address the issue both through the implementation of public policies and sectoral regulations (core themes) and the creation of social and institutional conditions for its sustainability (cross-cutting themes).

It includes all areas of the social, economic and political life of women and for the first time is concerned about care-giving policy. Thus, Theme 5 mentions the need to recognize, value and protect the rights of caregivers and care receivers through social co-responsibility. This means that the family, the State and private enterprise must assume responsibility for women’s work overload and the lack of social protection for them and for those who need care (children, the elderly, the disabled, the sick).

Finally, the commitment to implement the National Policy on Women has been strengthened with legal instruments and funding for ISDEMU as the steering entity. Regarding legal instruments, two laws have been passed: the *Law on Equality, Equity and the Elimination of Discrimination against Women*, a breakthrough for the country, and the *Special Comprehensive Law for a Life Free of Violence against Women*. Regarding the latter, although the concern is already present in other laws, it has a broader scope, includes the characterization of violent crimes and establishes mechanisms to ensure its observance. Regarding funding, the budget for ISDEMU was increased by \$1 million from 2009 to 2010 and there was an increase in staffing of over 200% at the same time.

Themes and Objectives of the National Policy on Women

CORE THEMES	SPECIFIC OBJECTIVES
Economic independence: employment, income and assets	<ul style="list-style-type: none"> ▪ Significantly reduce occupational segregation and discriminatory practices in public and private workplaces. ▪ Provide women with access to and control over tangible and intangible assets that enable

	<p>developing sustainable conditions for the reduction of poverty and exclusion.</p> <ul style="list-style-type: none"> ▪ Ensure wage equity and protection of the purchasing power of income for working families and female heads of household.
Life free of violence	<ul style="list-style-type: none"> ▪ Strengthen the institutional structure to eliminate gender violence against women and to increase the accessibility of public services for prevention, comprehensive care and protection. ▪ Promote safe public places that ensure peaceful coexistence, free of violence against women. ▪ Promote peace- and security-building public policies that contribute to gender equality and respect for rights.
Inclusive education	<ul style="list-style-type: none"> ▪ Progressively decrease women's illiteracy in coming years in urban and rural areas. ▪ Ensure that girls and female adolescents and youth enroll, remain in and complete non-sexist formal education programs. ▪ Ensure women have access to non-traditional occupational training programs.
Comprehensive health care	<ul style="list-style-type: none"> ▪ Guarantee the delivery of comprehensive health services for women throughout the life cycle, with quality and caring. ▪ Prevention of adolescent pregnancy in rural and urban areas. ▪ Prevention of reproductive risk and of the principal causes of morbidity and mortality related to women's sexual health.
Social care and protection	<ul style="list-style-type: none"> ▪ Position care-giving as a social responsibility assumed equitably by men and women, and among families, business and government. ▪ Promote universal coverage by the social protection system, regardless of the type of work performed by women.
Civic and political engagement	<ul style="list-style-type: none"> ▪ Foster women's civic and political engagement in national, sectoral and local settings. ▪ Strengthen processes to decentralize equality with the participation of women's organizations at the local level.

CROSS-CUTTING THEMES

Knowledge management

Deconstruction of cultural patterns that foster inequality

2.1.2.1 National Policy for Women's Access to a Life Free of Violence

For years, there have been concerns in the country about violence against women. Since its creation, ISDEMU has been including this issue in its intervention strategies and it has a service program aimed at families: the *Improving Family Relations* program (1997). With passage of the anti-violence law, the new administration has assumed the challenge to develop a broad-reaching public policy that will commit government institutions to implementing "Zero Tolerance for Violence against Women," the policy's watchword.

Although the anti-violence law passed in late 2011, it went into effect in January 2012, and therefore development of the mechanisms and programs to put it into effect is in the early stages.

2.1.3 Other public policy instruments for equality

2.1.3.1 "*Ciudad Mujer*"

Ciudad Mujer (City of Women) is a presidential program implemented by the Secretariat for Social Inclusion. It is the political, technical and local linchpin of the administration's commitment to overcoming the difficulties facing Salvadoran women in the exercise of their rights, especially by those who are most vulnerable.

The program is embarking on a new model of government that is attempting to bring services to the local level through the coordination of institutional efforts and the creation of unified service centers. The first of these centers opened in 2011 in La Libertad Department (Colón municipality) and during 2012 three more are expected to open in the departments of San Salvador (San Martín municipality), Usulután, and Santa Ana (in

each departmental seat). The plan is to open others in the departments of Morazán, Ahuachapán and La Paz, which will then cover most of the country's departments.

Ciudad Mujer provides services in four main areas: rights promotion, sexual and reproductive health, autonomy, and prevention and response to violence against women. Although it is still too early to quantify results, the pilot center in Colón sees an average of 150 women a day (37,292 since it opened),⁷ which is a positive indicator of the value that women see in these centers that are focusing on women's practical interests.

2.2 LEGAL INSTRUMENTS

The national legal framework for equality is comprised of two levels: first, the international conventions and agreements ratified by the country, and second, the secondary laws.

Regarding the first, El Salvador has long assumed legal obligations for the promotion and protection of the human rights of women. There are five fundamental equality instruments ratified by the country: CEDAW, the Convention of Belém do Pará, and International Labor Organization (ILO) Conventions 100, 111 and 156. Alongside these, there are other conventions of an instrumental nature, which are also fundamental for guiding public policy and development programs, including those of international cooperation agencies. The most recent of these are the Beijing Platform for Action, the United Nations Millennium Declaration and the Brasilia Consensus.

Furthermore, according to the Salvadoran Constitution, international legal instruments have the rank of constitutional law, as the constitution states that "the international agreements entered into by El Salvador with other States or international bodies constitute laws of the Republic upon entering into force...; the law shall not modify or overturn that which is agreed in an agreement in force for El Salvador. In the event of a conflict between the agreement and the law, the agreement shall prevail" (Art. 144). Therefore, the adaptation of the secondary legislation to these frameworks is one of the enforceable tasks for the observance of international mandates and constitutional provisions.

Since 1981, when CEDAW entered into force in the country, progress has been made on the topic, which has been recognized in the different observations made by the Committee of Experts. However, until 2010, the main instrument for continuing progress was the National Policy on Women (PNUD, 2011). Legislative activity in 2010 and 2011 produced major advances, passing a number of new laws on equality and reforms of existing laws to affirm equality, thereby paving the way for new prospects for substantive equality between the sexes in El Salvador.

Table 1: Legal Framework for Equality in El Salvador

Laws and Regulations	Year of Ratification	Contents	Reference
INTERNATIONAL LAW			
Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (United Nations-UN)	1981	First international instrument that does not take a gender-neutral stand and that promotes the development of affirmative action measures to increase women's opportunities to participate in all areas of life: political, social, economic and cultural.	Decree No. 705, 2/June/1981
Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, "Convention of Belém do Pará" (Organization of	1995	Establishes the right of women to a life free of violence and obliges States to include criminal, civil and administrative laws in their domestic legislation to achieve this.	Decree No. 430, 23/Aug./1995

⁷ Information provided by the Secretariat for Social Inclusion.

Laws and Regulations	Year of Ratification	Contents	Reference
American States- OAS)			
Convention No. 111, Discrimination (Employment and Occupation) (ILO)	1995	Expresses the urgency to apply prohibitions and legal sanctions on discrimination and to employ positive actions to achieve true equality in the workplace.	
Convention No.100, Equal Remuneration Convention (ILO)	2000	Requires States to set and guarantee the remuneration index based on the principal of equal pay for equal work.	Decree No. 32, 15/June/2000
Convention No. 156, Convention concerning Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities (ILO)	2000	Aimed at eliminating discrimination against workers with family responsibilities, so that they can obtain employment and occupations under equal conditions and receive treatment equal to that of all other workers.	Legislative Decree No. 29, 15/June/2000
Instrumental Documents			
Beijing Platform for Action	1995	Establishes the following areas of concern: poverty, education and training, health, violence, armed conflict, institutional equality mechanisms, the media, environment, girls.	Fourth World Conference on Women, United Nations
United Nations Millennium Declaration/ Millennium Development Goals	2000	International development program structured around eight strategic goals. Goal 3 is "Promote gender equality and empower women."	United Nations General Assembly Resolution 55/2, 8/Sept./2000
Brasilia Consensus	2010	Negotiation and dialogue platform on women's universal access to health care, economic empowerment, family co-responsibility, inclusion of Afro-descendant and indigenous women, participation in decision-making, and access to new information and communication technology.	Eleventh Regional Conference on Women in Latin America and the Caribbean, Brasilia, 13-16/July/ 2010
NATIONAL LAWS			
1983-2008			
Constitution of the Republic	1983	Declares that "all persons are equal under the law. For the enjoyment of civil rights, there shall be no restrictions established that are based on differences of nationality, race, sex or religion" (Art. 3).	Decree No. 38, 15/Dec./1983
Family Code	1993	Recognizes the equality of men and women in the family, the equivalency of productive and reproductive labor and co-responsibility in care-giving and attention to the same. Likewise, it recognizes the right of protection for all family members (Articles 4, 38, 39).	Decree No. 677, 11/Oct./1993
Law of the Salvadoran Institute for the Development of Women	1996	Creation of the National Equality Machinery.	Decree No. 644, 29/Feb./1996
Law Against Family Violence	1996	Resulting from the ratification of the Convention of Belém do Pará, for the protection, prevention and	Legislative Decree No. 902,

Laws and Regulations	Year of Ratification	Contents	Reference
		sanction of violence against women, but limited to family life.	28/Nov./1996
Criminal Code	1997	New Code that, with reforms in 1998 and 2003, includes in its articles the crime of family violence, enabling enforcement of the anti-violence law. It also includes recognition of sexual harassment and employment discrimination as crimes. (Arts. 165, 200, 246).	Decree No. 1030, 26/April/1997
Law for the Creation of the Mutual Fund for Family Microenterprise (FOSOFAMILIA)	2000	Creation of FOSOFAMILIA as an autonomous agency, for the objective of providing preferential attention to the credit needs of women micro-entrepreneurs in all economic and activity sectors of the country.	Executive Decree No. 60, 21/Dec./99
Labor Code reforms	2004	Reform banning required pregnancy tests for women as a hiring requirement for employment (Art. 30).	Decree 275
Governmental Ethics Law	2006	Regulates and promotes ethical behavior in public service. Among other things, it prohibits discrimination against individuals in the delivery of a government service for reasons of race, sex, religion, ideological convictions, political opinion, social condition or economic status. This law also creates the Governmental Ethics Tribunal, where citizens can file complaints about discriminatory acts by public servants.	Decree No. 873, 13/Oct./2011
Municipal Code reforms	2008	Reforms that expand municipal government authority, including the creation of municipal women's units (Art. 4).	Legislative Decree No. 536, 17/Jan./2008
Advances: 2009-2012			
Law for the Integral Protection of Children and Adolescents (LEPINA is the Spanish acronym)	2009	<p>This is a wide-ranging law that adopts legislative, institutional, social and educational measures for the protection and promotion of the rights of children and adolescents. It commits many government institutions to the creation of a coordinated integral system for child and adolescent protection.</p> <p>Gender equality is a cross-cutting theme, but the law also includes extremely important positive measures for the advancement of girls and female adolescents:</p> <ul style="list-style-type: none"> ▪ Protection of pregnant adolescents: protection of their health and a prohibition against sanctions in schools due to pregnancy or maternity. In this area, in May 2011, the Legislative Assembly reformed the General Education Law to prohibit schools from expelling students who become pregnant. ▪ Paid domestic work: establishes 16 as the minimum age for performing domestic work, and recognizes the full labor rights of employed domestic workers. 	Decree No. 839, 26/March/2009
General Law on the Prevention of Workplace Hazards	2010	<p>Defines a framework of guarantees and responsibilities for workers with regard to workplace hazards. It includes for the first time in the framework the idea of psychosocial hazards, including sexual harassment, violence against women, difficulty balancing work with family responsibilities, and all forms of negative discrimination.</p> <p>The Ministry of Labor and Social Welfare is responsible</p>	Decree No. 254, 17/March/2010

Laws and Regulations	Year of Ratification	Contents	Reference
		for guaranteeing, observing and promoting the law.	
Special Comprehensive Law for a Life Free of Violence against Women (anti-violence law)	2010	<p>This is the ultimate expression of the country's recognition of the problem of violence against women and of its political will to tackle it. It significantly broadens the scope beyond that of the previous Law Against Family Violence, referring to all violence occurring in social, economic and political areas, and providing a common perspective and language for addressing the problem, applicable to society as a whole.</p> <p>It assigns oversight, enforcement and overall implementation to ISDEMU; gives the Attorney General's Office responsibility for creating a policy on criminal prosecution; and gives implementation to different executive branch institutions.</p>	Decree No. 520, 25/Nov./2010
Law on Equality, Equity and the Elimination of Discrimination against Women (anti-discrimination law)	2011	<p>This law and the anti-violence law are landmark legislation in the country and the culmination of systematic efforts of the feminist movement. They provide the reference framework for public policies on these issues.</p> <p>The anti-discrimination law explicitly declares the equality of men and women and the equivalency of their conditions as individuals and citizens. It addresses all areas involving women's human rights and provides for positive actions to be carried out through the National Policy on Women and its implementation plans.</p> <p>It assigns oversight of its implementation to ISDEMU, its defense and guarantee to the Solicitor General's Office, and its effective application and sanctions to internal disciplinary regulations of all government institutions.</p>	Decree No. 645, 17/March/2011
Special Law for the Protection and Development of Salvadoran Migrants and their Families	2011	<p>This is a progressive law created with the goal of safeguarding the rights of migrants in situations that endanger their physical and moral integrity, social status, and that of their families.</p> <p>It provides for the creation of an autonomous, decentralized National Council for the Protection and Development of Migrants and their Families, which will be responsible for the observance of the policies that are promulgated. It envisions a number of programs and projects aimed at providing services to migrants in different situations inside and outside the country, as well as facilitating their reintegration into society and workforce when they return.</p>	Decree No. 655, 17/March/2011
Special Regulations on Health and Maternity for Domestic Workers	2010	<p>Voluntary system to provide social security coverage for the first time to domestic workers, previously excluded by law.</p> <p>Just as in other countries in the region, in El Salvador this type of work has historically been performed by women and although it receives greater recognition than unpaid domestic work, it is still characterized by instability and discrimination. Along these lines and from the perspective of women's labor rights, the law represents a new chapter for these workers, providing them with access to health care and guaranteed maternity protections.</p>	Decree No. 74, 1/June/2010

Laws and Regulations	Year of Ratification	Contents	Reference
Principal Reforms			
Constitutional reforms	2009	Reforms to Article 47 of the Constitution to give public sector workers the right to organize and the right to collective bargaining.	Decree No. 33, 27/May/2009
Changes to the Rules of the Legislative Assembly	2011	Institutionalization of the El Salvador Women's Parliamentary Group.	Plenary Session, Opinion No. 41, 27/Sept./2011

2.3 NATIONAL EQUALITY MACHINERY

2.3.1 Background and current context

When States adopt international obligations concerning equality, it pushes them to develop policies aimed at promoting and ensuring the social change needed to transform the prevailing gender systems, which are unfair and discriminatory towards women.

In this area, El Salvador created the Salvadoran Institute for the Development of Women (ISDEMU) in 1996 via executive decree, as an autonomous institution under the executive branch.

This initiative was the result of the Fourth World Conference on Women (Beijing, 1995), when a Latin American movement was gathering strength to push for national mechanisms to promote and oversee equality policies and to mainstream gender in government policies, plans and programs.

Several advances have been made since then, both in the development of the first National Policy on Women and the Plans of Action and in the programs that have been implemented. However, in 2008, the CEDAW Committee of Experts still expressed concern to the country because of the absence of temporary special measures to achieve de facto gender equality and the limited human and financial resources allocated to the machinery, which hampers its effective and efficient functioning (United Nations, 2008, paragraphs 13 and 15). In effect, this has been one of the major limitations for exercising a steering role in gender policies that, together with the hierarchical position it occupies in the executive branch, has limited its opportunities for influencing decision-making at the highest levels (PNUD, 2011).

The current government's commitment represents a turn toward strengthening the institutional structure on gender with the passage of the new laws mentioned above, which are binding on all government institutions and "shall be applied progressively and in a coordinated manner in the design, implementation, monitoring and evaluation of government public policies and of other instruments, procedures, mechanisms and regulations in government institutions" (anti-discrimination law: Art. 10).⁸ Likewise, this strengthening is reflected in the boost to the ISDEMU budget, which grew from 0.07% to 0.10% of the nation's general budget.

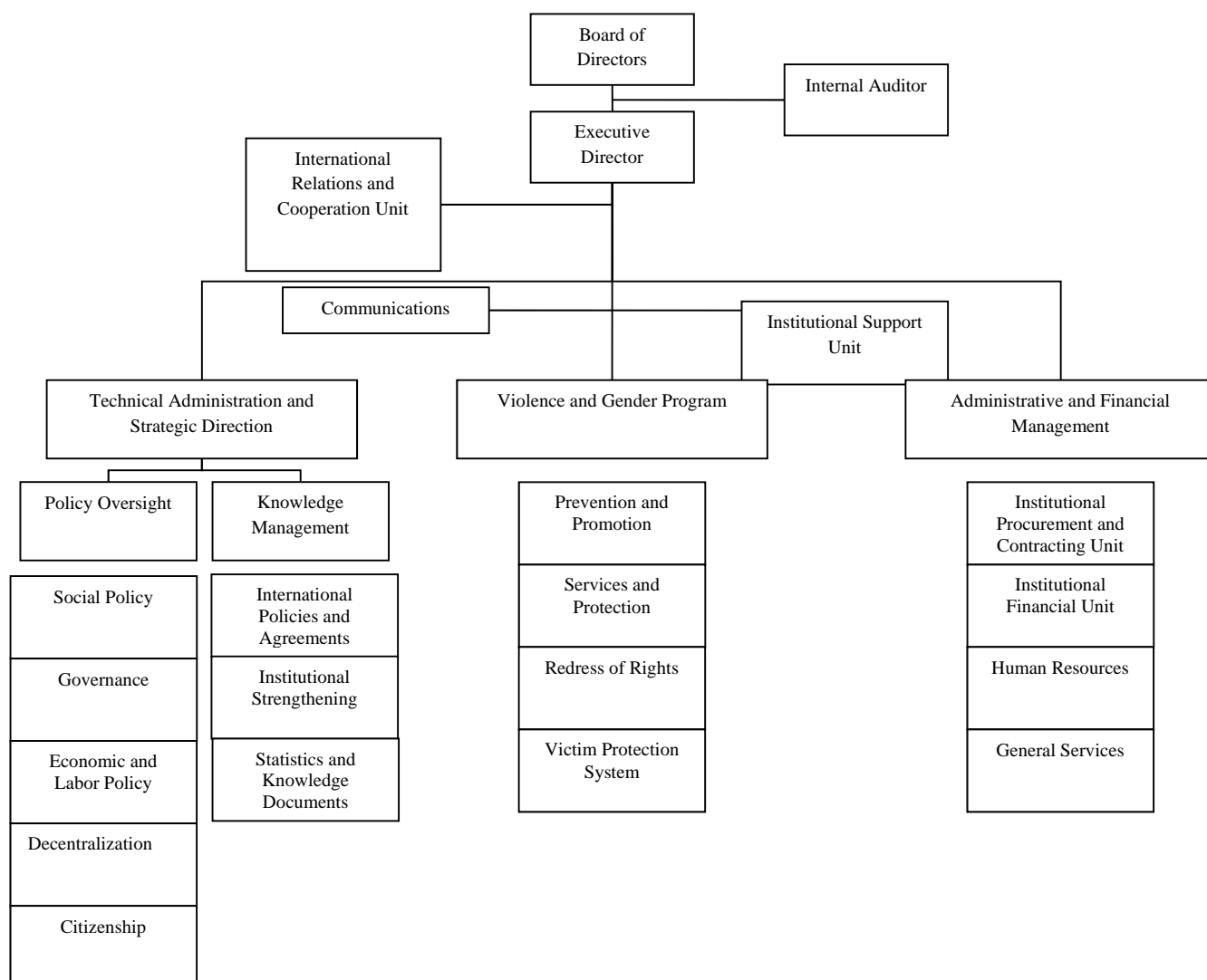
2.3.2 Salvadoran Institute for the Development of Women

Name	Salvadoran Institute for the Development of Women								
	2009			2010			2011		
Number of Employees	Women	Men	Total	Women	Men	Total	Women	Men	Total
		130	32	162	169	33	202	178	33
Budget	2009			2010			2011		
	\$2,514,750			\$3,604,540			\$3,751,524		

⁸ Legislative Assembly of the Republic of El Salvador. Decree No. 645.

Strategic Objectives	<ul style="list-style-type: none"> ▪ Foster the exercise of the rights of women and gender equality in public policy. ▪ Monitor and provide guidance on the observance of the international obligations of the Salvadoran government on women's human rights.
Functions	<ul style="list-style-type: none"> ▪ Develop, direct, implement and monitor compliance with the National Policy on Women. Foster the effective participation of community-based women's organizations and other civil society entities. ▪ Carry out and promote studies, assessments and analyses that contribute to better knowledge of the true situation of women. ▪ Develop plans, projects and programs to eliminate all forms of violence against women. ▪ Promote women's integrated development through observance of legal provisions and also promote bills of law and law reform to improve women's legal status, especially in labor law. ▪ Propose bringing national laws into line with the international conventions ratified by El Salvador: Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted by the United Nations; and the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, "Convention of Belém do Pará," adopted by the Organization of American States; follow-up on the platforms of action arising from the world conferences on women. ▪ Maintain ties of cooperation and information with national and international agencies, enter into contracts or agreements with them to implement projects or actions of mutual interest, notwithstanding the functions corresponding to the Ministry of Foreign Affairs.

2.3.2.1 ISDEMU organizational chart



2.3.2.2 Principal actions of ISDEMU

WORK AREA	PRINCIPAL ACTIONS	DESCRIPTION
Policy Governance Area	Coordination of interinstitutional venues	Specialized guidance, support and monitoring for transforming public policies into instruments supportive of substantive equality and observance of the current regulatory framework.
	Consultative and social auditing councils on women's rights	Local civic engagement mechanisms for women. Three consultative councils were formed by year's end, in the departments of Sonsonate, Morazán and San Vicente.
	Decentralization strategy for women's rights	A collegial mechanism among government bodies to guarantee women's access to justice and to promote a culture of violence prevention among women, and provide knowledge about rights. Implemented through mobile and fixed-location help desks. At the end of 2011, 13 mobile help desks had been created to cover the entire country and four fixed-location help desks were set up in the San Salvador Metropolitan Area (in San Salvador, Santa Tecla and San Martín).
Knowledge Management Area	National Gender Indicators System	Preliminary design of a National Gender Statistics System. Regarding the proposal, a Plan of Action has been drawn up and an interagency technical team formed with ISDEMU, the statistics and census bureau (DIGESTYC) and the Women's Parliamentary Group. One of the top items on this group's agenda is monitoring use of the funding earmarked by the Legislative Assembly for DIGESTYC to develop gender indicators.
	Training program to promote substantive equality	Proposal submitted 16 March 2012, which will hopefully be implemented with aid from the Organization of Ibero-American States (OEI). This is planned to be a professional training platform aimed at public servants and women's leadership training. Four major programs are planned: Online Training Platform, Institutional Cultural Program, Open Educational Platform, and a Research and Analysis Center.
	Promotion of gender budgeting	Development of recommendations for the 2011 and 2012 budget policy. Support for the pilot program for results-based gender budgeting of the Ministry of Agriculture.
Violence and Gender Area	Comprehensive Program for a Life Free of Violence against Women	A wide-ranging program that provides women with psychological, advisory and legal services; temporary shelter; and ongoing monitoring of all cases of violence against women in El Salvador, which is common. Implementation is done through a decentralized structure of local offices (13 total) and the women's helpline "Línea Amiga de la Mujer". Additionally, in 2011, the <i>Comprehensive Workplace Harassment Help Desk</i> began operations, providing psychological, legal and social assistance to women who have been sexually harassed at work.

2.3.3 **Secretariat of Social Inclusion**

In 2009, the new administration created the Secretariat of Social Inclusion, with the rank of a presidential-level entity, in direct contact with all government institutions. This represents a change from the approach used by the Secretariat of the Family. The new secretariat has four departments that serve different population groups, including a Sexual Diversity Department. Its principal functions include promoting elimination of discrimination based on sexual orientation and gender identity; fostering knowledge about sexual diversity through information, awareness raising and breaking down stereotypes about lesbians, gay men, bisexuals and transsexuals; driving the developing of public policies that guarantee the sexually diverse population the same human, economic,

social, civil and political rights that all citizens have; and promoting the creation of services and places free of homo-lesbo-transphobia or any type of discrimination based on sexual orientation or gender identity.

2.3.4 INSTITUTIONAL EQUALITY MACHINERY

Institutional gender machinery includes the institutional arrangements and organizational changes instituted within government institutions to implement gender policies, plans, programs, projects or activities. These may be of different types and “range from appointing a point person for an issue or the creation of a unit, area or administration, to the appointment of a commission that might play a political leadership role and be made up of representatives from different agencies or, in the best of cases, from the institution’s highest hierarchical level” (PNUD, 2011: 194).

Although there is no current list of all government institutions that have some type of machinery, according to the available documentation, some progress has been made in this direction. The legislature and judiciary have instituted gender units or commissions to mainstream the approach into all their work. In the executive branch, five of the 13 ministries have some machinery, though few autonomous agencies have implemented them yet, as can be seen in the following table.

Table 2: Institutional Equality Machinery

Area of Government	Institution	Machinery	Reference
Legislature	Legislative Assembly	Women’s Parliamentary Group	Internal Regulations of the Legislative Assembly, amended in 2011
Judiciary	Supreme Court of Justice	Gender Commission Gender Unit	Full Court Agreement 15/June/2006
Executive Branch	Ministry of Agriculture and Livestock	Gender Unit	PNUD. Cuaderno de Desarrollo No.10, El Salvador 2011.
	Ministry of Labor and Social Welfare	Special Unit for Gender and Prevention of other Discriminatory Labor Practices	
	Ministry of Environment and Natural Resources	Gender Administration	
	Ministry of Education	Technical Commission on Gender	
	Ministry of Public Health and Social Welfare	Comprehensive Women’s Services Administration	
	Technical Secretariat of the Presidency	Human Rights and Gender Unit	Information from Secretariat representatives
	Secretariat of Social Inclusion	Sexual Diversity Department	
	Social Investment Fund for Local Development	Technical Commission on Gender	PNUD. Cuaderno de Desarrollo No.10, El Salvador 2011
	Salvadoran Institute for Municipal Development	Technical Commission on Gender	
Municipal level	96 municipal governments (36% of national total)	Women’s Unit	ISDEMU. Sistema de indicadores PNM, 2011.
	46 municipal governments	Gender policies	

3 CURRENT SITUATION OF WOMEN IN JICA TECHNICAL COOPERATION PRIORITY AREAS IN EL SALVADOR

Cooperation between Japan and El Salvador dates back to 1968, interrupted only during the country's armed conflict, which lasted over a decade (1980-1992).

Beginning in 2008, as a result of the integration of JICA, JBIC and MOFA, Japan diversified its cooperation modalities, offering repayable and non-repayable financial and technical development cooperation to the country.

In the area of technical cooperation and aligned with the priorities of the Salvadoran government, three major cooperation areas have been established that are being implemented through programs and projects: (1) reactivation of the economy and jobs creation, focusing on the development of productive opportunities in the agricultural sector and in technical education; (2) environmental conservation for sustainable development, targeted to projects for water treatment, disaster prevention and low-cost housing; (3) overcoming social vulnerability, with actions to improve education and health infrastructure, and strengthening the development of a safe society.

Although a portion of its projects are aimed at expanding the institutional capacities of government services, it focuses a major part of its actions on the Eastern region of the country, with projects aimed at rural economic development, strengthening entrepreneurship, technical education, security and risk management. Therefore, the following analysis will emphasize the situation of women in that region and in the sectors mentioned, where the relevant information is available.

3.1 OVERVIEW OF EASTERN EL SALVADOR

The Eastern region is home to four of the country's 14 departments: San Miguel, Usulután, La Unión and Morazán. It covers 36.7% of the country's territory, while 20.7% of the population lives there (1,282,819). In contrast to the national trend, this region is primarily rural, especially the departments of La Unión and Morazán, where 69.6% and 73.9% of the population lives in rural areas.

In following the national panorama, women are in the majority (52.5%), although a half point below the country's mean. In the region as a whole, women tend to live in cities more than men; 43% of women live in urban areas, while 41% of men do. This is surely related to the dearth of income-earning opportunities for women in rural areas and the greater concentration of trade in urban areas, since women predominate in trade.

Table 3: Eastern region population by department, place of residence and sex

Department	Total population	Urban			Rural		
		Total	Female	Male	Total	Female	Male
San Miguel	434,003	50.6	54.5	45.5	49.4	52.5	47
Usulután	344,235	48	53.5	46.5	52	51.5	48
La Unión	238,217	30.4	53.7	46.3	69.6	53.1	47
Morazán	174,406	26.1	54.5	45.5	73.9	52.1	48

Source: Prepared by author with data from Population and Housing Census, DIGESTYC, 2007

If we adjust the Human Development Index (HDI) for all the departments in a region, the East lags behind most of the country. The departments of La Unión and Morazán are in the last two places (13 and 14 respectively); Usulután is 11 and San Miguel is 7 (PNUD, 2010). The situation is similar when the HDI is adjusted for gender inequality.

Table 4: Eastern region HDI and GDI

Department	HDI	GDI
San Miguel		
Usulután		
La Unión		
Morazán		
El Salvador		

Source: Prepared by author with data from Informe sobre Desarrollo Humano 2010

Regarding household income poverty, San Miguel is the region's only department at the national average (37.8% of households). The other three departments have higher rates, ranging from around three points above average in La Unión (40.3% of households), to five points in Usulután (43.1%) and over 15 points higher in Morazán (53.4%).

For other population development indicators, such as the literacy rate and average years of schooling, these departments rank the lowest in the country, particularly for women and especially in La Unión and Morazán. San Miguel is the only department where average years of schooling is close to the national average. Furthermore, in 2007, some 18% of children aged 4-14 years did not attend school (DIGESTYC 2007).

Table 5: Eastern region: literacy rate and average years of schooling by department and sex

Department	Country		San Miguel		Usulután		La Unión		Morazán	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Literacy rate	81.8	86.9	77.8	80.8	72.4	79.7	69.5	70.3	65.4	72.7
Average years of schooling	5.9		5.7		4.8		4.3		4.2	

Source: Prepared by author with data from Informe sobre Desarrollo Humano El Salvador 2010

3.2 REACTIVATION OF THE ECONOMY AND JOB CREATION

3.2.1 Context

The harsh impact of the crisis in 2007 led to backsliding in the advances that had been made in reducing poverty in the country, where “women, girls, boys, and the elderly are the face of poverty and inequality. One and a half million women live in poverty and in rural areas six of every ten women are poor” (GOES 2010, paragraph 20).

Paid work is one of the principal drivers of the reduction of poverty and of the economic empowerment of women. However, the swings in the labor market from 2007 to 2010 left a net balance of 30,000 fewer jobs, principally affecting sectors that employ mostly women, such as export assembly, trade and services. An estimated 57% of the jobs lost were held by women (ONU El Salvador, 2011). This drop in job opportunities for women has resulted in the proliferation of activity in the informal or unstructured sector of the economy. It is interesting to note that during the period 2008-2010, own-account workers increased by 7.3%, and at present 33.4% of work in the private sector is self-employment. In addition, the unpaid family labor category also showed similar growth during this time. Both of these categories are linked to lack of social protection. Furthermore, there was a 17% increase in temporary wage workers along with a 5% reduction in permanent wage workers.

Under these conditions, it is interesting to note that in the Eastern region the gaps for women in the labor market are wider in comparison with the other regions in the country. In the four departments making up the Eastern

region, women make up only 36.7% of the EAP and 37.6% of the working population, while they make up 79.8% of the economically inactive population (EIP).

Table 6: Eastern region: Women's economic activity

WAP (%)		EAP (%)		Working population (%)		EIP (%)	
Both sexes	Female	Both sexes	Female	Both sexes	Female	Both sexes	Female
64.2	54.9	57.7	36.7	92.6	37.6	27.1	79.8

Source: Prepared by author with data from EHPM 2010

Finally, remittances provide poverty relief for many families, yet since the crisis hit they have decreased from 18% of the gross domestic product (GDP) to 9.9% in 2009, recovering to 13% in 2010. In the Eastern region, which historically has the highest proportion of remittance-receivers, even though remittances decreased due to the crisis, they continue to be far higher than the national average. Thus, in 2010, 33.4% of the population in the eastern departments received remittances, while nationally 25.2% did. This figure shows the importance of this income and that, as has been recommended in different studies, it should be taken into account for the implementation of public policies and development programs aimed at the productive use of remittances.

3.2.2 Economy and employment of women in the agriculture and fisheries sectors

“Rural women have played a strategic role in agriculture as farmers, laborers, administrators, processors and marketers, by adding value to products and ensuring their quality. However, women continue to be ignored and associated solely with reproductive labor. Agricultural extension and rural development programs and projects continue to be designed from a male perspective (and men are also the owners of the means of production), while aid for women is, for the most part, for marginal and subsistence activities” (Campbell Barr, 2011:88).

Very little statistical data and research studies have been produced in the country dealing with the economic and employment situation of women in the agriculture and fisheries sector. This is an indicator that an analysis of these sectors from a gender perspective has not been a priority for public policy-making.

A preliminary approximation is provided by the general data gathered by the Multi-Purpose Household Survey and by the Central Reserve Bank. From this data we see that the agriculture and fisheries sector accounts for 12.9% of the GDP, 21.4% of the total working population and 5.3% of women's employment.

In the Eastern region, these sectors make up 33.7% of the total working population; data disaggregated by sex is not available. It should be noted that although the fisheries sector only occupies 1.7% of the people in the eastern departments, they account for 47% of the total for the country, which shows the weight of this activity in the region compared to the nation as a whole. Furthermore, more women work in fisheries proportionally than in agriculture (13.2% and 10.8% respectively).

In considering occupational categories, in both areas, the majority of women are own-account workers and temporary wage earners, which, as mentioned earlier, have lower wages and income and less social protection. For men, the distribution is similar, although with a greater weight in the permanent wage-earners categories. It is striking that in the agriculture sector, there are proportionally more female employers than male, while in fisheries it is the opposite.

Table 7: Women working in the agriculture and fisheries sector, by occupational category

Occupational Category	AGRICULTURE		FISHERIES	
	Female	Male	Female	Male
Employer	5.9	4.8	4.7	5.8
Own-account (with premises)	0.5	0.4	0.0	0.0
Own-account (without premises)	23.1	33.9	63.3	58.5
Unpaid family labor	23.5	14.7	23.6	7.0
Permanent employment	7.6	10.0	6.8	12.2
Temporary employment	39.4	36.3	1.6	16.5
TOTAL	100%	100%	100%	100%

Source: Prepared by author with data from EHPM 2010

Likewise, more women work as unpaid family labor, a category that conceals their work from recognition. In 2008, the FIINPESCA project (FAO/OSPESCA/Sweden) surveyed small-scale fisherfolk and fish farmers from the seven Central American countries. The study found that these individuals tend to have families of three to six members on average and in which one to three people work. The women tend to be responsible for processing and marketing fishery products, while the adolescent male children accompany their parents on fishing trips, in both cases as unpaid family labor (OSPESCA, 2008).

Regarding the education levels of people in these activity sectors, it can be seen from the data for the activities, disaggregated by sex, that men have higher education levels than women. The fisheries sector has the widest gap, in which 60% of women have not finished any level of education. In any case, education levels are lower for men and women who work in fisheries. This aspect is important when considering implementation of development programs, especially those aimed at building entrepreneurial capacities that require, at a minimum, basic instrumental skills such as reading comprehension and mathematics.

Table 8: Education level completed, population working in agriculture and fisheries

Academic level completed	AGRICULTURE		FISHERIES	
	Female	Male	Female	Male
0	33.4	28.3	60	28.4
1-3	28.2	25.6	23	26.2
4-6	22.9	23.6	18	27.9
7-9	11.7	16.0	0	14.6
10-12	3.5	6.0	0	2.9
≥13	0.4	0.5	0	0.0
TOTAL	100	100	100	100

Source: Prepared by author with data from EHPM 2010

The lack of recognition of women's work as producers is reflected in their access to and control over property. Women are 13.4% of agricultural producers, but of them, 83% do not use the land, meaning that their activity is not linked to directly working the land. Furthermore, they are only 14.6% of landowners, which limits their access to a number of services that require a real guarantee, such as land, for obtaining credit or purchasing a home.

Table 9: Agricultural producers, by land tenure

<i>Land tenure</i>	Female	Male
	Owner	14.6
Lessee	5.6	94.4
Tenant farmer	0.0	100.0
Cooperative member	15.9	84.1
Sharecropper	9.2	90.8
Free occupancy	10.4	89.6
Does not use land	83.3	16.7
Other	100.0	100.0

Source: Prepared by author with data from EHPM 2010

The report presented in the United Nations General Assembly in 2011 on rural women states: “To make real progress in rural development and sustainable agriculture, the power and creativity of rural women must be recognized, invested in and used. Improving women’s access to resources, assets and decision-making and building individual and collective capacity would create local opportunities and help mitigate the risks they face. Asset accumulation, including land, livestock and other resources, can also build a buffer against shocks, which are expected to increase with climate change” (United Nations, 2011:4).

3.2.3 Women and micro and small enterprises (MSEs) in El Salvador

The last economic census done in El Salvador, in 2005, found that 92% of the enterprise capacity in the country is made up of MSEs (DIGESTYC, 2005). They are estimated to contribute 22% of the GDP and are considered to be the driver of the domestic economy. According to Central Reserve Bank data, MSEs generate some 43% of non-agricultural employment (BCR, 2009).

The Sectoral Monitoring Survey, done by CONAMYPE from November 2003 to April 2004, is the reference document for systematically understanding the characteristics of this business segment. Although the figures have not been updated, given the indicators for the labor market and the country’s current economic situation, it is plausible to assume that the current situation is very similar.

In general, the study found that the sector is made up of economic units with quite diverse characteristics, in which subsistence enterprises predominate (92.1%), located in the unstructured sector of the economy (82%), primarily in urban areas (73%), with locally-circumscribed markets (70%), and primarily run by women (64%).

Overview of micro and small enterprises (MSEs) in El Salvador

- 92% of the country’s enterprise capacity.
- 22% of GDP.
- 43% of non-agricultural employment.
- 82% are informal and have very low levels of productivity.
- Primarily urban: 73% are in urban areas and 26.3% are in rural areas.

- Aimed at local markets: 70% aimed at local markets where the business is located (neighborhood, rural settlement).
- Primarily low levels of formal education—45% have not finished primary school— and technical training (90% have had no training).
- Low expectations for survival of these businesses, where two-thirds have been in existence for a maximum of 10 years, and low profits.
- Low levels of associativity. Only 3.3% of MSEs are associated.
- Of those who work in MSEs, 73% are paid, 25% are unpaid and 2% are owners or apprentices.
- In all categories, rural MSEs lag significantly behind urban ones: lower profitability, lower education levels of owners, and greater use of unpaid labor.

Under these conditions, informal employment and subsistence are the main traits of this sector, and although overall it is at a disadvantage in comparison to other enterprise segments, the situation of women is even worse. The survey also found that this type of female “entrepreneurship” has higher rates of informal employment and lower earnings per worker than male entrepreneurship, attributable to a certain extent to women’s lower education level.

Likewise, it must be kept in mind that informal economic activities are one of the primary sources of income for 67.4% of working women who are heads of household and 53.1% of those who are not heads of household (EHPM, 2010). Therefore, we are seeing a “feminization” of this sector, linked not only to the lack of social recognition, but also to insecurity regarding social protection and access to financial resources.

The important contribution of MSEs to jobs creation, income, elimination of poverty and stimulation of productive activity in local economies has led this issue to become a priority for the current government administration in El Salvador. Support for and promotion of MSEs from a gender perspective is a cross-cutting theme of the macroeconomic and sectoral reforms undertaken in 2010. Currently under discussion is the Proposed Law for the Promotion and Development of Micro and Small Enterprise, aimed at promoting and strengthening enterprise units with the capacity to create jobs and add value to production.

3.2.4 Women in technical and occupational education

Technical education is one of the routes that provide the most opportunities for joining the labor market, given that it responds directly to the needs of the country’s system of production. Thus, the current Vice Minister for Science and Technology of the Ministry of Education (MINED) recently stated that in El Salvador there is a need to educate people in technical fields, due to the current demands of the labor market and the deficit of professionals at these levels.⁹

Technical education and professional training in El Salvador is attained through formal and informal education.

Formal education offers vocational and technical high school diplomas that make it possible to directly enter the workforce or to continue on to higher education, and higher technical degrees from technological institutes or universities, which also prepare students to directly enter the workforce.

Before 2006, there was no bridge between these two different degree levels, until a coordinated system was put into place called the “Gradual Educational Model for Technical and Technological Learning” (MEGATEC is the

⁹ Downloaded on 11 March 2011 from: <http://www.mined.gob.sv/index.php/novedades/noticias/1-institucional/4852-clausura-del-proyecto-pro-educa.html>

acronym in Spanish). MEGATECs are schools located around the country that offer technical studies in different fields, using a progressive training structure that offers the opportunity to achieve different degree levels.

Currently there are six MEGATECs, located in La Unión, Cabañas, Zacatecoluca, Sonsonate, Ilobasco and Chalatenango, administered by different entities and subsidized and regulated by the Ministry of Education. Unfortunately, there are no systematic data on the outcomes attained to this point. For the MEGATECs in Zacatecoluca (La Paz Department) and La Unión (La Unión Department) general participation data are available, but it is not disaggregated by sex or field of study, which does not make a gender analysis possible.

Regarding higher technical education, statistical information from higher education institutions (MINED, 2010) reveals that women seek this type of training in greater numbers than men, with 53.0% of enrollment in these fields and 72.4% in fields leading to a technologist degree, certainly because so many of these are nursing programs, considered to be a women's field. However, according to data filed with the Labor Mediation System of the Ministry of Labor (SIE is the Spanish acronym),¹⁰ job placement for individuals with a technical degree is higher for men than for women (55% and 45% respectively), which is an indicator of how hard it is for women to enter the labor market, regardless of their training and greater participation in specialized education.

By field of study, just as with the data for higher education as a whole, a certain sex bias can also be seen in technical education, with women in the majority in health, humanities and education and in the minority in agriculture and technology.

Table 10: Enrollment in higher technical education, by field of study and sex

Field of Study	Female	Male
Art and Architecture	45.9	54.1
Economy, Administration, Trade	60.3	39.7
Health	85.4	14.6
Agriculture and Environment	25.6	74.4
Humanities	72.7	27.3
Engineering and Technology	5.1	94.9
Education	75.8	24.2
Social Sciences	61	39

Source: Prepared by author with data from MINED, 2010

With regard to occupational training, women are in the majority in employment readiness programs, with a clear preference for fields considered to be women's fields. Thus, according to data from INSAFORP, 96% of the women have been trained in the areas of business management, catering and tourism, and beauty and esthetics.

However, often this choice responds to the perception that women themselves have about which activities offer the greatest potential for earning an income, closely related to micro-businesses they can run from their homes as a service in their local area, which are compatible with their family responsibilities (SIS/BID, 2011).

In 2009, INSAFORP began a program to provide ongoing occupational training. With this, it developed an information management system that makes it possible to obtain a profile of the women who are seeking to improve their opportunities in the labor market through this type of training. From an analysis of this data we see that most of the women participating in these programs have a high school diploma or higher degree, that most

¹⁰ Data from the Department of Employment of the Ministry of Labor and Social Welfare, 2011.

are homemakers and that their expectation is to create an economic activity on their own, probably because of the lack of jobs in El Salvador.

General profile of women who participate in the occupational training program (*Hábil Técnico Permanente*)

1. Women's participation in the *Hábil Técnico Permanente* program is greater than men's (53% and 47% respectively).

Of all women trained:

2. 77% are aged 15-40 years. There are more men than women trainees in the youngest age groups (up to age 25 years) and more women than men in the adult groups (aged ≥ 31 years).
3. 54% have a high school diploma, 22% have finished the third cycle of basic education (9th grade), 12% have technological or university studies, and 3% have studied some part of the first cycle of basic education (grades 1-3).
4. 51% are homemakers, 20% were in school, 15% unemployed, and 15% working when they began training.
5. 61% want to work for themselves and 21% want to find a job with an employer; 15% want training to improve their income through extra activities, and a much smaller proportion want to move up in their place of employment or change jobs (1% and 2% respectively).
6. 56% are single, of which half have children; 27% are married; 13% are living together but unmarried; and 4% are widows or divorced.
7. 87% studied Beauty and Esthetics, Tourism and Catering, Sewing, or Handicrafts. A much smaller proportion of women register for classes in Computer Science, Electronics, and Automobile Mechanics and practically no women study Electricity, Construction, or Industrial Mechanics, fields studied mainly by men.
8. Women seeking employment in a business study non-conventional fields for women in a greater proportion than women who want to work for themselves.
9. The proportion of women over the age of 30 who want to work for themselves is much greater than women in the same age range who want to find a job in a business.
10. Although the majority of the women trained are single, independent of their employment expectations, there tends to be a greater proportion of single women among those who want to work in a business and a greater proportion of married women who want to work for themselves.

Source: Instituto Salvadoreño de Formación Profesional (INSAFORP), 2010

Finally, the country does not have a vocational and occupational guidance system or programs that would contribute to women being able to chart out a course toward success in the labor market, overcome the difficulties they face and the gender bias in their choices, in short, expanding their opportunities.

3.3 CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT

El Salvador is showing considerable signs of environmental deterioration. This is resulting in a progressive loss of natural vegetation, major soil erosion, contamination of groundwater, unrestrained production of solid waste and steady deterioration of air quality in cities.

In addition, or consequently, El Salvador is one of the world's most vulnerable countries to climate change. Ninety percent of the country is classified as at-risk, affecting 95% of the population. An estimated 41 of every 100 people live in high-risk municipalities that have been affected by three or more natural disasters (PNUD El Salvador 2010).

The increasing frequency of extreme climate events (five in the last two years) is producing enormous economic losses and is also revealing the high levels of vulnerability among the majority of the country's population, particularly in rural areas.

Little attention has been paid to gender and climate change internationally or in the country and there is still not enough information to cross these two variables. A research study that the United Nations Food and Agriculture Organization (FAO) has recently begun is aimed at this issue, and this is expected to yield an empirical basis for developing policies on climate change with a gender perspective. The study is based on the premise that given the preexisting inequalities between men and women in access to and use of natural resources, the effects of climate change necessarily have to affect them in different ways.

Furthermore, these changes will have a more severe effect on poorer regions and people, which have limited resources for coping with the impact of frequent droughts, flooding and storms. In El Salvador, 2,625,931 are poor, of which 43.7% live in rural areas and of these, slightly more than half are women. The exclusion of this half of the population in analyses of the problem and strategies to solve it is to ignore half of the problem and half of the solution.

There is consensus that two types of strategies should be used: mitigation and adaptation. The most important mitigation measures are renewable energy, reforestation, and decreasing the rate of deforestation. Adaptation measures should influence subsistence agricultural practices and water management in rural areas, tasks that tend to be assigned to women (Aguilar, 2009). Without ignoring the fact that the problem affects both women and men, women's limited access to and control over resources decreases their capacity to adapt in the face of adversity. Thus, expanding their autonomy with land, credit, agricultural inputs, technology, extension services and training is an advisable strategy for expanding their capacity for adaptation and the sustainable use of natural resources (Aguilar, 2009).

It is interesting to point out that in 2007 the London School of Economics, Essex University and the Max Planck Institute of Economics did an analysis of 141 disasters in different countries, which established a relationship between greater number of deaths of women as a result of disaster in countries that do not protect women's economic and social rights. In contrast, in countries where men and women enjoy equivalent rights, the number of deaths for both sexes is similar (Neumayer and Plümper 2007, in Aguilar 2009).

Finally, the Report submitted to the United Nations General Assembly has already stated that women should play a strategic role in policies that are developed. Their importance in the "households and communities as stewards of natural resources have positioned them well for livelihood strategies adapted to changing environmental realities" (UN, 2011, paragraph 65). It also recommends, therefore, the expansion of their participation in national and local decision-making venues regarding natural disaster risk management.

3.3.1 Access to safe water supply and sanitation

The Water Center for Latin America and the Caribbean has stated that climate variability is one of the hazards with the greatest impact on services that provide potable water and sanitation, a sector that has been seriously affected in recent decades.

Furthermore, having adequate access to these services contributes to the population exerting less pressure on resources and the environment, while at the same time it substantially improves living conditions and the health of women and men.

In El Salvador, there is a significant gap in these services between urban and rural households. According to data from the most recent Population and Housing Census (2007), 90% of urban households have access to potable water and around 60% have a connection to the sewer system, while only half of rural households have access to potable water and 3% are connected to a sewer system.

Table 11 shows that the differences between female- and male-headed households are not large, with a slight advantage for the first in rural areas.

Table 11: Household water supply, by area and sex of head of household

<i>Water supply</i>	URBAN		RURAL	
	Female	Male	Female	Male
Water piped into the home	74.9	74.1	24.3	22.7
Water piped outside the home	12.9	13.1	25.8	17.5
Neighbor's piped water	2.4	2.4	5.5	3.5
Communal water supply	2.9	2.9	5.5	3.9
Public well	0.8	0.8	6.5	2.8
Private well	3.4	3.7	15.6	8.2
Water tanker	1.4	1.5	3.1	2.1
Spring, river or stream	0.5	0.7	11	5
Rainwater	0.1	0.2	1.1	0.5
Other	0.6	0.6	1.6	1
Total	100	100	100	100

Source: UNDP 2011, with data from Population and Housing Census, DIGESTYC, 2007

With regard to wastewater disposal, there is also a considerable difference between urban and rural homes. While 60% of urban home are connected to the sewer system, 75% of rural homes discharge their wastewater into the street or open air. However, 26% of urban homes do the same thing, a considerable proportion considering the environmental damage this causes, primarily pollution of water sources.

Table 12: Wastewater disposal method, area and sex of head of household

Wastewater Disposal Method	URBAN		RURAL	
	Female	Male	Female	Male
Connection to sewerage network	60.2	58.5	3.1	2.7
Connection to septic tank	6.2	6.6	5.7	5.7
Connection to injection well	2.4	2.7	4.8	5.2
Stream, river or lake	4.3	4.4	7.5	7.4
Street or open air	26.0	26.7	74.9	75.8
Other	0.9	1.0	3.1	3.2
Total	100.0	100.0	100.0	100.0

Source: UNDP 2011, with data from Population and Housing Census, DIGESTYC, 2007

3.3.2 Solid waste

The simultaneous growth in population and in consumption is leading to the production of increasingly more solid waste. Added to deficient collection services, the lack of closed, sealed dumps and certain cultural practices in El Salvador are causing considerable environmental deterioration, along with the health of the population.

According to figures from MARN, in 2009, El Salvador produced 3,434 tons of trash per day; 74.6% is collected and of this 96% is deposited in sanitary landfills. When looking at coverage and household practices for the elimination of trash, the most significant difference again is found between rural and urban areas. Considering households by poverty level, in rural areas, over 80% of both poor and non-poor homes burn their trash or dump it anywhere. This is related to the low coverage by the public collection system, and also surely by use and customs and lower education levels.

In urban areas, 81% of non-poor homes deal with their trash through the public household collection system, while only 54.6% of poor households do; 39.7% of these homes burn their trash or dump it anywhere, while 14.4% of non-poor households do.

Table 13: Household trash disposal, by area and poverty

<i>Trash Disposal</i>	Urban household		Rural household	
	Poor	Non-poor	Poor	Non-poor
Public trash collection	54.6	81.2	4.4	8.0
Private trash collection	0.1	0.5	0.1	0.3
Disposal in containers	2.7	2.7	0.1	0.4
Bury	2.3	0.9	5.2	5.0
Burn	30.1	10.8	68.9	69.9
Dump anywhere	9.6	3.6	20.7	16.1
Other	0.7	0.2	0.5	0.2
Total	100.0	100.0	100.0	100.0

Source: Prepared by author with data from DIGESTYC 2010

In an analysis of services and practices by head of household, no large differences are found between the sexes and the situation is similar to that already discussed. In urban areas, 72.5% of female-headed households and 70.2% of male-headed households have household collection service. In contrast, 88.8% of rural female- or male-headed households burn their trash or throw it in the street.

Poor handling of solid waste is not only a factor in high contamination, but also increases the vulnerability of people when a natural catastrophe hits. It has been recognized that many of the cases of rivers and streams overflowing in the country have happened because of this problem.

3.4 OVERCOMING SOCIAL VULNERABILITY: SECURITY AND GENDER VIOLENCE

People see vulnerability as synonymous with living a life of anguish that “is born from helplessness in coping with situations out of their control; it produces concern and fear in the face of the threat of a natural disaster, violence or crime; in the face of the death or illness of a family member, the loss of a job, hunger or dire poverty in old age” (PNUD El Salvador, 2010: 199).

Throughout the report, we have been explaining the principal areas of vulnerability and the face of inequality in education, health, employment and work. However, it is important to address the dimension of gender violence,

which, without a doubt, is impeding opportunities for well-being and for overcoming difficulties for wide segments of the population. This is even more so when the Human Development Report for Central America (2010) ranks this region as the most violent in the world, and another recent study places El Salvador in first place in the world in the rate of femicides (Small Arms Survey, 2012).

Violence is a crucial factor that keeps people from exercising autonomy. This is because it keeps them from exercising their citizenship, depletes their social capital and restricts their right to decide about their bodies (ISDEMU, 2012).

Different kinds of violence are committed against women. However, we do know that physical and psychological violence, in particular that committed by a partner or ex-partner, is among the most frequent and, according to studies by the Economic Commission for Latin America and the Caribbean (CEPAL, 2006), it “leaves more severe sequelae and places women in an even more powerless situation.”

In El Salvador, of the 8,400 cases dealt with in 2010 by programs under the Special Comprehensive Law for a Life Free of Violence against Women, 67% involved physical and psychological violence. Of these cases, 98.2% of the victims were women, and in 83%, the perpetrator was the victim’s partner (55%) or ex-partner (28%). According to ISDEMU, these data lead us to infer that physical and psychological violence are used to reinforce male authority and to ensure the observance of roles traditionally attributed to women (inside the home and tied to reproductive labor).

An important characteristic of the cases reported is that 61.4% of women who are victims of violence have some degree of economic dependence. This dependence may be partial, where women have some personal income but not enough to sustain the household (32.7% of all those who are dependent), or total, when they are completely reliant on someone else for their support (67.3% of all those who are dependent).

In addition, of the 925 cases of rape reported to the National Civilian Police from June 2010 to June 2011, in 89.5% the victim was a woman. It is particularly alarming that only 15% of the perpetrators were strangers, because this means that the abuse comes from individuals close to the victim.

Furthermore, it can be seen from case studies that were done (Landa and Herrera, 2011) that murders of women are usually preceded by other types of violence, such as psychological, physical and sexual violence. Although in El Salvador the available statistics do not enable a strict classification of murders of women for gender reasons, the particular characteristics of the crimes (in most of them, the women die brutally mutilated, raped or strangled) reveal misogynist biases (ISDEMU, 2012).

Although more men are murdered than women, the proportion of women has doubled. In 1999, 7 to 8 of every 100 murder victims were women, while in 2010, 14 to 15 were women.

Table 14: Violence against women in El Salvador

Physical and psychological violence against women			
Total caseload	Female	Male	% Female
4,889	4,800	89	98.2%
Sexual violence			
Reported cases	Female victims	Male victims	% Female
925	828	97	89.5%
Murders			
Total	Female murders	Male murders	% Female
4,000	568	3,432	14.2%

Source: Prepared by author with data from ISDEMU, 2010

Given the increase in women in areas that transgress the roles assigned to them by the patriarchal culture, it is reasonable to pose the hypothesis that the high incidence of murders and other forms of violence against women

are meant as practices to punish, control and dominate, and thereby to restrict the development of Salvadoran women's autonomy and because of this, the country's human development is being limited.

The scope of the problem requires coordinated efforts by national and international agents and actors, to raise the awareness of society as a whole, to promote the necessary cultural changes, to strengthen institutions and mechanisms that protect and guarantee the human rights of women. Thus, the role of the courts is fundamental, as are government security agencies, which must be fully aware of the problem, know how to treat it and have the means to do so. Along these lines, in 2010, the country put into place a community-policing model with the goal of becoming more integrated into the communities and improving police response capacity. Although women's organizations recognize this as a major step, there is still a long way to go to achieve a life free of violence against women.

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5 DEFINITIONS

Intangible assets (or resources): Non-material assets, such as knowledge, know-how, mastery of operational processes, information and communications technology, and access to databases, among others.

Tangible assets (or resources): Material assets capable of being perceived by the senses and counted, such as raw materials, furniture, machinery, land, infrastructure and money.

Gender analysis: A systematic way of observing the differential impact of programs, projects, and policies on men and women because of their gender. This process begins with gathering data disaggregated by sex and gender-sensitive information about the population involved. A gender analysis can also include an analysis of the multiple ways that men and women, as social actors, get involved in processes for the transformation of socially established roles, relations and processes, motivated by individual and collective interests.

Women’s autonomy: Women must have autonomy in their private and public lives if the exercise of their human rights is to be guaranteed. The capacity to earn their own income and control assets and resources (economic autonomy), the right to exercise control over their own body (physical autonomy) and their full participation in the decisions affecting their lives and their community (autonomy in decision-making).

Demographic dividend: When the number of people of productive age (also known as working age) increases steadily while the number of people of inactive age (or dependent people) is decreasing, it will cause the dependency ratio to decrease; in the long term there will then be an increase in dependency due to the increase in the number of elderly.

Wage gap: A measure of the distance between the average monthly remuneration of men and women.

Overall workload: All unpaid labor plus all paid labor among the entire working population, by sex.

Femicide: The murder of women for reasons of hatred or contempt for their condition as women.

Human Development Index (HDI): An indicator of the average progress of a country in three basic human development dimensions: enjoyment of a long and healthy life, access to education, level of decent living conditions. Along these lines, it is composed of the following variables: life expectancy at birth, level of instruction (adult literacy plus average years of schooling), and Gross National Income (GNI) per capita. The HDI classifies countries or regions on a scale of 0 to 1, which considers three levels of human development: low (0-0.5), medium (0.5-0.799) and high (≥ 0.80).

Gender-related Development Index (GDI): Measures development in the same basic capabilities as the HDI does, but takes note of inequality in achievement between men and women. In other words, it is the HDI adjusted in its basic components to analyze the impact of gender inequalities on the human development of a country. Due to constant erroneous interpretations with this indicator (by confusing it as a measure of inequality), it was decided to use the GII starting in 2010.

Gender Inequality Index (GII): A compound index that reflects women's disadvantage relative to men in three dimensions: reproductive health, empowerment and the labor market. It uses the following variables: maternal mortality, adolescent fertility, parliamentary representation, population with at least a secondary education, labor force participation, contraceptive use, and total fertility. The index shows the loss in human development due to inequality, comparing the achievements of women and men in these dimensions. It ranges from 0 to 1. It approaches 0 when women are doing as well as men and moves closer to 1 when one sex has the worst possible performance in all the dimensions measured.

Gender Empowerment Measure (GEM): A measure of agency. It evaluates progress in advancing women's standing in political and economic forums. It examines the extent to which women and men are able to actively participate in economic and political life and take part in decision-making. While the GDI focuses on expansion of capabilities, the GEM is concerned with the use of those capabilities to take advantage of the opportunities of life (UNDP, 2012). The most recent human development report that used this indicator was from 2009.

Time use measurement: To make the sex distribution of different daily activities visible, providing a basis for the economic valuation of unpaid work.

Economically active population (EAP): The population group comprised of individuals of working age who are part of the labor force because they are employed or actively seeking employment (DIGESTYC, 2010).

Economically inactive population (EIP): The population of individuals of working age who are not working and not actively seeking employment.

Working age population (WAP): Persons aged ≥ 16 years, who are able to work based on the country's socioeconomic conditions.

Working Population (WP): Economically active persons who have employment from which they obtain remuneration or earnings, or work without payment in a family business (DIGESTYC, 2010).

Prevalence: A measure in medicine of the proportion of persons in a given geographic area and period of time who have a given disease. Prevalence is calculated by dividing the number of sick individuals (numerator) by the total number of inhabitants in the area considered, including those who have the disease.

Informal or unstructured sector: Sector of the economy characterized by having little or no capital; the use of rudimentary techniques (and, thereby, obtaining low levels of productivity); producing low and irregular income; having little to no access to organized markets, credit institutions or social protection systems; and other aspects, such as unregulated lengthening of the work day.

Horizontal occupational segregation: Differences in concentration of men and women in work and job categories socially considered as female or male, respectively.

Vertical occupational segregation: The concentration of women at lower hierarchical levels in occupations and sectors that employ men.

Patriarchal society: A political, economic, religious and social system or type of organization with male domination over women, based on the idea of male authority and leadership and on an unequal distribution of power (Reguant, 2007).

Prenatal care coverage: Percentage of women who have received prenatal care from skilled health personnel at least once and at least four times during pregnancy (WHO, 2011).

Total fertility rate: Number of live births the average women will have had by the end of her reproductive life if the current age-specific fertility rates remain constant. This indicator can also be interpreted as the average number of live births per woman during a specific time period.

Time use: Quantity of hours and minutes used by individuals of both sexes over the age of 10 years in daily activities that enable reproduction of the work force and thereby society. The following types of activities are considered: production of goods and services through paid or unpaid work, training, recreation and personal care.

Violence against women: Violence directed at a women because of her sex. It involves violence committed by men against women in their desire to obtain power, domination or control. It is violence that causes a woman's death, harm or physical, sexual or psychological suffering, threats to commit these acts, coercion and other forms of deprivation of liberty, occurring in both public and private spaces. It is considered the most shameful violation of human rights.

6 GENDER PROGRAMS AND PROJECTS IN EL SALVADOR

GOVERNMENTAL PROGRAMS			
Program	Implementing Organization	Funding	Components
Centers for Women's Productive Development	ISDEMU	GOES	Occupational and business training.
Help desk for comprehensive assistance in cases of sexual harassment in the workplace	ISDEMU	GOES	Psychological care, guidance and accompaniment.
<i>Ciudad Mujer</i>	Secretariat of Social Inclusion	GOES/IDB	Program for comprehensive services for women through centers located around the country.
Model Decentralized Support System for Women's Entrepreneurship	CONAMYPE	GOES/UNDP	Service Desk for Women's Enterprise Development (pilot project in Sonsonate Department). Women's Entrepreneurial Contest " <i>Mujer Emprende</i> " (pilot project in Sonsonate Department).
Government Purchasing Project	CONAMYPE	GOES	Advice desk and participation by MSE in purchasing by government services.
Family Agriculture Plan	MAG	-	Technical and financial assistance in extremely poor municipalities, so that farming families can access technology to appropriately manage crops and increase production and productivity.

INTERNATIONAL TECHNICAL COOPERATION PROJECTS						
Name of Program/Project	Cooperation Agency	Implementing Entity	Duration	Amount	Sector	Location
Promotion of gender equity and prevention of violence against women	UNICEF	ISDEMU	1-Jan-2007/ 31-Dec-2011	\$241,333	Human rights and equity	San Salvador
National strengthening to reduce gender violence	UNFPA	UTE	1-Jan-2007/ 31-Dec-2011	\$1,530,213	Human rights and equity	San Salvador
Support for maternal health	UNFPA	MINSAL	1-Jan-2007/ 31-Dec-2011	\$143,808	Health	San Salvador
Towards Women's Full Participation in Politics	UNDP	ASPARLEXSAL	17-May-2006/ 31-Dec-2012	\$582,112	Human rights and equity	San Salvador
Strengthening the civic engagement of youth and adult women, to improve their access to socioeconomic, political and cultural services in the municipalities of Mejicanos and Ayutuxtepeque	European Union	MUNDUBAT	1-Feb-2009/ 1-Mar-2012	\$459,588	Human rights and equity	Department of San Salvador
Strengthening women's citizenship through the exercise of labor rights in El Salvador	European Union	ORMUSA	1-Mar-2009/ 1-Mar-2011	\$269,887	Social protection	San Salvador
Strengthening the Policy and National Machinery for Women, Phase 4	Government of Spain	ISDEMU	17-Mar-2009/ 16-Jan-2011	\$258,129	Human rights and equity	San Salvador

Strengthening the Policy and National Machinery for Women, Phase 5	Government of Spain	ISDEMU	30-Sep-2010/ 31-Jan-2012	\$297,733	Human rights and equity	San Salvador
Permanent school for economic education and debate for women, Phase 3	ACSUR Las Segovias	MÉLIDAS	1-Apr-2010/ 1-Apr-2011	\$94,442	Education, science and technology	San Salvador
Cooperation agreement on gender and development aimed at women's representation and equal participation in social and political venues, through support for social organizations for the promotion and defense of women's rights	ACSUR Las Segovias	MÉLIDAS	9-Jan-2007/ 9-Jan-2011	\$1,562,500	Human rights and equity	San Salvador, Cuscatlán, Usulután, Santa Ana, La Paz
Citizen security for women's right to life and liberty in El Salvador	ACSUR Las Segovias	Red Contra la Violencia	30-Nov-2009/ 30-Mar-2012	\$2,430,821	Justice, security and violence prevention	La Paz, La Libertad, Usulután, San Salvador
Regional agreement for capacity building in governmental and civil society agencies on the comprehensive protection of children and adolescents in response to trafficking in persons	Save The Children/ Government of Spain	Save the Children	1-May-2008/ 15-Dec-2011	\$14,463	Human rights and equity	San Salvador and others
Strengthening and productive development of entrepreneurial and credit initiatives for women in the department of Sonsonate	Government of Italy	ADEL Sonsonate	1-Sep-2010/ 29-Feb-2012	\$71,306	Employment and income generation	Sonsonate
Construction, remodeling and furnishing of the pathology laboratories in the Rosales and Santa Ana national hospitals and Pap smear services in the public health care network	Government of the Republic of China (Taiwan)	MINSAL	1-Jul-2011/ 31-Jul-2013	\$1,695,000	Health	

7 NATIONAL DOCUMENTS AND SOURCES OF INFORMATION ON GENDER (2009-2012)

Title (all documents in Spanish)	Author	Year	Location
Report on autonomy of Salvadoran women: Advances and setbacks along the road to peace (1992 – 2012)	ISDEMU	2012	www.isdemu.gob.sv
Histories of women victims of femicide. ISDEMU, San Salvador	Landa, Ana and Morena Herrera	2011	AECID Documentation Center
Equality and gender equity in El Salvador. Human Development Papers No.10	PNUD El Salvador	2011	www.pnud.org.sv/
Towards the Political Participation of Women in El Salvador. Lessons from a decade and strategies for the future		2011	www.pnud.org.sv/
National Regulatory Framework for Gender Equality	ISDEMU	2011	
Step by step toward gender equality in El Salvador: Three lines for action. El Salvador	CIE	2010	www.pnud.org.sv/
Human Development Report El Salvador 2010. From poverty and consumerism to the well-being of the people: proposals for a new development model	PNUD El Salvador	2010	www.pnud.org.sv/
Researching for equality. How to make research a tool for social change		2010	www.pnud.org.sv/
Second Report on Violence against Women	ISDEMU	2010	
The women of San Pedro Masahuat: Situational profile	ORMUSA	2010	www.ormusa.org/
The women of Zaragoza: Situational profile	ORMUSA	2010	www.ormusa.org/
The women of La Libertad: Situational profile	ORMUSA	2010	www.ormusa.org/
Strengthening Women's Socioeconomic Capacities	Las Mélidas	2010	www.lasmelidas.org/
Women and the labor market 2010	ORMUSA	2010	www.ormusa.org/
Human Development Report 2007-2008. El Salvador, one of the most hardworking people in the world	PNUD	2009	www.pnud.org.sv/
Gender strategy 2008-2011	PNUD	2009	www.pnud.org.sv/
Unseen, uncounted work. Input for a new relationship between gender and the economy		2009	www.pnud.org.sv/
Interagency Gender Strategy	PNUD	2009	www.pnud.org.sv/
Assessment of Salvadoran Women 2009	Iraheta, Patricia	2009	http://www.concertacionfeministaprudenciaayala.org/
Women and the labor market 2009	ORMUSA	2009	www.ormusa.org/
Women and local economic development	Benavides, Blanca Mirna; Moreno Pérez, María Elena	2009	http://www.funde.org
Gender Equity and Culture of Co-responsibility in personal, family and community settings	ISDEMU	2008	www.isdemu.gob.sv
Types of women's organizing at the municipal level	FUNDE	2007	www.funde.org/