

FINAL REPORT

El Salvador: Country Gender Profile

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El Salvador

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List of Abbreviations El Salvador

ADEL	Local Development Association/ Asociación de Desarrollo Local
ADS	Salvadoran Demographic Association/ Asociación Demográfica Salvadoreña
ANDRYSAS	National Association of Female Union Members and Female Mayors/ Asociación Nacional de Regidoras Síndicas y Alcaldesas
ASDI	Salvadoran Association of Integral Development/Asociación salvadoreña para el desarrollo integral
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CIM-OAS	Inter American Commission of Women - Organization of American States
COMURES	Corporation of Municipalities of the Republic of El Salvador/ Corporación de Municipalidades de la República de El Salvador
CONCULTURA	National Council for Culture and Art/ Consejo Nacional para la Cultura y el Arte
CSJ	Supreme Court of Justice/ Corte Suprema de Justicia
DIGESTYC	General Directorate of Statistics and Census/ Dirección General de Estadísticas y Censos
EAP	Economically Active Population
EAPI	Economically Active Population Index
ECLAC	Economic Commission for Latin America and the Caribbean
EHPM	Multi-purpose Household Survey/ Encuesta de Hogares de Propósitos Múltiples
EU	European Union
FAO	Food and Agriculture Organization of the United Nations
FESAL	National Survey on Family Health/ Encuesta Nacional de Salud Familiar
FGR	Attorney General's Office/ Fiscalía General de la República
FISDL	Social Investment Fund for Local Development/ Fondo de Inversión Social para el Desarrollo Local
FOSOFAMILIA	Solidary Fund for the Micro-enterprising Family/ Fondo Solidario para la Familia Microempresaria
FUMA	Maquilishuatl Salvadoran Foundation for Development and Humanism / Fundación Salvadoreña de Desarrollo y Humanismo Maquilishuatl
FUNDE	National Foundation for Development/ Fondo Nacional para el Desarrollo
GAD	Gender and Development
GDI	Gender-related Development Index
GDP	Gross Domestic Product
GEM	Gender Empowerment Measure
GNI	Gross National Income
GTZ	German Agency for Technical Cooperation
HDI	Human Development Index
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immunodeficiency Syndrome
HPI	Human Poverty Index
IAF	Inter-American Foundation/ Fundación Interamericana
IDB	Inter-American Development Bank
IDHES	El Salvador Human Development Report/ Informe de Desarrollo Humano de El Salvador
IFAD	International Fund for Agricultural Development
ILO	International Labor Organization
INSAFORP	Salvadoran Institute of Professional Training/ Instituto Salvadoreño para la Formación Profesional
ISDEMU	Salvadoran Institute for the Development of Women/ Instituto Salvadoreño para el Desarrollo de la Mujer
MAG	Ministry of Agriculture and Livestock/ Ministerio de Agricultura y Ganadería
MARN	Ministry of Environment and Natural Resources/ Ministerio de Medio Ambiente y Recursos Naturales
MDGs	Millennium Development Goals

MINED	Ministry of Education/ Ministerio de Educación
MINGOB	Ministry of Governance/ Ministerio de Gobernación
MSPAS	Ministry of Public Health and Social Welfare/ Ministerio de Salud Pública y Asistencia Social
MTPS	Ministry of Labor and Social Prevention/Ministerio de Trabajo y Prevención Social
NGO	Non-government Organizations
OAS	Organization of the American States
OEI	Occupational Equity Index
OEIG	Occupational Equity Index by Gender
ORMUSA	Organization of Salvadoran Women for Peace/ Organización de Mujeres Salvadoreñas por La Paz
PAEBA	Adult Basic Education and Alphabetization Program/ Programa de Alfabetización y Educación Básica para Adultos
PAHO	Pan-American Health Organization
PDDH	General Ombudsman's Office of the Republic for Human Rights/ Procuraduría para la Defensa de los Derechos Humanos
PGR	General Ombudsman's Office of the Republic/ Procuraduría General de la República
PNC	National Civil Police/ Policía Nacional Civil
PNM	National Policy for Women/ Política Nacional para la Mujer
PRISMA	Salvadoran Research Program on Development and Environment / Programa Salvadoreño de Investigación sobre Desarrollo y Medio Ambiente
PSRF	Program for Family Relations Rehabilitation/ Programa de Saneamiento de las Relaciones Familiares
SIBASI	Basic System of Integral Health/ Sistema Básico de Salud Integral
SIDA	Swedish International Development Cooperation
SNF	National Secretariat of the Family/ Secretaría Nacional de la Familia
STDs	Sexually Transmitted Diseases
UICN	World Conservation Union
UN	United Nations
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
WHO	World Health Organization
WID	Women in Development

1. Basic Profile

1.1 Socio-Economic Profile

Economic Indicators

GNI/Capita (US) ¹	Growth rate of real GDP ²	GDP Implicit deflator ³	Gini Index ⁴	Aid / GNI ⁵
2508.25(2003)	1.8% (2003)	-1.2 (2003)	0.54(2003)	1.07% (2003)
2,054.43(2000)	2.0% (2000)	(N/A)	0.55(2000)	1.03%(2000)

Demographic Indicators⁶

Total (millions)	% of Female Population	% of Urban Population	Population Growth Rate	Total Fertility Rate ⁷	Life expectancy	
					Male	Female
6.8(2004)	50.84% (2004)	59.50% (2004)	1.8 (2004)	2.97 (97/03)	69.4 (2004)	74.9 (2004)
6.30(2000)	50.9(2000)	58.41% (2000)	2.0 (2000)	3.58 (93/97)	65.6 (2000)	72.5 (2000)

Public Expenditure to Sectors⁸

	Health	Education	Social Welfare	Defense	Others
2005	9.2 %	16.2 %	NA	3.5 %	71.1 %
2001	10.0 %	19.4 %	NA	4.9 %	65.7 %

Industry/GDP⁹

	Agriculture, Hunting, and Fishing	Manufacturing Industry and Mines	Services
2005 (p) ¹⁰	7.21%	13.75%	32.28%
2000	7.60%	14.49%	34.03%

¹ This is our own elaboration based on the information taken from the quarterly magazine (July, August and September, 2004) from the BCR of El Salvador, charts IV.6 National Income Available and its allocation to regular prices in millions of dollars and IV.7 GDP per capita at regular prices in millions of dollars and thousands of habitants; pages 73 and 74, <http://www.bcr.gob.sv>. The data for 2003 is the projected figures for this year which was elaborated by the Central Reserve Bank (BCR).

² The data for 2003 is the projected figures for this year. BCR of El Salvador, http://www.bcr.gob.sv/publicaciones/indicadores_economicos/indicadores_economicos2003.pdf.

³ Preliminary estimate of the GDP Implicit deflator for the year 2003 by the World Bank http://www.worldbank.org/cgi-bin/sendoff.cgi?page=/data/countrydata/aag/slv_aag.pdf

⁴ UNDP, [Human Development Report 2003](#), page 64

⁵ Indicator constructed based on the information included in the cooperation funds taken from the Ministry of Foreign Affairs, "System of Information of International Cooperation" www.rree.gob.sv/sici/montos1 (contribution to development) and the data in the quarterly magazine (July, August and September, 2004) from the BCR of El Salvador. It is important to notice that, in 2001, this indicator was 2.60 and, in 2002, it increased to 2.65 due to a significant increase in the aid received for the reconstruction after the earthquakes of 2001. International cooperation has decreased in recent years.

⁶ This is our own elaboration based on the information included in the Multi-Purpose Household Survey (EHPM) for the cited years www.digestyc.gob.sv

⁷ Total fertility rate of women between 15 and 49 years of age, see data in chapter 3 fertility page 39, www.fesal.org.sv

⁸ Data based on the budget approved by Congress in the year 2005; Annex No. 9 of the [Budget Project 2005](#), Central Government, Institutional Participation (in millions of dollars and percentage structure), by primary units of the organization. Information is quoted for the areas of public health and social welfare, education and national defense.

⁹ EHPM for the quoted years www.digestyc.gob.sv

¹⁰ Projected figures

Labour Indicators¹¹

Year	Total No	Unemployment Rate	Minimum urban wage ¹²
2003	2,520,060	6.2 %	\$154.80
2000	2,707,272	7.0 %	\$144.00

Female	% total	Unemployment rate	Minimum urban wage
2003	40.3 %	3.8 %	\$154.80
2000	39.5 %	3.7 %	\$144.00

Proportion of Workers¹³

Male	Agriculture, Hunting, Fishing	Manufacturing Industry and Mines	Services
2003	16.62 %	8.88 %	3.05 %
2000	20.61 %	8.26 %	1.99 %

Female	Agriculture, Hunting, Fishing	Manufacturing Industry and Mines	Services
2003	1.60 %	8.97 %	4.36 %
2000	1.42 %	9.16 %	4.20 %

Women in Decision-making¹⁴

	Members of Congress ¹⁵	Ministries	Deputy	Managers	Technicians
2003/2006	10.7%	12.0%	NA	25.7	45.9%
2000/2003	9.5%	18.5%	NA	33.0	47.0

Laws for Women¹⁶

SYSTEM	INSTRUMENT	RATIFICATION
El Salvador Government	Family Code and Family Process	October 1994
El Salvador Government	Law against domestic violence	Approved in November 1996 and amended in July 2002 to respond to the Belem Par� Convention,
El Salvador Government	Amendments to the Penal Code and the Penal Process	April 1998, leaving the definition of "right" to a life free of violence in the private and public aspect.
El Salvador Government	Elaboration of the law of the Salvadoran Institute for the Development of Women, - ISDEMU-	March 1 st , 1996

Ratification and Signing of International Laws for Women¹⁷

SYSTEM	INSTRUMENT	RATIFICATION
United Nations (UN)	Convention on the elimination of all forms of discrimination against woman	June 9 th , 1981
United Nations (UN)	Beijing Platform of Action	1995, this declaration does not require any ratification
Organization of American States (OAS)	Inter-American Convention to prevent, sanction and eradicate violence against women "Belem do Par� Convention"	August 16 th , 1995
International Organization of Labor (IOT)	N ^o 156 Convention on Equal Opportunities and the treatment of male and female workers	July 19 th , 2000
International Organization of Labor (IOT)	No. 100 Convention related to the equality of income amongst men and women	July 19 th 2000

¹¹ The minimum urban wage, which is the same for men and women, increased from \$144.00 to \$154.00, in the year 2002. In the rural area it remained at \$74.00. This information was obtained from the Ministry of Labor and Social Prevention web page.

<http://www.mtps.gov.sv/imagenes/prensa/Tabla%20Salario%20Minimo.htm>

¹² EHPM www.digestyc.gov.sv

¹³ EHPM. This calculation was made in relation to the Economically Active Population of each year and the number of women and men that participate in each branch of the selected activities www.digestyc.gov.sv

¹⁴ UNDP, Human Development Report years 2001 and 2003, www.desarrollohumano.org.sv

¹⁵ In El Salvador there is a single-chamber Congress

¹⁶ Own elaboration based on the Notebook on Human Development: Gender Equity in El Salvador, 2004 UNDP and information from ISDEMU. <http://www.isdemu.gov.sv/Principal/OpcionesMenu/PNM/Legislacion/Legislacion.htm>

¹⁷ Own elaboration based on the Notebook on Human Development: Gender Equity in El Salvador, 2004 UNDP and information from ISDEMU. <http://www.isdemu.gov.sv/Principal/OpcionesMenu/PNM/Legislacion/Legislacion.htm>

Policy of WID¹⁸

National Policy for Women and Action Plan 1997-1999	Approved in 1997, it includes ten areas: legislation; education and training; health; women and labor; citizen participation and politics; family; violence; agriculture, livestock, fishing and food; environment; media and culture. The policy identifies a total of 250 actions.
National Policy for Women and Action Plan 2000-2004	The 200-2004 Action Plan was formulated based on the revision and update of the first Action Plan 1997-1999, considering the following criteria: to facilitate the evaluation of international commitments, to integrate the new approaches presented by the government in “the New Alliance”, more coherence between the strategic plans and the actions, based on the interests of women with disabilities, adolescents and the Gender focus in the production and analysis of statistics in all areas.

Governmental Organization of WID

Salvadoran Institute for the Development of Women (ISDEMU)	Government Organization
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¹⁸ Own elaboration based on the Notebook on Human Development: Gender Equity in El Salvador, 2004 UNDP and information from ISDEMU. <http://www.isdemu.gob.sv/Principal/OpcionesMenu/PNM/Legislacion/Legislacion.htm>

1.2 Health Profile

Expansion of Health Services¹⁹

No. of physicians per 1,000 people ²⁰	No. of hospital beds 1,000 people ²¹	Public Spending on Health (% of GDP) ²²
0.2 (2004)	1 (2004)	3.6 % (2004)
ND (2000)	1 (2000)	1.9 % (2000)

Child Health²³

	Mortality Rate		% of the vaccinated (1-year-old children)				
	Infant (per 1,000)	Under 5 (per 1,000)	BCG	DPT	Polio	Measle	
97/03	25	8	1997/2003	96.9%	90.7%	87.6%	87.7%
93/96	35	6	1993/1996	94.7%	85.0%	84.9%	86.4%

Family planning²⁴

Contraceptive Prevalence rate	Birth attendance rate	Maternal mortality rate (per 100, 000)	Age at first marriage or common agreement (years old) ²⁶	Total fertility rate
67.3% (97/03)	69.4%	173	19.8 (2003)	2.97 (97/03)
59.7% (93/97)	58.0%	120	19.5 (1997)	3.58 (93/97)

HIV/AIDS²⁵

% age 15-49	Women (No. of age 15-49)
0.7 (2004)	3,738 (84-04) ²⁷
0.6 (2001)	6,300(2001)

Nutrition²⁸

% of infants with low birth weight	Oral re-hydration therapy use rate
10.3 % (2002/03)	64 % (2002/03)
11.8 % (1998)	46.6 % (1998)

Community Health Services²⁹

	Access to safe water ³⁰		Access to adequate sanitation ³¹	
	Urban	Rural	Urban	Rural
(2002/03)	93.9 %	53.8 %	97.9 %	82.0 %
(1998)	93.0 %	47.8 %	97.3 %	77.9 %

¹⁹ Ministry of Public Health and Social Welfare MSPAS/Institutional Indicators <http://www.mspas.gob.sv/indicador2004.asp>

²⁰ Ditto.

²¹ Ditto.

²² UNDP, *El Salvador Human Development Report*, page 79. Quote: "The public budget included in El Salvador (3.6% of the GDP) is not low if compared with other countries in Latin America. However, while the Salvadoran Institute of Social Security (ISSS) had a budget with the equivalent of 1.6% of GDP in 2000 for a coverage of only 17% of the population, the budget of the MSPAS equaled 1.8% of GDP to address 80% of the population." www.desarrollohumano.org.sv

²³ FESAL Survey 2002/03 www.fesal.org.sv and MSPAS www.mspas.gob.sv

²⁴ Ditto.

²⁵ UNAIDS, *Report on the Global HIV/AIDS epidemic (2002 and 2004)*

http://www.unaids.org/NetTools/Misc/DocInfo.aspx?LANG=en&href=http%3a%2f%2fgva-doc-ow%2fWEBcontent%2fDocuments%2fpub%2fGlobal-Reports%2fBarcelona%2fBRGlobal_AIDS_Report_en%26%2346%3bpdf
http://www.unaids.org/bangkok2004/GAR2004_html/ExecSummary_en/Execsumm

²⁶ "Consented" union or Common Agreement is the non-marital union in the country which is recognized in the Family Code and has the same prerogatives as marriage.

²⁷ Own estimate based on the information accumulated from 1984 to 2004 (13,665) : 64% corresponds to men and 36% to women. From the last group, 76% of women are within the productive age period. www.mspas.gob.sv/indicadores_institucionales/ITS_VIH_SIDA

²⁸ FESAL Survey 2002/03 www.fesal.org.sv

²⁹ Ditto.

³⁰ Different categories have been taken: water tap at home, neighbor's water tap, public water tap

³¹ The following categories were considered: Toilet/ letrine and others

1-3 Education Profile

Commitment to Education³²

Education system (years)		Public spending on education (as % of)	
Compulsory	Primary	GDP	Gov. spending
9	6	3.6 % (2003)	19.5 % (2003)
		1.9 % (2000)	16.6 % (2000)

Adult literacy rate³³

	Total	Male	Female
2002	81.7 %	84.7 %	79.2 %
1999	80.4 %	83.5 %	77.7 %

Enrollment Ratio³⁴

	Primary education (net enrollment Ratio) ³⁵		Secondary Education (Gross Enrollment Ratio) ³⁶		Higher Education (Gross Enrollment Ratio) ³⁷	
	Male	Female	Male	Female	Male	Female
2002	98.24%	97.76%	23.23%	23.71%	9.89%	10.10%
2000	NA	NA	NA	NA	NA	NA

Ratio of Women Pursuing Higher Education³⁸

	Education	Agriculture	Engineering and technology	Medicine and natural science
2002	82.2%	NA	25%	84.6%
1998	NA	NA	NA	NA

³² Ministry of Education, *Statistical Yearbook 2002*, http://www.mined.gob.sv/gestion_mined/pdf/Anuario_Estadistico_2002.pdf

³³ UNDP, *Human Development Report 2003* page 341 III... To acquire knowledge..., Adult literacy rate (for every 100 people of 15 years of age or older), www.desarrollohumano.org.sv

³⁴ In the MINED Statistical Year Book basic education comprises first to ninth grades, middle education comprises the highschool years and superior education comprises university years. In order to analyze these data it must be considered that when analyzing this indicator per age group, students under 20 years of age show a higher masculinity index behaviour greater than that of national level since it reaches a value of 1.04. This means that in that age group there are 100 women for every 104 men.

³⁵ Own estimate based on the information on people under 15 years of age provided by the EHPM 2002 that subtracts 786,479 men and 753,136 women; each one of this figures has been divided by the total amount of money invested on primary and intermediate education (736,270.00 women and 772,614.00 men). This information has been obtained from MINED Statistical Year Book 2002. http://www.mined.gob.sv/gestion_mined/pdf/Anuario_Estadistico_2002.pdf

³⁶ Own estimate based on the population under 15 years of age provided by EHPM 2002 which desaggregates 786,479 men and 753,136 women. Each one of these amounts has been divided by the total number of students registered in elementary and middle school equal to 736,270.00 women and 772,614.00 men. These data has been obtained from the 2002 Statistical Year Book of MINED.

³⁷ Own estimate based on the data provided by EHPM 2002 which desaggregates the population between 15 and 19 years of age as follows: 333,932 men and 338,591 women. Each population group has been divided by the total number of students registered in middle education which equals 50,395 men and 59,946 women. This data has been obtained from the 2002 Statistical Year Book of MINED. http://www.mined.gob.sv/gestion_mined/pdf/Anuario_Estadistico_2002.pdf

³⁸ Own estimate based on the information obtained from the 2002 Statistical Year Book of MINED.

http://www.mined.gob.sv/gestion_mined/pdf/Anuario_Estadistico_2002.pdf

2. General Situation of Women and Government Policy on WID/Gender

2.1. General Situation of Women in El Salvador

General Situation of Women in El Salvador

- 1) Increase of women employment in non-agricultural sectors: in the maquila industry, 87%³⁹ of the labor force is composed of women; 64%⁴⁰ in microenterprise.
- 2) Increase in the percentage of households headed by women from 26.4%, in 1992, to 33.6%, in 2002.
- 3) Modernization of the family legislation with the approval of the Family Code, Family Procedural Code and the Domestic Violence Law.
- 4) Preparation of the National Policy for Women (whose Spanish acronym is PNM) and Action Plans (1997-1999 and 2000-2004)

[General Situation]

The general situation of the country has experienced significant transformation with the economic restructuring that shifted from exporting traditional agro-products (coffee, sugar and cotton) to relying on the expansion of the maquila industry (12.3% of the GDP in 2002)⁴¹, services (32.3% of the GDP, according to the preliminary data of 2003⁴²), and family remittances, which in 2004 were equal to 16.2% of GDP.⁴³

The above has an effect on the sources of employment for women, particularly in the maquila sector which reports almost 92,000 jobs, for the year 2002, 87% of which are for women.⁴⁴ Rural employment is concentrated on non-agricultural areas, especially in commerce. The expansion of women employment through maquila⁴⁵ and informal commerce continues placing women in low-income economic activities.

Another significant change at national level is the migration of people from the countryside to the city and, in the last decades, to other countries. It is estimated that one fifth of the Salvadoran population lives abroad, mainly in the United States. Immigrants are mainly men of the rural sector and, as a consequence, one third of the rural population subsists on family remittances since the agricultural production is no longer profitable. This situation, along with the existing high degree of irresponsibility on the father's part has led to an increase in the number of households headed by women from 26.4%, in 1992, to 33.6%, in 2002, of the total homes in the country.⁴⁶

Making progress in gender equity in El Salvador requires furthering the achievements made in the last decade with the contribution of the Salvadoran Government and women's organizations. On one hand, the Salvadoran Government ratified the international conventions for the protection of women's rights, particularly the Convention on the Elimination of All Forms of Discrimination

³⁹ www.observatoriolaboral.org.sv/maquila/antecedente.htm

⁴⁰ EHMP, Nov-Dec, 2001, Ministry of Economy and Annual Economic Survey 1999, Ministry of Economy. The microenterprises developed in the field of construction, restaurants and hotels, personal services, transportation and communications, financial services and services to other companies.

⁴¹ UNDP, *El Salvador Human Development Report 2003*, page 9, <http://www.desarrollohumano.org.sv>

⁴² Ditto.

⁴³ Economic Commission for Latin America and the Caribbean (ECLAC), quoted by *El Diario de Hoy*, December 16, 2004, Business Section. <http://www.elsalvador.com/noticias/2004/12/16/negocios/neg10.asp>

⁴⁴ www.observatoriolaboral.org.sv/maquila/antecedente.htm

⁴⁵ Production of textile products for export.

⁴⁶ EHMP of the years quoted, www.digestyc.gob.sv

Against Women (CEDAW), in 1981, and subscribed to the Platform for the Beijing Action in 1995. At the same time, women's organizations kept the topic in the national agenda working for the acknowledgment of women's rights and their specific claims.

Both contributions have made it possible to improve the legal framework through the implementation of the principle of equality between men and women established in the Constitution, the modernization of the family legislation with the Family Code and Family Procedural Code (1994), and the creation (1996) and reform (2002) of the Domestic Violence Law that protects, prevents and penalizes domestic violence - of which women are victims in 91.6% of the reported cases.⁴⁷

However, when the statistics and data, from the various scenarios of the national activity, provided by the entities in charge in the country and recent investigations are analyzed, the difference in the condition and situation⁴⁸ of women in relation to men, such as poverty, is evident since according to the estimates of the United Nations Development Programme (UNDP), based on the Multi-Purpose Household Survey (whose Spanish acronym is EHPM), of 2002 the percentage of poor women in urban areas is 17.7 points higher than that of poor men.

Upon analyzing poverty per geographic area and in terms of heads of households, it can be noted that there are more poor urban households headed by women (33%) than by men (27%). In rural areas however, unlike in urban areas, there are more households headed by men (51%) in poverty than there are households headed by women (44%). It is estimated that such difference stems from both the remittances received by the households headed by women and the increase of employment sources that, even at low wages, have absorbed much of the female labor force in rural areas.⁴⁹

In order to promote changes in the relations between men and women regarding public policy issues, the Salvadoran Government has established in the country the National Policy for Women (whose Spanish acronym is PNM) and its two action plans (1997-1999 and 2000-2004), a significant contribution to the quest for gender equity.

Also, twelve Municipal Governments, including the capital city of the country, have promoted Municipal Policies for Gender equity and have created institutional mechanisms such as Units or Town Councils to follow up on their implementation. On its part, the Social Investment Fund for Local Development (whose Spanish acronym is FISDL) is promoting the preparation of a manual to introduce the gender approach in the instruments of municipal public policies, which as of this year will provide the institution with a practical guide to promote gender equity at the local level.

A new experience, in terms of public policy tools for gender equity in the country, is that of the UNDP, in El Salvador, which promotes the preparation and implementation of the Equal Opportunities Plan (whose Spanish acronym is PIO) in Sonsonate, one of the fourteen departments of the country. This plan stems from a diagnosis of gender relations in the department, which

⁴⁷ Program for Family Relations Rehabilitation (PSRF) of ISDEMU, quoted in the Notebook on Human Development: Gender Equity in El Salvador, March 2004, Page 86. www.pnud.org.sv

⁴⁸ These concepts concerning women make reference to: a) *condition*, fulfilling material needs and ensuring immediate subsistence and b) *position*, which refers to fulfilling the needs relying on the change of social structures, which are not immediate and have a political dimension. They refer to the situation of women in the economic, political and social environment compared to men.

⁴⁹ UNDP, Notebook on Human Development: Gender Equity in El Salvador, March 2004, www.pnud.org.sv

allowed the identification of six areas: health, education, culture, violence prevention, work and income, and governance, for which actions have been defined to contribute to the reduction of the gender gaps that were found.⁵⁰

In order to make a general balance of gender equity, it is important to analyze the behavior of the indexes provided by the UNDP: the Gender-related Development Index (GDI) and the Gender Empowerment Measure (GEM). Both indexes allow the recognition of the progress and setbacks of women's condition and position in the Salvadoran society.

The GDI focuses on life expectancy, school enrollment, literacy and income within the same dimensions and using the same indicators as the Human Development Index (HDI), but pointing out the inequality between the achievements of men and those of women. Even though the GDI showed a tendency to increase from 0.699, in 1999, to 0.720, in 2002, it was lower than the HDI (0.726) for the same year.

On the other hand, the GEM focuses on the participation and the economic and political decision power between men and women. The GEM proves that in El Salvador, the presence of women in executive, administrative, professional and technical positions has decreased from 0.546, in 1999, to 0.530, in 2002, which indicates a higher gender inequity.

According to the general situation of the country, it can be stated that there are structural causes that prevent reaching gender equity, some of which are: poverty (that places women in a permanent survival strategy), high levels of social violence affecting women, little participation of women in decision-making spaces, and cultural patterns that prevent women from developing their potential and autonomy.

⁵⁰ The elaboration process of the Sonsonate PIO had the participation of key local development role players of this department, such as: municipal governments, COMURES, FISDL, MSPAS/SIBASI, MINED, PDDH, PGR, PNC; and non-governmental organizations such as: MSM, ASDI, ORMUSA, FUMA, ÁGAPE, FUNSALPRODESE, ADEL Sonsonate.

2.2 Government Policy on WID/Gender

Government Policy on WID/Gender

- 1) Preparation of the National Policy for Women and implementation of the 1997-1999 and 2000-2004 Action Plans
- 2) Institutional coordination for the development of the Action Plan

[Government Policy for Women]

The execution of the first National Policy for Women (whose Spanish acronym is PNM)⁵¹ and the 1997-1999 Action Plan involved a coordinated effort by the different state institutions aimed at improving the situation of Salvadoran women, and to this effect, actions were carried out in the 10 areas comprised by the PNM: legislation; education and training; health; women and work; citizen involvement and politics; family; violence; agriculture, livestock, fisheries and food; the environment; and the media and culture.

The proposal for this policy was the subject of a consultation process during the month of October, of 1996, with the participation of the civil society and governmental organizations after which the final draft was prepared and submitted, by the Board of Directors of the Salvadoran Institute for the Development of Women (whose Spanish acronym is ISDEMU),⁵² to the Presidency of the Republic and the Cabinet and was approved in that same year. The Action Plan for the 1997-1999 period is the document that contains the operational development of the PNM, identifying 250 actions structured in accordance with the 10 areas of action.

The general objective of the PNM is to improve the condition and position of Salvadoran women, making it possible for them to have equal opportunities to participate with men in the national development, and promoting gender correspondence based on three principles: social equality, sustainability of the generated opportunities, and encouragement to people in order to let them participate in the development process and benefit from it.⁵³

The general strategy of the PNM aims at involving governmental and non-governmental institutions, local governments, and private enterprise. The Action Plan has been prepared for its implementation, facilitating its follow up and allowing for the preparation of another Action Plan for the years that may be deemed convenient, upon conclusion of the operational development term.

As a result, the second 2000-2004 Action Plan takes on the same objective and principles of the preceding policy confirming that “There was national consensus in that the three years (1997-1999) of concrete, public, and private action would not be enough for the agenda of needs to reach gender equity”.⁵⁴

⁵¹ The documents of the National Policy for Women (PNM) are accompanied by an operational development plan known as the Action Plan, which correspond to the governmental periods in which they have been executed.

⁵² According to ISDEMU’s law of incorporation, the Board of Directors of ISDEMU is conformed by the highest authorities or representatives of the following institutions: Attorney General’s Office of the Republic, General Ombudsman’s Office of the Republic, Human Rights Advocacy Office, Ministries of Justice, Education, Public Health and Social Welfare, Public Security, Labor and Social Prevention, Agriculture and Livestock, the head of the National Family Secretariat (which holds the Presidency of the ISDEMU); and two representatives of the Non-Governmental Organizations engaged in women promotion.

⁵³ ISDEMU, National Policy for Women, April 1998 and April 2002, www.isdemu.gob.sv

⁵⁴ ISDEMU, National Policy for Women and 2000-2004 Action Plan, page 8, www.isdemu.gob.sv

[Development Plans for Women]

The following table summarizes the main results of the PNM and its two Action Plans⁵⁵

Government actions on WID/Gender	Date or period	Content, observations or application
1. Legislation		
Institutions responsible of implementation		ISDEMU, Interinstitutional Judicial Commission, Attorney General's Office, ISDEMU's Divisions of Training and Promotion, along with government and non-government organizations
Creation of the Interinstitutional Judicial Commission, integrated by: SNF, CSJ, Family Courts of Law, PGR, CNJ, CIM AOS and ISDEMU	NA	It promotes the incorporation of gender equality into the Salvadoran law.
Provisional Decree of reform for the good of the family	2001	The reconstruction of houses destroyed by the earthquakes, is influenced by the law
The approval of the Law of the Solidary Fund for the Micro-enterprising Family (FOSOFAMILIA)	NA	It promotes a credit line for micro-enterprise initiatives to generate opportunities and contribute to the productive incorporation of women.
To comply with the delivery of reports related to the accomplishment of international conventions subscribed by the governments	NA	Periodical reports to the CEDAW commission
2 Education		
Institutions responsible for the execution		MINED, ISDEMU, FEPADE, INSAFORP
Elimination of stereotyped concepts in school text books regarding the roles of men and women	NA	Change in the school curricula for the first 12 years of study, examining the text books, training teachers
Increase in the average school enrollment of women	1992 - 2002	Annual rate of 1.7 %, going from 4.6 to 5.4 years
Increase of gross school enrollment rates of women	1992 - 2002	Primary education (22.3% to 47.7%), secondary education (34.3% a 47.8%) and higher education (9.6% a 15.9%)
Increase of women in higher technical education	2002	From 5 to 10%, in previous years, to 29.3 % in the number of graduated women
Increase of grown women literacy rate	1999-2002	From 77.7% to 79.2%, helped through the promotion of radio campaigns
Participation of women in adult literacy programs	2003	52% of the participants of the Adult Basic Education and Alphabetization Program (whose Spanish acronym is PAEBA) are women
Training faculty staff on the application of a gender approach and establishment of gender benchmarks.	NA	Meant for people leading alphabetizations and promoters in charge of the creation of adult literacy circles, to a group of educational advisors and the educational personnel of the technological institutes
Adoption of co-existence and equality norms in education centers	NA	To incorporate values, attitudes and practices that favor the equality of genders
Research on the factors that limit girls in pursuing their traditional and non traditional studies	NA	An investigation was conducted in 8 national institutes of educational innovation on the factors that limit girls in pursuing their traditional and non traditional studies.
Development of the Special Project "Education for the Girl" and the "Education for life" program	NA	Campaigns were held through the M.C.M. on the importance of educating girls. In coordination with the SNF and MSPAS, activities were carried out to transversalize the gender approach for 5 years at the formal and non formal education level
Module production to promote equality	NA	Education modules for equality, research towards equality and co-existence norms in education centers
Prevention of HIV/AIDS		Training for faculty staff, adolescents and family doctors for 7 months.
3 Health		
Institutions responsible for implementation		MSPAS, ISSS, Military Sanitation, AMS, Flor de Piedra, ISDEMU, DIGESTYC
Increase in the life expectancy of both genders	2002	Women 74.7 and men 66.7
Decrease in the institutional maternal mortality rate	1992-2002	From 109 to 51 per 100 thousand newborns
Increase in the contraceptive prevalence rate	1995- 2002	From 46% to 71.2%
Decrease in the global fertility rate	1998-2002	From 3.58 children to 2.10
Increase in the use of contraceptives among married women or those living in concubinage	1998-2000	From 59.7 % to 67%
The modernization process of the public sector promotes a focus on integral attention to women's health	Since the 90's	It considers the entire life cycle of women, including their sexual and reproductive health, a priority issue.

⁵⁵ Prepared based on the follow-up report of the PNM, submitted by ISDEMU, as part of the evaluation of the 2000-2004 Action Plan and the document containing the answers given, by the Salvadoran government, to the questionnaire on the application of the Action Platform of Beijing (1995) and the results of the twenty-third extraordinary period of meetings of the United Nations General Assembly (2000), prepared by the ISDEMU, in April 2004.
<http://www.isdemu.gob.sv/Principal/Noticias/beijing/beijing.pdf>

The creation of the Management of Integral Attention to Women's Health and the allocation of 35 % of the budget for actions towards women's health	Since 1996	It coordinates the government institutions and the civil society organizations and develops models that focus their attention on women's health
Health assistance to people affected by domestic violence and care to people living with HIV/AIDS	Since 1996	It coordinates with government institutions
Implementation of the National Program for the Prevention and Control of HIV/AIDS	NA	Promoting the approval of the law for the prevention and control the infection produced by HIV and protecting the rights of people with HIV/AIDS. A telephone line (SIDATEL) and e-mail address exist.
The creation of the National Council of Mental Health	NA	Along with the SNF, OG and NGOs a strategic plan for mental health was formed and a Technical Committee elaborated an operational plan
Other actions to incorporate the gender approach: sensibilization, training, education	NA	Sensibilization with emphasis on masculinity, the creation of networks and commissions, the elaboration of the selfcare file and incorporation of the focus on family planning standard.
4. Employment		
Institutions responsible for the implementation	MTPS, ISDEMU, INSAFOCOOP, INSAFORP, and the media.	
Increase in the economically-active women population	1995-2002	Increase in the participation of women in the labor market from 34 % to 40.61%
Creation of labor offices and a monitoring system for labor relationships	NA	To protect the rights of female workers and mediate with the employers. To carry out market studies.
Elaboration of a manual to create regulations regarding gender	NA	To monitor the internal regulations of companies and to prevent discrimination against women
To train personnel on work inspections	NA	Detection, by inspectors, of discriminatory situations against women
Creation of a training center for women and credit support from FOSOFAMILIA	NA	Three training centers to improve the quality of life and relief technologies of housework load, 8,178 women have benefited from the program and 5,000 loans have been granted.
To elaborate an occupational safety policy	NA	The MTPS integrates public and private efforts to create an accident prevention culture
Elaboration of a National Policy, law and regulation for equal opportunities with the initiative of SNF	NA	It ensures opportunities to men and women with disabilities.
5. Citizen Participation and Politics		
Institutions responsible for the implementation	ISDEM, ISDEMU, MINTER, COMURES Political Parties, TSE, Congress	
Development of the "Human Rights, Rights for Women" Program	2002-2004	Directed to leaders, technical personnel of government and non-government organizations.
Formulation of Operational Plans with ISDEM, COMURES and TSE	NA	Signing of agreements with ISDEM to guide the gender perspective in the municipalities, the creation of an internal commission with municipal advisors.
Project "Training for municipality facilitators" to incorporate the gender approach plans, programs, and projects for the reconstruction of the municipalities affected by the earthquakes.	NA	Carried out in 21 municipalities of the country.
Program to train the technical personnel of TSE	NA	Participation of the Training Unit personnel
Training Program and citizen and politician involvement	NA	Directed to women in political parties
Studies on elections results	NA	To work with other institutions to increase the participation of women
Creation of women committees at municipal and community level	2003-2006	In four municipalities to plan the work for the municipal administration period
TSE Advertising Campaign	NA	To encourage involvement in electoral activities and voting
Design self-diagnosis instruments on gender approach for municipalities	NA	It has been applied to 22 municipalities to promote the incorporation of rural and indigenous women
Technical Assistance to COMURES	NA	To position the gender policy inside the corporation
Technical Assistance to FISDL	NA	Elaboration of a Local Development Policy with the gender approach.
6. Family		
Institutions responsible for the implementation	SNF, PGR, ISDEMU, MSPAS, MINTER, PGR, MTPS, PRODAP family courts of law, DIGESTYC, SNF, CONCULTURA, National and Public Libraries, MRREE, Congress.	
To develop "Values Program"	2003	To awaken in children and women, and in the Salvadoran families, an ethical and moral sense of values, civism and peaceful living
Dissemination campaign of PGR 6.3	NA	To promote support services, especially to women, in the process of suing for food quotas
Law, regulations and national policy of integral assistance to the elderly	NA	Led by SNF to prevent discrimination against elder women
Genetic Forensic Laboratory	NA	The Forensics Department of the CSJ will have a technical team to test for parenthood through DNA

<u>7. Violence</u>		
Institutions responsible for the implementation	MINED, ONG's PDDH, CSJ, MTPS, Private enterprise, local governments , CONCULTURA, FGR, PGR, MSPAS, DIGESTYC	
National Plan for the Attention and Prevention of Domestic Violence	NA	It coordinates the actions of all institutions involved in the issues in order to provide integral attention
Coverage expansion of the Program for Family Relations Rehabilitation (PSRF) under the modality of decentralization and with the support of the municipal governments	Created in 1996	It has 7 offices distributed in the national territory and one shelter in the capital. Recipients of prevention activities (224,931), care to HIV individuals, sexual aggressions and child abuse (25,827), with social work(17,940), assistance for support groups (16.528), assistance to aggressors (5,114), over-the-phone counseling (35,652), shelter attendees (1723)
PSRF contributes to community organizing	NA	38 municipal networks have been created and 14 interinstitutional committees have been strengthened
Registration sheet incorporated to the national regulation of integral assistance to women of MSPAS	NA	All institutions participating in the PSRF report information that feeds the ISDEMU statistical information system
New mode of sensibilization on domestic violence.	2003	161 preventive Fairs, where the culture of denunciation and the rights of women are promoted
<u>8. Agriculture, Livestock, Fisheries and Food</u>		
Institutions responsible for the implementation	Legal Department of MAG, CENDEPESCA, CENTA, General Directorate of Animal and Venegetable Sanitation-DGSVA- National School of Agriculture - ENA- ISTA, General Directorate of Renewable Natural Resources, PRODAP, PROCHALATE, PRODERNOR, BFA.	
Entrepreneurial assistance to associated groups	NA	Groups have been created in different productive areas to talk about association and gender equality.
Implementation of social works	NA	Improvement of roads, production and housing infrastructure
Technical Assistance	NA	Soil conversion, agro-forestry system and crop diversification, directed to rural women throughout the country
Generation of agricultural development processes for rural women	NA	Conservation task management for soils, water and cattle and
Diagnosis of rural participation	NA	Identification of practical needs of women
Loan granting	NA	Support for agro and micro industry
Interinstitutional Program for the Integral Development of Rural Women	NA	Implementation of Interinstitutional and intersector approach
Gender awareness programs		Directed to the technical personnel of institutions and the recipient population of projects.
<u>9. Environment</u>		
Institutions responsible for the implementation	MINED, MAG, MARN, ISDEMU	
Creation of sector policies with gender approach based on national policy and strategic guidelines for environment promotion	NA	Sector policies issued: -Regulation: general law against discrimination and sexual harassment -Law for the conservation of wild life -Policies: fight against the desertification of protected natural areas.
<u>10. Communications and Culture</u>		
Institutions responsible for the implementation	Ministry of Internal Affairs, CONCULTURA, ISDEMU, MINED	
Development of the program "Human Rights, and their relation with indigenous rights"	NA	Implemented in indigenous settlement areas of the country
<u>Other actions</u>		
Promotion, sensibilization, basic and specialized training, and gender theory	NA	21,022 officials have participated, one third of which are women
Destinating financial resources to the promotion of activities in favor of gender equality	2003	20 % of the budget is estimated in order to carry out gender equality actions
Sensibilization sessions, gender approach training, and masculinity and responsible parenthood	NA	To promote institutionalized activities on gender approach
Creation of gender policies in national institutions	NA	National Civil Police, Social Investment Fund for Local Development, Ministry of Environment and Natural Resources, National Center of Technology, and projects implemented by the Ministry of Agriculture and livestock

[WID/Gender-Related Laws and Regulations]

Laws and regulations	Date	Content
Family Code and Family Procedural	October 1994	Modernizes the legislation that regulates family relations adjusting it to the international treaties on women equality, and protection for children and the elderly. The Code contains aspects such as: recognition of the family originated from kinship and non-marital union, establishment of 18 years of age as the minimum legal age to get married for men and women, value of housekeeping work as a contribution to the family budget, requirement of the opinion of both spouses to encumber a family property, attribution of joint rights and obligations with regard to the children, setting up an spatial and compensatory alimony for the spouse, guaranteeing access to the family home and inheritance rights in a legally declared non-marital union.
Creation of the Law of the Salvadoran Institute for the Development of Women - ISDEMU-	February 1996	Expresses the will of the Government and the Legislative Assembly to create ISDEMU, establishing the mandate to develop the National Policy for Women and become the governing body for its execution. The policy is the way in which the Government translates, at the national level, its commitment to implement the Platform of Action approved in the IV World Conference on Women, held in 1995.
Anti-Family Violence Law	November 1996	It is the adoption in the practice of the Inter-American Convention to prevent, penalize and eradicate violence against women (“Convention of Belem do Pará”) and it is the most important breakthrough in the protection, prevention and penalization of domestic violence against women in the country, particularly after the reforms to such law, made in July 2002.
Reforms to the Penal Code and Penal Procedural Code	April 1998	The reforms made benefit women by classifying new offenses in relation with the right to a life free of physical, psychological and sexual violence at private as well as public level. It grants the State a role in the prosecution of these crimes. It also includes sexual assault and other sexual crimes, such as sexual harassment, and eliminates the consideration that exempts the violator from guilt if he marries the victim.

2.3 National Machinery

Salvadoran Institute for the Development of Women (ISDEMU)

- 1) The Salvadoran Institute for the Development of Women (ISDEMU) is the national mechanism created by legislative decree, in 1996, as the governing body of the National Policy for Women (PNM) and is responsible for promoting and monitoring the execution of the Action Plans for its implementation, prepared in the last two governmental periods (1997-1999 and 2000-2004).
- 2) The 2005-2008 Action Plan is currently under the direction of the ISDEMU and under preparation and consultation with the instances that will be involved in its execution.

[Background]

ISDEMU was created by legislative decree, in February 1996, and according to its organic law, its objectives are: to design, direct, execute, advise and monitor compliance with the National Policy for Women with the subsequent promotion of the comprehensive development of Salvadoran women. More specifically, it intends to formulate, direct, execute and monitor compliance with the National Policy for Women and foster the effective participation of women's organizations, the community and other entities of the civil society in the prevention and solution of the problems faced by women.

[National Machinery]

As it can be observed in the current organizational structure of the Executive Branch⁵⁶ of the Government of El Salvador, ISDEMU is attached to the Presidency of the Republic as an autonomous institution, and therefore, it can conduct national and international negotiations and manage financial resources independently from the other Ministries and Governmental Agencies.

The Board of Directors of the ISDEMU is formed by the highest authorities of the Government through the Ministries of the Social Area of the Executive Branch, the Attorney General's Office of the Republic or its representative, the General Ombudsman's Office of the Republic or its representative, and two representatives of non-governmental organizations engaged in the promotion of women; the Presidency is held by the National Secretariat of the Family through the First Lady of the Republic.

[The Main Activities of ISDEMU]

ISDEMU can promote actions regarding specific topics of interest for Salvadoran women with governmental and non-governmental organizations and participate in national and international networks such as the Network of Ministries of Environment and DAKAR's expanded Committee. At the national level, it has coordination centers for each of the 10 areas of the PNM working in the annual planning for action implementation.

ISDEMU has established a supervision and execution mechanism of the PNM actions at three levels: the first level is composed of the PNM Evaluation and Follow-Up Commission formed by the Ministers of the Board of Directors of the Institute; the second level is constituted by the PNM Follow-Up and Training Units of the Institute; and the third level is made up by the institutions

⁵⁶ The traditional executive, legislative and judiciary branches became State Authorities as of 1983.

that put the National Action Plan in operation. The Board of Directors of ISDEMU receives an annual report on the fulfillment of the Action Plan.

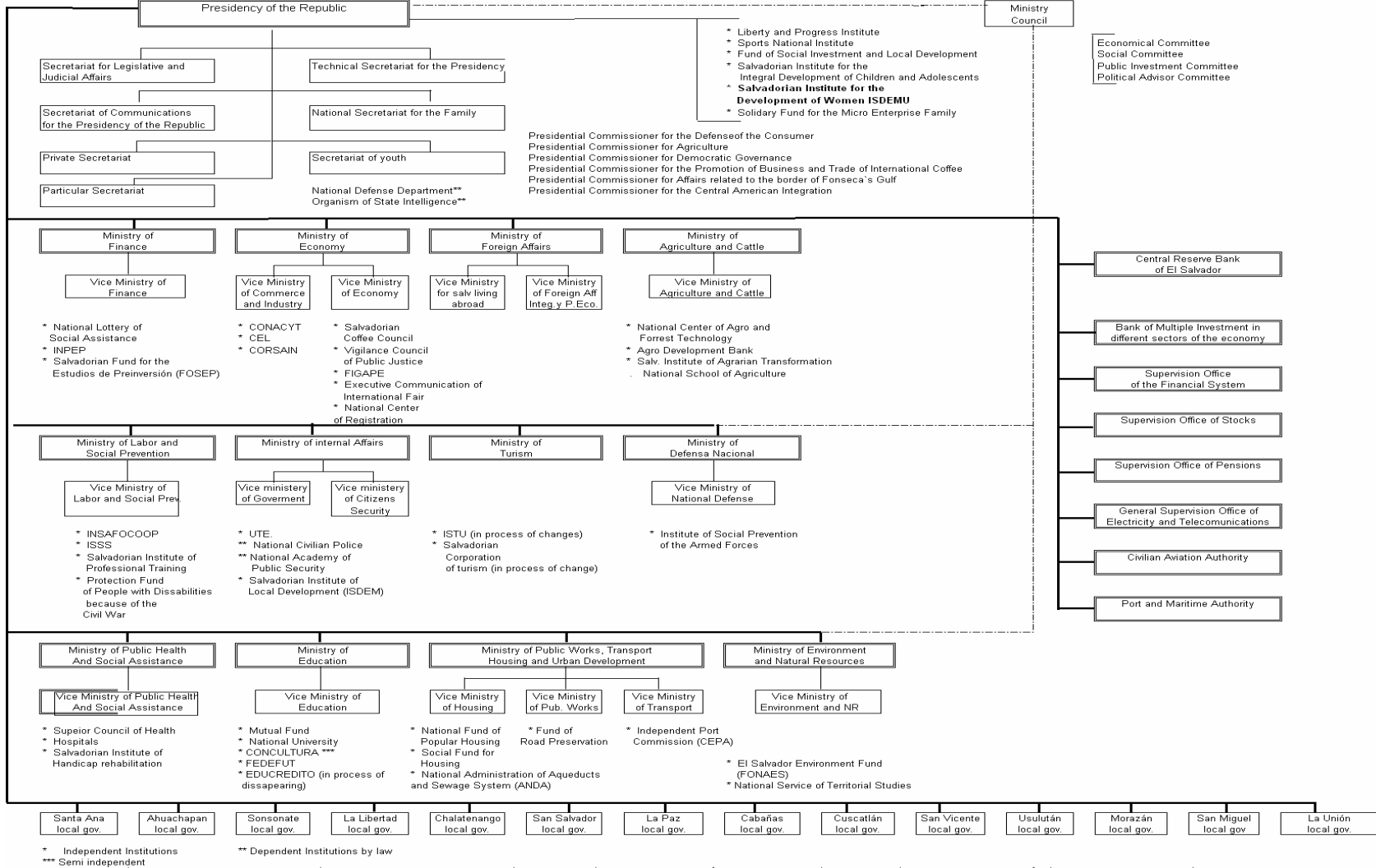
The following are some of the main institutional problems ISDEMU faces: 1) Need for gender approach training and awareness for the new officials after each change of administration; 2) Lack of a budget follow-up system incorporating the gender approach; and 3) Budget allocations made in view of the new challenges that it faces as the PNM governing body.⁵⁷

In spite of the work reported by the ISDEMU, as stated by the UNPD's Gender Equality in El Salvador (2004), "There is general consensus, among all sectors, that this institution can play a major role and have more presence in the Salvadoran society". To this effect, more political will and commitment to promote a *gender mainstreaming*⁵⁸ strategy are necessary throughout the entire State apparatus. Moreover, opening a national dialogue, in order to improve national coordination and consensus, has been recommended in various forums for which the UNDP has proposed the creation of a Coordination Forum under the direction of ISDEMU - a coordinating space of women's organizations and the Gender Discussion Group of International Cooperation Agencies.

⁵⁷ These difficulties are formulated by ISDEMU in the document containing the answers given, by the Salvadoran government, to the questionnaire on the application of the Beijing Platform of Action (1995) and the results of the twenty-third extraordinary period of meetings of the United Nations General Assembly (2000), prepared by the ISDEMU, in April 2004.
<http://www.isdemu.gob.sv/Principal/Noticias/beijing/beijing.pdf>

⁵⁸ *Gender mainstreaming* is understood as the incorporation of the gender perspective in the main stream of an entity or process, aiming at the incorporation of the gender approach in the structure of the public or private institution, not only in some of their components but having a strategic connotation in the institutions intending to apply this method to work with the gender issue.

ORGANIZATION STRUCTURE OF THE GOVERNMENT OF EL SALVADOR, EXECUTIVE BRANCH



3. Current Situation of Women by Sector

3.1. Education

Education

- 1) Public spending on education has increased from 1.9%, in 1994, to 3.0%, in 2000, reaching 3.2% of GDP in 2003.
- 2) The educational reform of the 90s boosted an organizational redefinition, transferring competences to schools. It has encouraged the participation of teachers, parents and students thus contributing, in the last 10 years, to decreasing the gender gap in school enrollment.
- 3) The female literacy rate, in 2002 (79.2%), is 5.5% lower than the male literacy rate.
- 4) The initial enrollment in elementary school shows a slightly lower percentage of girls (48.49%) in relation with boys. This relation remains favorable to girls in middle school at 50.86%.
- 5) The enrollment of women in higher education is greater (54%), but there is a tendency to enroll in careers linked to the extension of traditional women's tasks.

[Government Policy]

According to the last UNDP Human Development Reports, El Salvador has substantially increased public spending on education during the last years: from 1.9%, in 1994, to 3.0%, in 2000, reaching 3.2% of GDP in 2003. However, the Ministry of Education (MINED) deems it necessary to increase public spending on education to 4% of GDP as a minimum, in order to achieve universal access to elementary education and provide schools with the minimum resources required.

The educational reform of the 90s boosted an organizational redefinition that allows the transfer of competences to schools, strengthening the regulatory and supervisory role of the central entities, using the following systems: EDUCO (Education with Community Participation) and CDE (School Boards). This has encouraged the participation of teachers, parents and students thus contributing, in the last 10 years, to decrease the gender gap in the rural and urban zone enrollment rates. Nevertheless, and in spite of the efforts made by the authorities of MINED at the central level, empirical evidence accounts for the persistence of discriminatory educational practices based on gender that strengthen gender stereotypes, making it necessary to increase the supervision on the compliance with the rules, established by MINED, regarding equity in education.

[Literacy]

The adult literacy rate (per 100 people of 15 years of age and older) according to gender has increased gradually from 77.7% in women and 83.5% in men, in 1999, to 79.2% in women and 84.7% in men, in 2002⁵⁹, which places men 5.5% points higher than women.

In the last decade, the illiteracy rate decreased from 27%, in 1992, to 18.3%, in 2002, among people of 15 years of age and older, the school attendance average increased by more than one year (from 4.4 to 5.5 years).⁶⁰ However, there is still much to be done to even up the educational

⁵⁹ UNDP, *El Salvador Human Development Report 2003: Challenges and Options in times of globalization*, page 341. www.desarrollohumano.org.sv

⁶⁰ UNDP, *El Salvador Human Development Report 2003: Challenges and Options in times of globalization*, Chart 3.9, page 82. www.pnud.org.sv

indicators of the rural and urban areas. For example, the total illiteracy rate for the year 2002 at rural level was reported to be 26.8% while at urban level was 10.0%.⁶¹

[Primary and Secondary Education]

The initial elementary school enrollment shows a slightly lower percentage for girls (48.49%) in relation to boys (51.51%). This relationship remains favorable to girls in middle school where girls represent 50.86%. However, this initial enrollment data must be revised with regard to the enrollment at the end of the school year since, in the rural area as well as in the urban area, the children, particularly girls, drop out of school to take on family responsibilities at an early age or their parents give priority to boys. Another problem faced by young girls in completing their middle-school studies is early pregnancy.

Total initial school enrollment by educational level, year 2002⁶²

Kindergarten		Elementary School		Middle School	
Male	Female	Male	Female	Male	Female
112,718	115,129	659,896	621,141	77,573	80,293
49.47%	50.53%	51.51%	48.49%	49.14%	50.86%

If the total initial enrollment of 1,666,750⁶³ is analyzed, the percentage of boys and girls enrolled in middle school is 9.47 % (12 grades of education), much lower than the number of children enrolled in elementary education 76.86% (9 grades of education). These numbers show the need to implement strategies to keep boys and girls in the formal educational system and let them conclude their middle education.

[Educational Plans with Gender Approach]

The Salvadoran Educational Reform that has been under implementation since the 90s, has introduced gender approach elements in one of the moral value formation programs promoted by the Ministry of Education, consisting of: *"Institutionalizing, in the national educational system, the objectives and actions of the National Policy for Women within the context of educational quality improvement and moral value formation, promoting gender equity"*.

The following actions are established in the above stated program: promoting the development of research on gender issues; establishing a system for the evaluation and follow-up of the National Policy for women in the educational area; promoting women’s access to formation in non-traditional technical careers; promoting school continuity of pregnant teenagers and teenage mothers; improving the application of the gender perspective as the main structural element of the national curriculum; strengthening the sexual education topic in the study programs; strengthening equal relations within the context of school for parents; and promote the respect for gender equity in the cultural political and religious scenarios.⁶⁴

However, the application of the program has been limited to pilot projects that have not been replicated throughout the entire educational system, and therefore, the application of the gender approach in education is still a pending matter.

⁶¹ Ministry of Economy, 2002 Multi-Purpose Household Survey, www.digesdyc.gob.sv/estadisticas

⁶² Data from the 2002 MINED statistical yearbook, www.mined.gob.sv

⁶³ Ditto.

⁶⁴ Ministry of Education, *Education Challenges. Educational Reform Under Way (2000 - 2005)*, 2000. Quoted in the research "Quality of Education in El Salvador from the Perspective of the Teachers ", CIDEP Research Unit, El Salvador, 2003. <http://www.cidep.org.sv/Investigacion.htm>

[Vocational and Technical Education and Higher Education]

In the field of technical vocational training, the Government has the Salvadoran Institute for Professional Formation –INSAFORP– which is the governing and coordinating body of the Professional Formation System that facilitates the access to orientation, advisory and training according to the needs and tendencies of the labor market. Among the services provided by this institution are: training to companies, learning programs, accreditation, qualification programs and documentation and information centers.

The better known initiatives on technical vocational training have been promoted by 1) the Catholic religious order, the Society of St. Francis de Sales, with the Don Bosco Complex and Industrial Estate; 2) the Central American Technological Institute (whose Spanish acronym is ITCA); 3) the Entrepreneurial Foundation for Educational Development (whose Spanish acronym is FEPADE), comprising a National Network of more than 100 institutions.⁶⁵

The characteristics of the formation given by these institutions allow the insertion of adults to productive work and update their skills for new technologies and tasks.

With regard to higher education, women enrollment was higher in 2002 (54.16 %), but it is still directed towards careers linked to the extension of traditional women’s tasks such as health and education, and basically, the technological careers are left to men, where from the total enrolled, 72.57% were men and 27.47% were women.⁶⁶ In relation to this, the afore-mentioned Document on Gender Equity published by the UNDP points out that the index for women⁶⁷ in the technical motor vehicle field is 0.6% and 5.5% in electrical engineering, ratifying that a limited participation of women in traditional men’s technical careers still persists.

The non-university enrollment in higher education given in technical institutes reported a total of 7,046⁶⁸ students in 2001 without specific data by gender.

[Non-formal Education]

The informal adult education has been promoted by private organizations generally under the denomination of Popular Education. More than 300 non-government organizations linked to trade associations and churches have carried out significant actions for the young and adults, particularly in the field of post-literacy and health. The educators are generally community leaders with an educational level between the 4th and 9th grades.

⁶⁵ Organization of Latin American States for Education, Science and Culture (OEI) www.oei.es. No data is reported on registration disaggregated by gender.

⁶⁶ Data from the MINED 2002 Statistical Yearbook, qualification of higher education institutions. www.mined.gob.sv

⁶⁷ Refers to the total number of women with regard to the total number of men per each hundred, for each higher education career.

⁶⁸ Data from the MINED 2002 Statistical Yearbook, www.mined.gob.sv

3.2. Health

Health

- 1) Increase in health spending with regard to GDP from 1.9%, in 2000, to 3.6%, in 2003.
- 2) Creation of the Comprehensive Women Health Care Management that promotes pilot projects in coordination with the Basic System of Integral Health (SIBASI) responsible for health at the municipal level.
- 3) Reduction of the fertility rate from 3.58 (1993/1997) to 2.97 (1997/2003).
- 4) Increase in maternal mortality per each 100,000 live births from 120 (1993/ 97) to 173 (1997/ 03).
- 5) Tendency to level the number of HIV/AIDS transmission in men and women. The man/woman ratio for 2004 was 1.9 men to 1 woman.

[Government Policy]

During the last years, the health condition of the Salvadoran population has improved, particularly through the abatement of infectious and contagious diseases. As a result, some of the main causes of mortality and morbidity such as poliomyelitis, measles and malaria have been eradicated or are under control.

Health spending with regard to GDP has increased from 1.9%, in 2000, to 3.6%, in 2003.⁶⁹ This increase has contributed to a better coverage of the services but they are still insufficient, and in consequence, the high-risk population groups (mother/child binomial, rural population and population living in poverty) still have difficulties to access the first-level health care services, and, furthermore, to the specialized medicine services. These limitations affect the quality of life of women since in view of the gender stereotypes prevailing in the country, women become the main and sometimes are the only persons responsible for the family health.

The health sector reform has been slower than the educational reform, therefore, a very centralized structure still remains; however, the main link of the decentralization process, the Basic System of Integral Health (whose Spanish acronym is SIBASI), works in coordination with the Comprehensive Women Health Care Management to promote pilot projects with the support of the Pan-American Health Organization (PAHO) and are applying comprehensive women health care models through the development of manuals and methodological guidelines with plans to replicate them throughout the entire country in the years to come.

[Medical Health]

While child mortality per each 1,000 live births (less than 1 year old) has decreased in the last five-year periods from 41 (in 1988-93) to 35 (in 1993-97) and to 25 (in 1997- 2003),⁷⁰ maternal health, and more specifically the maternal mortality rate in the last two five-year periods have remained at relatively high levels for women between 15 and 40 years of age, since it has increased from 120 (1993/ 97) to 173 (1997/ 03) per each 100,000 live births.⁷¹

⁶⁹ Ministry of Public Health and Social Welfare, Institutional Indicators, <http://www.mspas.gob.sv/indicador2004.asp>

⁷⁰ National Survey on Family Health (FESAL 2003), www.fesal.org.sv

⁷¹ Ditto.

[Nutrition Conditions]

The Ministry of Health has created a Comprehensive Child Health Care Program with the objective of improving the quality of life of the Salvadoran children guaranteeing their well-being, growth, and comprehensive development of their potential. One of its components is linked to the promotion of growth, development and nutrition of children and, among other measures, it intends to promote breastfeeding from 0 to 6 months of age, ensure an adequate weight in the first two years, provide nutritional guidance and immunization with new vaccines⁷²

With regard to the effect of the aforesaid measures, the FESAL 97/03 survey reports that breastfeeding is a widespread practice in El Salvador. 94.4% of the children have been breastfed sometime, with a 19.2 months average duration of breastfeeding nationwide.

The same source reports that during the 1997-2003 five-year period, the low-growth-to-age indicator reports 18.9% of children between 3 and 59 months old with slow growth, being higher among the children living in the rural area (25.6%) than those living in the urban area (11%). On the other hand, the underweight indicator for children between 3 and 59 months old also shows disparity between the rural and the urban area, being 13% in the rural area and 7% in the urban area, resulting in a national average of 10.3%.

[Family planning]

The Global Fertility Rate (GFR) has experienced significant reductions from 3.58 (1993/1998) to 2.97 (1998/2003). This rate shows marked differences in the urban and rural sectors. In the 1993/1998 five-year period the reported rates are 2.8 in the urban zone and 4.6 in the rural zone; for the 1998/2003 five-year period, the differences remain significant, 2.4 in the urban zone and 3.8 in the rural zone.⁷³

With regard to birthcontrol method awareness, more than 95% of the women and men in reproductive age know at least one method. The use of contraceptive methods by married/non-married women between 15 and 44 years of age increased from 59.7%, in 1998, to 67.3%, in 2002/03. It may have had an effect in the decrease of the average of live births in women between 15 and 49 years of age, that has decreased from 2.2 in the 1993/97 five-year period to 2.1 in the 1997/03 five-year period, but higher values are still reported among the women of the rural area with 2.6 as compared to 1.8 among urban women.⁷⁴

On the other hand, the same survey (FESAL -03) reports that women of the rural area have an average of 1.4 children, more than the women of the urban area, and that women without formal education have an average of 2.5 children, more than the women with 10 or more years of education.

[HIV/AIDS]

An aspect where progress has not been enough is female and male sexual and reproductive health care and prevention because there are cultural patterns that limit the decision-making and negotiation power of women with their partners, at the moment of having sexual intercourse, affecting early sexual practices, irresponsible parenthood and the increase in the transmission of HIV/AIDS and other sexually transmitted diseases (STD) among women.

⁷² <http://www.mspas.gob.sv/programas.asp>

⁷³ National Survey on Family Health (FESAL 2003), www.fesal.org.sv

⁷⁴ Ditto.

The National Program for the Prevention and Control of STD/HIV/AIDS of the Ministry of Health has registered 13,665 cases reported between 1984 and July 2004, considering that there is a deficit in the records of 40–50% of the cases.

The tendency to level the incidence of cases between women and men persists, in the evolution of the HIV/AIDS epidemics in the country, even though the accrued data show that the rate of infected men is 64%. The man/woman ratio for 2004 is 1.9 men to 1 woman.⁷⁵

⁷⁵ HIV/AIDS Program of the Ministry of Public Health and Social Welfare, www.mspas.gob.sv
http://www.mspas.gob.sv/pdf/SIDA_DOC/Alcances_y_Logros_1999_2004.pdf

3.3. Agriculture, Forestry and Fisheries

Agriculture, Forestry and Fisheries

- 1) The agricultural crisis affects the composition of the rural family with an increase in the number of women acting as head of the household and a strong dependency on family remittances.
- 2) Women's participation in the agricultural activities has decreased from 10.7% in 1997 to 5.6% in 2002.
- 3) There are groups of rural women making entrepreneurial efforts, working in activities linked to productive projects: horticultural projects, fish farming, preparation of dairy products, traditional candies, plant nurseries, etc.
- 4) Women in farming and livestock are engaged in the production of food, raising minor cattle species, poultry care, and cultivating vegetables, staple grains (beans and corn) and tropical fruits.
- 5) Women mainly manage forest resources to obtain food and as the main source of energy to cook (firewood), while men use them to extract wood for construction.
- 6) Women, who perform their duties in the sectors of agriculture, forestry, livestock, and fisheries, have few material, technological, and financial resources, in addition to being excluded from the decision-making processes in most of the cooperatives and productive units.

[Agricultural Policy and Gender]

With the economic restructuring and the change in the economic growth patterns promoted by the last three administrations of the country, the agricultural sector has remained almost at the levels of the end of the 70s when the armed conflict started. It has directly affected the situation of rural women whose identity is linked to subsistence strategies through agricultural, fisheries and/or livestock resources for self-consumption as well as for retail sales.

The transformation of the rural scenario and the demographic changes experienced in the last decades due to domestic and international migration of the rural male population in response to the agricultural crisis, affected the composition of the rural family with a considerable increase in the number of households headed by women and a strong dependency on family remittances sent by their husbands and children living abroad. According to estimation based on the EHPM, the total remittances in the rural sector increased from more than \$93 per month per household, in 1995, to \$137 per month in 2002. In other cases, women alone maintain their families through maquila jobs or the creation of subsistence microenterprises generally linked to retail commerce.

Even though the contributions to GDP of agriculture, hunting, forestry, and fishing have gradually decreased, they went from \$8.3 million, in 1991, to \$7.8 million, in 2002,⁷⁶ with many households depending on these activities, in which women play significant roles in the productive cycles.

[Ownership of Farming Land and Agrarian Reform]

The agrarian reform in the 80s and the land transfer program (whose Spanish acronym is PTT), that resulted from the Peace Accords signed in 1992, increased the access of women to land ownership. Likewise, a research conducted by FAO and the Agriculture, Livestock and Forestry

⁷⁶ Central Reserve Bank, *July-September 2004 quarterly journal 2004*. Estimates based on the GDP data per branch of economic activity, page 72. www.bcr.gob.sv

Technology Center (whose Spanish acronym is CENTA) reports that most women who engage in farming activities and who are the head of their household own their land by inheritance. However, land ownership access and control is still one of the most significant gaps between men and women in the rural area, taking into account that in the agrarian reform in the 80s only 11.7% of the beneficiaries were women⁷⁷ and in the PTT only one third of the beneficiaries were women.⁷⁸

Different studies have shown that still in El Salvador persists a high percentage of landless population which particularly affects women; therefore, access to land is still a great obstacle for rural development: “More than 62% of the farmers own less than 2 hectares of land and as a whole only own slightly more than 8% of the arable land”.⁷⁹ In this regard, in the year 2000, a group of women’s organizations submitted to the Legislative Assembly an Agrarian Code Proposal with Gender Approach that intends to regulate, among other things, land working relations, land possession and use, and the situation of women, but this initiative has not made any progress so far.⁸⁰

[Rural Life and Gender]

The decline of the agricultural sector has produced changes in the participation of women in the agricultural activities, from 10.7%, in 1997, to 5.6%, in 2002⁸¹, mainly due to the loss of seasonal jobs in the coffee and cotton plantations. The following must be considered based on these data, as stated in a recent article published by FAO (February 2005), “*women of the rural area in El Salvador are almost invisible in the analyses of the situation of the country notwithstanding that their role in agriculture has increased sometimes becoming the head of the household due to the absence of the husband*”. The same article mentions - and empirical experiences show - that there are groups of rural women who engage in micro-entrepreneurial efforts, working in activities linked to the small productive projects: horticulture, fish farming, preparation of dairy products, traditional candies, handicrafts, plant nurseries, etc. Through them, they try to improve the living conditions of their families and develop entrepreneurial experiences that must be strengthened and supported by the competent agencies linked to the promotion and support of the Small and Medium-sized Enterprises (SMEs).

Employment and income limitations of the rural women add to the gap that has historically existed in the access to and quality of the social services in education as well as health between the rural and urban areas (as it was mentioned in the sections that correspond to these sectors) and other basic services such as electricity, potable water, latrines and garbage collection that most rural households do not receive.

[Extension Activities and Training for Women]

CENTA has introduced the gender approach in its work to ensure the participation of women and men in the programs promoted by the institution. The gender policy of CENTA has the following objectives: to strengthen the institutional capabilities to respond to the various needs of men and women and to incorporate the gender approach to the programs and projects executed by the

⁷⁷ FAO, Newsletter: El Salvador - Women, Agriculture and Rural Development. www.fao.org/docrep

⁷⁸ Prisma, Salvadoran Research Program on Development and Environment, Journal No. 32, 1998. www.prisma.org.sv

⁷⁹ FAO, Newsletter: El Salvador - Women, Agriculture and Rural Development. www.fao.org/docrep

⁸⁰ Agrarian Code Proposal with a Gender Perspective, Research, Training and Development Institute (IMU), first edition, year 2000.

⁸¹ UNDP, Notebook on Human Development: Gender Equity in El Salvador, March 2004/No. 03. www.pnud.gob.sv

Ministry of Agriculture and Livestock (MAG) through the CENTA, with the use of agricultural outreach workers and trainers.

Another action that is contributing to training women and to introducing the gender approach in the rural sector is the project “Strengthening of Environmental Management in El Salvador” (whose Spanish acronym is FORGAES), which is currently executed by the Government of El Salvador and the European Union, and aims at contributing to sustainable development with gender equity through activities carried out by the Ministry of Environment and Natural Resources (MARN). Events such as the Forum on “Environmental Management with Gender Equity” (October 2004) have been held within this context, and their objectives have contributed to the creation of spaces to compare experiences regarding environmental management with a gender approach and the promotion of the achievement and progress made in the country in relation with the issue.⁸²

[Agriculture and Livestock]

In terms of agriculture and cattle farming, women take care of food production, raising of minor cattle species, poultry care, and the cultivation of vegetables and basic grains (beans and corn) and tropical fruits. In practice, “*The rural women carry out their farming activities near their homes or in farms or fruit and vegetable gardens*”.⁸³ The gender division of labor in the agricultural and livestock work places most women in activities that generate lower income than men, such as the retail sale of vegetables and poultry while men sell the harvest of more profitable activities such sugar cane and heavy livestock.

[Forestry]

Forestry plantations and the natural forest that remains in the country are linked to coffee plantations, most of the vegetable coverage has been lost due to an expansion of the farming boundaries; the tropical forest has been reduced to 1% of its original extension. Women mainly manage the forestry resources to obtain food and as the main source of energy to cook (firewood) while men use them to extract wood for construction.

[Fisheries]

Sea products such as shrimps and lobsters, which are major export goods, have always been important to the households near the sea. Women traditionally participate in inland activities such as processing and cleaning up the open-sea fish caught by men. Also, women collect mollusks in the mangrove areas and beaches generally accompanied by their children. For this reason, the International Labor Organization (ILO) and the NGOs concerned with the activities that put children’s health at risk, have promoted projects to prevent the participation of children in these tasks.

Women who participate in the activities of agriculture, forestry, livestock and fisheries have scarce material, technological and financial means, in addition to being excluded from the decision-making spaces in most cooperatives and productive units. It must also be mentioned that statistics do not take into account the unpaid work carried out by women in the productive as well as in the family scenario.

⁸² Program for Environmental Management Strengthening in El Salvador (FORGAES), <http://www.forgaes.org.sv/Componentes/Genero/Archivos/Memoria%20Completa.doc>

⁸³ FAO, *Women in Agriculture, Environment and Rural Production*, Gender and Development Service. www.fao.org

3.4. Economy

Economy

- 1) The GDP per capita of men is 2.2 times higher than that of women, with a national average of \$7,381 for men and \$3,350 for women⁸⁴.
- 2) Women own 64% of the micro-enterprises, and most of them (51.9%) fall into the productive sector with earnings below the minimum wage.
- 3) The average income of women is 16.3% lower than that of men, with a higher percentage in the urban area where it is 30% lower.
- 4) Unequal access by women to formal employment, particularly because their training does not correspond to the needs of the labor market.

[Employment Opportunities]

In the last five years, the economy of El Salvador has been marked by a deficient growth, reaching 1.8%, in 2004. The expansion of GDP was lower than the 2.3% goal set by the authorities and determined a new stagnation of GDP per inhabitant. Another negative aspect was the increase of the average annual inflation rate from 2.1%, in 2003, to 4.5%, in 2004, almost two and a half additional points.⁸⁵

Within this context, the participation of women in economic activities has been marked by the persistence of large gaps between the living conditions of men and women (the GDP per capital of men is \$7,381 while that of women is \$3,350) both in the rural and the urban areas (the economic participation of urban women is 48.3% and 30.6% for rural women).⁸⁶

According to the data prepared by the UNDP, and based on the EHPM, the Economically Active Population Index (EAPI), which is the total percentage of women in relation with the total of the economically active population is equal to 40.6%. The Occupational Equity Index by Gender (OEIG), which is the total percentage of women in relation with the working population, is 41.8%. Since these data are below 50% (which would imply equality), they give account of the persistent disadvantages of women in the labor field.

[Women Working in the Public and Private Sector]

The unequal access of women to formal employment in the public sector as well as in the private sector, is mainly owed to the fact that, in general, the labor training of women does not correspond to the needs of the labor market, the insufficient employment supply, and the discrimination against women when they offer their services for non-traditional jobs.

This unequal access is reflected in the global income gap received by women and men, as shown in the average income of women, which, in 2002, was 16.3% lower than that of men, reporting a greater difference in the urban area where it is reported to be 30% less than what men receive. In the rural area the gap has decreased and is now slightly higher than women's income, probably linked to the predominance of informal and subsistence activities carried out by women, particularly.

⁸⁴ UNDP, *Notebook on Human Development: Gender Equity in El Salvador*, March 2004/No. 03. www.pnud.gob.sv

⁸⁵ Economic Commission for Latin America and the Caribbean (ECLAC), quoted by *El Diario de Hoy*, December 16, 2004, Business Section. www.elsalvador.com

⁸⁶ UNDP, *El Salvador Human Development Report 2003*, page 331, www.desarrollohumano.org.sv

[Informal Sector]

The informal sector as a work scenario, in many cases, is an expression of the rural population displacement to the cities, and a manifestation of the increasing lack of capacity of the economy to absorb the existing labor force. Since this sector of the economy uses simple technological processes and mainly focuses on the commerce, it absorbs the majority of women who have not received enough training or education to participate in the formal sector of the economy, as self-employed workers.

Based on an article by UNDP, “in the informal sector of the labor market, more than half of the persons are women, and this situation increases the vulnerability of this population since most of them do not enjoy the labor benefits established by the law”.⁸⁷

[Support for Micro-Enterprises]

Below is a general view of the current number of micro, small and medium enterprises in El Salvador:

Number of entrepreneurial units that make up the Micro, Small and Medium Enterprises (MSME)⁸⁸ segment

Type	Number of businesses	%
Microenterprise ^a	461,642	98.9%
Small enterprise ^b	4,327	0.9%
Medium enterprise ^b	502	0.2%
MSME Total	466,471	100%

Upon reviewing the owners in the MSME sector, there is evidence that the number of women owners decreases as the entrepreneurial unit grows and the presence of women increases as the entrepreneurial unit decreases in size. This explains why 64% of the microenterprises are owned by women and 73% of the small and medium enterprises are owned by men.

Gender of the MSME⁸⁹ owner

Type of business	Women	Men	MSME Total
Microenterprise	64%	36%	100.0
Small and medium enterprise	27%	73%	100.0

Women are the main owners of the microenterprises that generally fall in the productive sector with earnings equal to or below the minimum wage; however, the businesses with an accrued capital level are mainly owned by men.

⁸⁷ UNDP, *Women in El Salvador*, <http://www.pnud.org.sv>

⁸⁸ Microenterprise Section, Multi-Purpose Household Survey, Nov. – Dec., 2001. Ministry of Economy and FUNDAPYME (2002), a) The data correspond to 2001, b) The data correspond to 1999, based on the classification of the SME according to the number of employees: *Microenterprise*: productive units employing up to 10 female and male workers, including their owner *Small enterprise*: productive units employing between 10 and 49 workers. *Medium enterprise*: productive units employing between 50 and 99 female and male workers. Obtained from the base document proposal on the current status and perspective of the micro, small and medium enterprise in El Salvador: Guidelines for the Preparation of a Comprehensive MSME Support Policy. Prepared by Méndez, A. Nov/2004.

⁸⁹ Microenterprise Section, Multi-Purpose Household Survey, Nov. – Dec., 2001. Ministry of Economy and FUNDAPYME (2002). Obtained from the base document proposal on the current status and perspective of the micro, small and medium enterprises in El Salvador: Guidelines for the Preparation of a Comprehensive MSME Support Policy. Prepared by Méndez, A. Nov/2004.

3.5. Political Participation

Political Participation

- 1) Election of the first woman Vice President of the Republic (2004).
- 2) Decrease in the percentage of women elected as municipal mayors from 8.8%, in 2000, to 6.5%, in 2003.
- 3) Small percentage increase of congresswomen in the Legislative Assembly from 9.5% (2000) to 10.7% (2003).
- 4) Decrease in the presence of women as the importance of the post increases.

Another scenario that shows evidence of the disparity between men and women is the limited participation of women in the local and national public spaces. However, it is important to point out that for the first time in the history of the country, three important posts in the Executive Branch, traditionally performed by men, are now carried out by women: The Vice Presidency of the Republic, the Ministry of Economy and the Vice Ministry of Internal Affairs. Likewise, the Ministry of Education has been led in many occasions by a woman.

[Public Election Posts]

The limited participation of women is reflected particularly in the analysis of the tendencies and characteristics of the last election processes, where the results show a decrease in the presence of women in public election posts. For example in the municipal elections, the percentage of women and men elected as mayors are the following:⁹⁰

Election Periods	% of women	% of men
1994-1997	12	88
1997-2000	8	92
2000-2003	9	91
2003-2004	6	94

With regard to the percentage of congresswomen in the Legislative Assembly, there is a small increase from 9.5% (2000) to 10.7% (2003).

[Judiciary Branch]

In the Supreme Court of Justice, the participation of women reaches 16% of the total number of magistrates and this percentage decreases to 13%, if only the regular magistrates are considered. These data shows that the representation of women in public posts, in the three branches of the Government, tends to decrease as the importance of the post increases.

⁹⁰ Electoral Authority (whose Spanish acronym is TSE), Data Processing Unit, taken from Cansino, S. "Women in Political Parties: Presence, Absence and Impact", Nov. 2001 and from the "Report on the political participation of women in El Salvador", Las Dignas, August 2004.

3.6. Domestic and Gender Violence

Domestic and Gender Violence

- 1) In 2002, 91.6% of the total number of domestic violence cases reported, involved women as victims.
- 2) In 87% of the domestic violence cases, the aggressor is a relative of the victim.
- 3) For every 13 sexually assaulted women, there is one case of aggression against men.
- 4) 9 out of 10 members of gangs or delinquent groups are men.

In relation to the problem of social violence that exists in the country, it is noticeable that there is an increasing number of reports of various expressions of violence against women and children, such as: rape, domestic violence, sexual abuse against minors, and sexual harassment. This is shown in the data of the Program for Family Relations Rehabilitation (PSRF) of the ISDEMU,⁹¹ which is quoted in the Document on Gender Equity in El Salvador, by the UNDP, stating that according to data of the PSRF “During the period between 1996 and 2002, the reported cases of domestic violence doubled”. The same document states that “...the number of reported cases is higher in the group of 18 to 40 years of age.”

The same document quotes the Institute of Legal Medicine in relation to the kinship of the aggressor, stating that in most cases (87%), the aggressor is a relative of the victim, mainly the spouse or the life companion. Regarding the cases of sexual assault, the PSRF establishes that for every 13 assaulted women there is one case of aggression against a man (particularly of 12 years of age) while the female victims of this type of violence are between the ages of 12 and 17, and 18 and 29.

It is worth mentioning that, in relation to homicides, young men are the main victims of gangs or delinquent groups, particularly, where 9 out of 10 members are men⁹² thus showing that the male gender, seen in the machismo culture, is more prone to violent behavior.

⁹¹ This program is executed in coordination with the Ministry of Public Health and Social Welfare (MSPAS), the Supreme Court of Justice (CSJ) through the Institute of Legal Medicine and Peace and Family Courts, Ministry of Governance through the National Civil Police (PNC) and departmental governor’s offices, the Ministry of Education, General Ombudsman’s Office of the Republic (PGR), Attorney General’s Office of the Republic (FGR), Institute for Integral Development of Children and Adolescents, Municipal Development Institute (ISDEM), Salvadoran Institute of Social Security (ISSS) and Military Hospital. www.isdemu.gob.sv

⁹² Project for the prevention of social violence and delinquency in the municipalities of San Martín and Ilopango, UNDP, June 2004, which quotes multiple studies that allow the creation of a profile of the street-gang members.

4. GENDER PROJECTS

Project/ Program	Executive Organization	Donor Organization	Duration	Budgett	Specific Area of Work ^{*93}	Location by Department (Municipality or Canton)
General Topic						
WATER project	WATER project consortium formed by CARE, FUNDAMUNLi, SACDEL, Salva Natura and PCI	USAID/ El Salvador	1999- 2005	\$12 million approx.	Access, Management and Use of Water Resource.	Usulután (Jiquilisco, Puerto El Triunfo, Tecapán, California, Santiago de Maria, San Agustín, San Dionisio, Berlín, Alegría, Mercedes Umaña, Ozatlán, San Francisco Javier), Ahuachapán (San Francisco Menéndez, Jujutla and Guaymango), and Morazán (Corinto)
Reinforcement on the application of the gender approach in public policies	ISDEMU	AECI	Jul 2003- Jan. 2007	€ 180,000	Training, formation, positive actions, action plans for equality, promotion of public policies with gender equality, encounters.	At the national level
Reinforcement of the participation of women in the management of local development in the municipality of El Paisnal	Las Dignas	Cooperation City Halls of Llagosta, Cerdanyola and Cornella (Barcelona)	2005	€ 6,500	Local women organization. Plan formulation, Affirmative Actions	San Salvador (El Paisnal)
Reinforcement of the participation of women in the management of local development in the municipality of Jiquilisco	Las Dignas	Cooperation Metropolitan Area of Barcelona Zerose BCN	2004-2007	€ 10,400	Local women organization.	Usulután (Jiquilisco)
Advocacy of women to the full incorporation of gender equality in the municipal policies of San Salvador	Las Dignas	Cooperation Of the City Hall of Villanova i la Geltró	2004-2007	€ 8,300	Application of municipal policies in the are of GENDER equality	San Salvador
Promotion of municipal policies for the equality of gender through the reinforcement of organization and participation of women in politics	Las Dignas	Generalitat de Catalunya Cooperation	2004-2007	€ 450,000	Organization, Training, Women's involvement in politics, public policies of equality	No report was provided

⁹³ Its cross-axis is the gender approach

Project/ Program	Executive Organization	Donor Organization	Duration	Budget	Specific Area of Work	Location by Department (Municipality or Canton)
Socio economic development of Central American communities	CORDES PROCOMES	European Commission	2004-2006	€ 723,850	Communicative and Institutional Reinforcement of municipal mechanisms for citizen participation	Chalatenango (5 municipalities), Cuscatlán and Cabañas (5 municipalities), La Libertad (2 municipalities), La Paz (1 municipality)
Building citizenship and democracy from women	Las Mélicas Women's Movement	City Hall of Zaragoza Spain	2004	€ 23,880	Citizen participation	La Paz (Zacatecoluca)
Building citizenship and democracy from women II	Las Mélicas Women's Movement	City Hall of Zaragoza Spain	2005	€ 22,967	Citizen participation	La Paz (Zacatecoluca)
Reinforcement of the capacities of women of No. 1 District in the municipality of San Salvador	Las Mélicas	Cooperation of the City Hall of Palfrugell	2004-2007	€ 3,000	Sexual and reproductive health and non-violence	San Salvador
Human Rights of Sex workers	FLOR DE PIEDRA	HIVOS	No report was provided	€ 80,000	Organization of Lobbying Techniques	No report was provided
Promotion of leadership for rural adolescents.	FUMA	IDB	1999 - 2000	\$ 30,000	Potentialization and training on leadership for rural adolescent women	Sonsonate (Nahuizalco and San Antonio del Monte)
Gender project	FUMA	Novib, Netherlands	1999- 2000	\$ 35,400	Promotion of the rights of women and their participation in decision making	No report was provided
Democratization and gender	FUMA	Diakonia, Sweden	2001-2003	\$184,000	Promotion of citizen participation in equity of GENDER in local development	Sonsonate (Nahuizalco, San Antonio del Monte) San Miguel (Chirilagua),
Integral project of human development: Elaboration of municipal policies for gender and youth	ASDI	CRS/AID	Oct. 2002- Dec.r 2003	\$146,553	The gender policies were elaborated in a participative way	San Vicente (San Esteban Catarina), Sonsonate (Masahuat, Nahuizalco, San Antonio del Monte and Santo Domingo de Guzmán)
Contest on successful experiences of women	ARPAS	FCIL	Nov. 2004- May 2006	\$ 50 ,000	Local radio production on experience of successful women	No report was provided
Schools of political training	Asoc. CREDHO	Lutherjalphen	2003-2005	NA	Local development Advocacy. Municipalism TLC	No report was provided

Project/ Program	Executive Organization	Donor Organization	Duration	Budget	Specific Area of Work	Location by Department (Municipality or Canton)
Governability	CEMUJER	OXFAM América	No report was given	\$50,000	No report was given	No report was provided
Congresional monitoring	CEMUJER	Global Fund of Women	No report was provided	\$ 40,000	No report was provided	No report was provided
Reinforcement of the protection of girls, boys and adolescents against commercial sexual exploitation in Central America	CEMUJER	ECPAT International	No report was provided	\$20,000	No report was provided	No report was provided
Gender violence	CEMUJER	OXFAM America	No report was provided	\$10,000	No report was provided	No report was provided
Salvadorean women fighting against poverty and violence	MSM	Global Fund for development and Peace	Nov. 2004 - Oct. 2005	\$10.216	Incidence and political participation	At the national level
Gender and labor rights of women working in maquilas	MSM	ICR GERMANY	2003-2004	\$16,504	Advocacy and citizen participation	San Salvador (San Marcos)
Leadership on democratic governability	A.M.S. PROCESS	Inter-American Development Bank	9 months	\$20,000	Leadership	Usulután, San Miguel
Women tribunes	AMS/ Concertation of Women	Development and Peace	4 years	\$60,100	Citizen participation	Usulután (Jucuarán and Concepción Batres)
Youth Drama Festival for the prevention of gender violence	AMS	Oxfam America	9 months	\$10,000	Prevention of Gender Violence	Usulután, San Miguel and San Salvador
Campaign to prevent gender Violence	AMS/ CEMUJER, IMU	Oxfam America	9 months	\$10,000	Prevention of Gender Violence	At the national level
Municipal policies of gender	AMS Concertation of Women	FLM	6 months	\$10,000	Policies	Usulután (Concepción Batres)
Assistance to girls in commercial sexual exploitation	AMS	GOAL	1 year	\$1,300	Guarantee of Rights	Usulután, San Miguel, La Unión (El Amatillo)
Organization and formation of the women's committee of Jaltepeque	CONAMUS	CONAMUS Funds	1 year	\$ 1,000	Organization	La Paz (Jaltepeque, San Luis, La Herradura)

Project/ Program	Executive Organization	Donor Organization	Duration	Budget	Specific Area of Work	Location by Department (Municipality or Canton)
Educación						
Circle of rural women	CREDHO	Bread for the world, Lutherjalpen.	2003-2005	No report was provided	GENDER training. Municipalism. Advocacy.	Sonsonate (Armenia, Nahuizalco and Panchimalco)
Improvement of the conditions of women working in maquilas	ORMUSA	HIVOS	2003-2005	€ 88,000	Center of Monitoring and Observation of the factories	San Salvador
“Support of the legalization of community radios in El Salvador”	ARPAS	DIAKONIA	2000-2005	\$50,000 per year.	It has a specific component for the elaboration of a GENDER strategy for ARPAS.	At the national level
Study circles among women	IMU	APES SWEDEN AND CANADIAN PRESBITERIAN CHURCH	2004-2005	\$150,000	Training, Advocacy	Cabañas (Suchitoto), San Miguel (Chinameca and El Refugio), San Salvador (San Marcos), Santa Ana (Chalchuapa) and Ahuachapán
Popular advocates fighting against gender violence	IMU and 6 local associations	OXFAM AMERICA Y CRIS GERMANY	2005	\$70,000	GENDER violence	No report was provided
Popular legal bureau, an opportunity for law access	CEMUJER	Catalan association	No report was provided	\$28,000	GENDER violence	No report was provided
Scholarship program to youths of rural and urban marginal zones	M.S.M.	“Red Solidaria de España” [Solidary Network of Spain]	2000-2005	\$20,000 per year	Formal education and development process with scholarship recipients.	San Vicente (Municipality of San Esteban Catarina Cantons of Amatitán Arriba and Amatitán Abajo, San Jacinto La Cruz Guayabillas) Usulután (Municipality of Nueva Granada: Cantones, Nuevo Gualcho, Los Mangos, El Joco)
Center for the Family and Childhood Development. El Jacalito	M.S.M.	Caritas Asturianas	No report was provided	\$49,380	Nursery, early stimulation of the learning process. This is also an integral project for the development of working women	San Salvador (San Marcos)
Prevention campaign on gender violence	MSM	Oxfam America	2004-2005	\$30,137	Process of sensibilization on gender violence, trying to involve local entities.	San Salvador (San Marcos, Nahuizalco), Sonsonate (San Julián)

Project/ Program	Executive Organization	Donor Organization	Duration	Budget	Specific Area of Work	Location by Department (Municipality or Canton)
Process for the development of leadership in women	MSM	Development and Peace	2003-2005	\$31,200	This is a continuation of other projects on local development and productive processes	San Vicente (San Esteban Catarina) and La Paz (Tapalhuaca)
Workers rights	ORMUSA	Oxfam Canada	2004-2006	\$25,000 per year	Women and work	At the national level
Workers rights	ORMUSA	HIVOS	2003-2006	\$50,000 per year	Workers rights	At the national level
Workers rights	ORMUSA	Oxfam International	2005	\$65,000	Occupational Health Campaign	At the national level
Workers rights	ORMUSA	CIR	2005	\$5,000	Campaign on workers rights	At the national level
Education	OEF	UNICEF	Dec. 2002-Dec. 2004	\$300,000	Initial education	Sonsonate, Usulután, San Vicente
Reinforcement of women's leadership	AMS	Oxfam America	2004	\$80,000	Leadership and social control	Usulután (Concepción Batres)
Writing our history, transforming our lives	AMS	Development and Peace	2002	\$15,000	Alphabetization and new readers	Morazán (Corinto, Cacaopera)
Environmental education in Laguna del Jocotal	AMS	FIAES	2002	\$100,000	Environment	Morazán (El Tránsito)
Prevention of sexual exploitation of minors	CONAMUS	GOAL	Mar. 2004-Apr. 2005	\$ 5,000	Technical training	Chalatenango (El Poy)
Promotion of information on the judicial reform	CONAMUS	ILO (International Labor Organization)	Sep. 2004-Feb. 2005	\$ 5,000	Promotion	At the national level
Prevention of commercial sexual exploitation of minors	CONAMUS	ILO (Internacional Labor Organization)	Nov. 2004-Oct. 2005	\$73,924	Technical training	San Salvador (District III)
HEALTH						
PROSAGUAS	CARE, CALMA y FUSAI	USAID	Jul. 2001-Aug. 2005	\$ 4 million approx.	Water and the promotion of clean practices to improve health	La Paz, San Miguel, Cabañas (Cojutepeque, Suchitoto), San Vicente, Usulután (Jiquilisco)
Collective Empowerment	CMC	HIVOS	2004-2006	€ 149,900	GENDER violence Advocacy and Citizen participation	San Vicente, La Paz, San Miguel
Support for the health of children and empowerment of women	APSIES	Co-development -Canada	2004-2005	\$14,300	Communal organization of Women and First Aid assistance	Usulután (San Buenaventura and Jucuapa), San Miguel (Chinameca, Nueva Guadalupe, Lolotique and the Micro-region of Valle la Esperanza)
1-Health Assistance Program for persons affected by domestic violence and sexual abuse	CREDHO	No report was provided	2005-2006	No report was provided	No report was provided	No report was provided

Project/ Program	Executive Organization	Donor Organization	Duration	Budget	Specific Area of Work	Location by Department (Municipality or Canton)
Plan for the reduction of the maternal mortality rate	CREDHO	No report was provided	205-2006	No report was given	No report was provided	No report was provided
Gender violence	CEMUJER	OXFAM America	No report was provided	\$ 10,000	No report was provided	No report was provided
Reinforcement and promotion of the HIV/AIDS law	CEMUJER	Global Fund for AIDS	No report was provided	\$ 20,000	No report was provided	No report was provided
Education is a right and making decisions is my duty	MSM	Compton Foundation	2003-2004	\$ 30,025	Preventive health, for young people in different communities, on sexual health and sexual and reproductive rights	San Salvador (San Marcos), San Vicente (San Esteban Catarina), and Usulután (Nueva Granada)
Integral health for women	MSM	Ursuline Congregation of Jesus	2003-2004	\$38,904	No report was provided	Usulután (Communities of Jiquilisco), San Vicente (San Esteban Catarina) and San Salvador (San Marcos)
Mental health processes	MSM	United Hands	2001-2002	\$ 30,820	Emotional support for people affected by earthquakes, but also to women victims of constant domestic and social violence.	Sonsonate (Armenia, San Julián), San Vicente (San Esteban Catarina) and Sonsonate (San Cayetano Ixtepeque, San Lorenzo)
Fight against gender violence	ORMUSA	Oxfam Solidarity	2005	\$28,000	Prevention and assistance for domestic and GENDER violence	La Paz (Olocuilta) and La Libertad (Zaragoza)
Sexual and Reproductive Health	ORMUSA	IHP/ Compton Foundation	2005	\$40,000	Education, Information, Councillorship, and Provision of family planning methods	La Libertad (Zaragoza), Sonsonate (Armenia, San Julián)
Sexual and Reproductive Health	ORMUSA	Pacific Institute for the Health of Women	2005	\$12,000	Reinforcement of SSR alliances, Research	At the national level
Sexual and Reproductive Health	OEF	Resources	2004-2005	\$15,000	Reproductive health.	Chalatenango
Primary Assistance on health	AMS	SALSA MISPAS/ USAID	Jun. 1998- Jun. 2005	\$45,7000	Primary Assistance	Morazán (Corinto, Cacaopera)
Mental Health to Women in disaster areas.	AMS	Development and Peace	2002	\$15,000	Mental Health	Usulután (Concepción Batres)

Project/ Program	Executive Organization	Donor Organization	Duration	Budget	Specific Area of Work	Location by Department (Municipality or Canton)
Healthy schools for adolescents	AMS	IHP	2005	\$20,000	Sexual and Reproductive Health for adolescents	Morazán (Cacaoopera and Corinto)
HIV/AIDS prevention inside the National Civil Police (PNC)	AMS/ASAPROSAR	CHANGE/AED/AID	2004-2005	\$600,000	HIV/AIDS prevention	At the national level
Construction, Education and Maintance 200 LHS	AMS	UE/PRACSASS	2005	\$140,000	Environmental sanitation	Morazán (Corinto)
Improvement of environmental and family conditions in El Porfiado community	CONAMUS	FIAES (Fund of the Initiatives of the Americas)	Mar. 2004-Aug. 2005	\$96,313	Latrine Construction and Health Education	La Paz (Cantón El Porfiado, Santiago Municipality of Nonualco)
IHV/AIDS prevention of VIH and AIDS in women deprived of freedom	CONAMUS	Global FUND (UNDP)	Jan.2005-Jul. 2005	\$20,910	Sexual and Reproductive Health	Usulután (Berlín)
Agriculture, Forrestry, Fishery						
Reinforcement of the application of gender approach in Public Policies	ISDEMU MARN NGOs MTPS INSAFORP MANCOMUNIDAD FONSECA GULF ASIGOLFO	AECI	Jul. 2003-Jan. 2007	€ 180,000	Action plans for Equality by the Ministry of Environment, Management Plans, Risks Management, Hidrographic basins, etc. action plans for equality in agricultural and fishing communities and the Reinforcement of Municipalities	La Unión (Fonseca Gulf)
Association and competitiveness of small vegetable growers in Sonsonate	ASDI	BID	Jan. 2003-Dec. 2004	\$192,000	Training, for 50 women, on the processing and commercialization of fruits and vegetables	Sonsonate
Sustainable Agriculture	CREDHO	PPM Lutherjalphen	2002-2006	No report was provided	Formation of principles of A.S	San Salvador (Panchimalco), Sonsonate Nahuizalco, Jujutla)
Growing organic cashew fruit	M.S.M	France through SETEFE	2001-2004	\$ 35,571	Growing cashew fruit within the framework of the program of GENDER and environment.	Usulután (Gualcho Nueva Granada)
Reforestation of mangrove areas, Healing, communitarian environment and infrastructure	MSM	FIAES	2003-2004	\$79,989	Local development with emphasis on GENDER and environment	Usulután (San Juan del Gozo, Jiquilisco)
Women and men reforesting and healing the community environment	MSM	FIAES	2004-2005	\$91,989	Local development with emphasis on gender and environment.	Usulután (Cantón Sisiguayo, Jiquilisco)

Project/ Program	Executive Organization	Donor Organization	Duration	Budget	Specific Area of Work	Location by Department (Municipality or Canton)
Implementation of homemade orchards	MSM	ACPP	2002-2003	\$14,886	Local development – food security	Usulután (San Jerónimo, Santa Clara)
Environment	ORMUSA	CORDAID	2002-2005	\$160,000	Environmental management	Ahuachapán (San Francisco Menéndez)
Environment	ORMUSA	FIAES	2003-2005	\$160,000	Citizen participation, Education, disaster prevention, sanitary infrastructure	Sonsonate (San Antonio del Monte)
Patio Production	AMS	COOPI	1 year	\$20,000	Orchard strengthening	Usulután (Jucuarán)
Economic Activities						
Reinforcement on the application of gender approach in public policies	ISDEMU CONCULTURA Suchitoto CityHall NGOs	AECI	Jul. 2003- Jan. 2007	€ 180,000	Incorporation of Women to non-traditional activities - School Workshop	Cuscatlán (Suchitoto)
Micro-financing	Development Alternatives, Inc. (DAI) (Reinforcement of rural micro-finances-FOMIR II)	USAID/ El Salvador	Oct. 2004- Jun. 2005	\$2,600,000	Assistance to micro-financial institutions that work in the rural areas to achieve self-sustainability and expand their client portfolio.	No report was provided
Entrepreneurial Women Network	UNDP	Dutch Cooperation Italian Cooperation	Aug. 2004- Mar. 2005	\$14,700	Economy and development	Sonsonate
Economic agenda of women	UNIFEM	ASDI	Nov. 2004- Nov. 2005	\$40, 000	Economy and GENDER	San Salvador
Budgets with GENDER emphasis	Congress	UNDP	2005	\$ 55,000	Economy and GENDER	San Salvador
Innovative Women's Network	UNPD	Dutch Cooperation Italian Cooperation	Aug. 2004- Mar. 2005	\$14,700	Economy and development	Sonsonate
Economic Agency for Women	UNIFEM	ASDI	Nov. 2004 – Nov. 2005	\$40, 000	Economy and gender	San Salvador
Reactivation of social interactions of the Conchagua municipality: Support for the productive diversification and associative commercialization by small farmers.	ASDI	AECI	Dec.2003- Dec. 2005	\$336,128	Training for 40 women to process and commercialize fruits and vegetables	La Unión (Conchagua)
Support for home rabbit farming	ASDI	UNOPS	Nov. 2003 May 2004	\$ 38,035	Producing, Processing and marketing (27 women and 27 men)	No report was provided

Project/ Program	Executive Organization	Donor Organization	Duration	Budget	Specific Area of Work	Location by Department (Municipality or Canton)
Support for small rural enterprises.	APSIES	LWR	2005	\$48,480	Creation of small rural enterprises for women	Usulután (San Buenaventura and Jucuapa) and San Miguel (Chinameca, Nueva Guadalupe and Lolotique)
Handcraft industry	Asoc. CREDHO	Lutherjalpen Among people	2003-2004	No report was provided	Training on agro industry and GENDER	San Salvador (Panchimalco)
Socio-economic Development Program of the Central American Communities	CORDES PROCOMES	European Commission	2004-2006	€ 723,850	Agricultural activities Commercialization Agro-processing micro-enterprises	Chalatenango (Arcatao Nueva Trinidad, Nombre de Jesús, San Antonio La Cruz, San Isidro Labrador), Cuscatlán (Suchitoto, Tenancingo, Cinquera, Tejutepeque, Jutiapa), La Libertad (Santa Tecla, Quezaltepeque), San Salvador (Apopa, Nejapa) and La Paz (Zacatecoluca)
Support to women in 2 micro-regions of economic activities	CORDES	Vasc Country	2005-2006 (18 months)	€ 385,8	Agricultural activities Commercialization Dairy products processing micro-enterprises	San Salvador (Aguilares), La Libertad (San Pablo Tacachico) and Cuscatlán (Suchitoto, Tenancingo)
Loans and support for productive activities.	IMU	Canadian Presbyterian Church	2002-2004	\$50,000	Loans for small sales	Santa Ana (Chalchuapa)
Micro-enterprises for wicker producing women	MSM	UNOPS	2003-2004	\$9,042	Local development – Economic initiatives.	Sonsonate (Sabana Grande, Nahuizalco)
Food security and income generation	MSM	FIDA	2003-2004	\$60,000	Local development-income generation	San Vicente (Los Amatitanes, And San Esteban Catarina)
Construction of a shrimp compound	MSM	OSCAR ROMERO COMMITTEE SPAIN	2004	\$72,941	Local development-income generation	Usulután (San Juan del Gozo Jiquilisco)
Labor training	ORMUSA	Oxfam Canada	2004-2006	\$ 180,000	Labor training and Scholarship program	La Paz (Olocuilta)
Loans	OEF	Own funds	Indefinite	\$100,000	Loans	11 departments
Generation of income through the diversification of productivity and commercialization	AMS	IAF	2003-2006	\$325,000	Diversified production	Usulután (Concepción Batres)

5. Sources of information on Gender and Development

5.1 Address Book of Bilateral and Multilateral Cooperation Agencies, and Non-government Organizations related with Gender and Development

No.	Institution	Name and position	e-mail	City	Telephone	Fax (or telephone)
1	Canadian International Development Agency (CIDA)	Martin Blackburn Director	Uap_ACDI@acdielsalvador.org.sv	San Salvador	2264-5405/06	2264-5423
2	Spanish International Cooperation Agency (AECI)	Francisco Sancho López Director Africa Sanchis Gender responsible	aecisal@vip.telesal.net Proyectos.org@aecisal.org.sv	San Salvador	2211-2324	2275-7525
3	Inter American Development Bank (IDB)	Philippe Dewez Representative Iveta Ganev Development specialist	iveta@iadb.org	San Salvador.	2233-8921	2233-8900
4	Interamerican Comisión of Women CIM-OEA	Aracely Bayona, Assistant of Official Representative	abayona@asamblea.gob.sv	San Salvador	2281-9408	2281-9432
5	German Agency for Technical Cooperation (GTZ)	Susana Cruz Principal Advisor Carolina herrera Assistant	Carolina.Herrera@fortalece.org.sv fortalece@fortalece.org.sv	San Salvador	2263-2244	2263-2244
6	Japan International Cooperation Agency, (JICA)	Makoto Kitanaka Representative Carmen Elena Rutz Gender responsible	Carmenelenarutz@jica.org.sv	San Salvador	2263-0940	22360835
7	United Nations Development Programme (UNDP)	Beat Rohr Resident Representative Raquel Lagunas General Official of the Gender Programs	raquel.lagunas@undp.org	San Salvador	2263-3501	2263-0066
8	United States Agency for International Development (USAID)	Mark Silverman Director Annie Guadrón de Valencia Gender responsible	avalencia@usaid.gov	Antiguo Cuscatlán	2298-5747	2298-1666
9	European Union (EU)	José Luis Maitines Prada Director Ricardo Cruz Letona Cooperation Consultant	ricardo.cruz-LETONA@cs.eu.int	San Salvador	22638140	2263-8136

Address Book of International Non-government Organizations

No.	Institution	Contact	e-mail	Address	City	Telephone	Fax (or telephone)
1	OXFAM Belgique Solidarity	Rosalina Cornejo Representative Ignacio Henríquez Representative	oxfamsol@navegante.com.sv	Residencial Decápolis, pasaje Los Ángeles, #6-A	San Salvador	2261-3002	2261-3003
2	OXFAM AMÉRICA	Mélida Guevara Representative	mguevara@oxfam.org	Residencial Decápolis, pasaje Los Ángeles, casa #6-A	San Salvador	2211-9780	2273-0460
3	Paz y Tercer Mundo PTM	Amaia Larralde Representative	ptmsalva@navegante.com.sv	Colonia El Roble, Pasaje n° 2, Casa 109	San Salvador	2235-2485	2235-2485
4	Dutch HIVOS Foundation	Eric Nijland Ivannia Ayalés Representative	Hivos@hivos.or.cr	Boulevard de rohmoser, 320mts Este de la plaza Mayor	San José, Costa Rica	(506)296-0706 231-0848	(506) 232-2974
5	International Cooperation for Development CID	Carmen Medina Representative	cid.icri@integra.com.sv camedina@integra.com.sv	Col. Miramonte Poniente Av. B y Pasaje el rosal n°16	San Salvador	2274-0272 2274-0274	2274-0272
6	Actino Help	Ana Lorena de Orellana Executive Director	aesal@ayudaenaccion.org.sv	Calle La reforma 219 Colonia San Benito	San Salvador	2245-5381 2223-7486	2245-5385
7	Cooperatioo	David Carceles Director Alberto Romero Urbiztondo Representative ES Marta Tudela Gender responsible	elsalvador@cooperacio.org	Calle Sant Honortat, n°7 08002 Barcelona España Colonia Avila Calle A N°137	San Salvador	2223-6274	2223-6274
8	International Solidarity	Esmeralda Casas Casas Representative	elsalvador@solidaridad.org morazan@solidaridad.org	Pasaje Aries n°6 Poligono H, Ciudad Satélite	San Salvador	2274-4565 7706-1086	2274-4565

Address Book of International Non-government Organizations

No.	INSTITUTION	Contact	e-mail	Address	City	Telephone	Fax (or telephone)
1	Salvadoran Association of Development and Humanism Maquilishuyatl-FUMA	José Francisco Román Director Jeannette Alvarado Maritza Menéndez Gender responsible	fuma.ong@telemovil.net , fuma.ong@integra.com.sv	Calle y Colonia Santa Teresa 22, San Salvador. (Al Poniente del Hospital Militar Nuevo)	San Salvador	2284-1266 2284-1435	2274-1434
2	Association for the economical and spiritual recovery of humanity CREDHO	José Rodríguez Director Lidia Ramos Gender responsible	credhoes@navegante.com.sv	47Av sur y 12 c. Pte. #705 col. Flor Blanca	San Salvador	2298-3426	2224-0069
3	Association for the health and the inter communal social service in El Salvador APSIES	Santiago Díaz Director	apsies@navegante.com.sv	Ave Roosevelt, nº10, Bº El centro, Lolotique	San Salvador	2680-9144	2680-9071
4	Association of Radios and Participative Programs in El Salvador ARPAS	Héctor José Vides Director Ana María Alfaro Lourdes Arce Gender responsible	hector@arpas.org.sv proyectos@arpas.org.sv información@arpas.org.sv arpas@arpas.org.sv	Col. Miramonte Poniente, pasaje El rosasal #117	San Salvador	2260-4428 2260-4427	2257-0699
5	Salvadoran Association of Integral Development ASDI	Gladis Jeannette Melara de Jovel Director Maria Elena Rodríguez Gender Responsible	asdidireccion@telesal.net asdiasdi@telesal.net	37Av. Norte Calle Las rosas Col. Santa fe, #34	San Salvador	2225-0697	2257-7841

Address book of International Non-government Organizations

No.	INSTITUTION	Contact	e-mail	Address	City	Telephone	Fax (or telephone)
1	Institute of Studies of Women. Norma Virginia Guirola de Herrera, CEMUJER	Breny Herrera Doris Montenegro Ima Roció Guirola Alexia Alvarado Yolanda Guirola Direction	cemujer@integra.com.sv www.angelfire.com/il/cemujer	Colonia Médica, Boulevard María Cristina, Casa Morada de la Mujer	San Salvador	2225 8775 2275-7563 2225-5812	2235-4363
2	Salvadoran National Coordination of Women, CONAMUS	Isabel Payes Director	conamus@integra.com.sv	Av. Bernal, pasaje Construrbe, N°2, residencial satélite Norte, Mejicanos, San Salvador	San Salvador	2284-3923	2284-3923
3	Research, Training and Development Institute for Women, IMU	Deysi Cheyne Director Julia Cardona Gender responsible	imujer@telesal.net deysicheyne@telesal.net	27 Av. Norte No. 1141	San Salvador	2226-0543	2226-0543
4	Women Salvadoran Organization for Peace, ORMUSA	Jeannette Urquilla Director María de la Paz Benavides Gender responsible	ormusa@integra.com.sv http://www.observatoriolaboral.org.sv/	Blvd. Universitario y Avenida A, Casa 235, Colonia San José	San Salvador	225-5007	2226-5829
5	Salvadorean Women Association of Self Determination AMS	Yanira Argueta Director Sara Mendoza Ana Roldan Gender responsible	a.m.s@saltel.net gerencia_ams@saltel.net	33Av. Norte, residencial y pasaje deca polis #15	San Salvador	2260-2590 2261-1240 2661-2233	2261-1240
6	Salvadoran Movement of Women MSM	Doris García de Miranda Director	movimientomujeres@navegante.com.sv	27C.Pte. n° 915 Col. Laico	San Salvador	2235-3756	2226-5702
7	Business Women Organization OEF de El Salvador	Emma Dinorah Méndez Director	oefes@integra.com.sv	Calle Guadalupe, #1320, col. Médica	San Salvador	2225-7888 2226-2734	2225-7888

5.2 List of Reports and References to WID/Gender

Title:	Author	Year:	Where to get it
Education			
“Statistical Annuary 2002” Educative Statistics 2002/2003	Ministry of Education MINED	2003	Web page, statistical documents Ministry of Education MINED http://www.mined.gob.sv/gestion_mined/pdf/Anuario_Estadistico_2002.pdf
Health			
National Survey of Family Health – FESAL –	Demographic Salvadorean Association – ADS–	2004	Web page, ADS, Documentation Center ADS http://www.ads.gob.sv
Institutional Indicators	Web page Ministry of Public health and Social Welfare MSPAS	2005	Web page MSPAS http://www.mspas.gob.sv
Social Analysis of GENDER			
Multi-purpose Household Survey	General Directorate of Statistics and Census – DIGESTYC–	1992, 1994,1995, 1997,1999,200 1, 2002, 2003	Web page DIGESTYC www.digestyc.gob.sv
Information on the situation of women in El Salvador. Final report	Jovel, Rosalía; Castillo Ondina.	2003	Consultation document, Resource Center Las Dignas San Salvador
Political influence of women. San Andrés Pact	United Nations Development Program, El Salvador. UNDP	2003	Systematized document on the encounter “San Andrés Pact UNDP
Female National Police. Action Plan 2000 – 2004	Salvadoran Institute for the Development of Women ISDEMU	2002	ISDEMU http://www.isdemu.gob.sv
Bejing + 5. Alternative Report Elements on the situation of women before the XXI century	Feminist Concertation Prudencia Ayala	2000	Documentation Center Las Dignas
Inform of External Auditors. GENDER Analysis on cabañas and Ahuachapán	Professional Training Project from Swisscontac	2004	Swisscontanc

Title:	Author:	Year:	Where to get it
Alternative report on the accomplishments of the platform for global action during the fourth conference of women from the government	Central American initiative to follow up Beijing (El Salvador chapter)	2000	Resource Center Las Dignas
Adoption of new measures in favor of gender equality and the advancement of women	United Nations	2000	United Nations
Evaluation of the Action Plan for the National Policy of Women. Period 2000 – 2004	Salvadoran Institute for the Development of Women ISDEMU	2004	ISDEMU Work document
El Salvador, first report. Progress on the Millenium Goals, 2004	El Salvador Government	2004	Ministry of Internal Affairs El Salvador
Response given by the Salvadoran Government on the “Questionnaire sent to governments on the application of the Beijing Plattform of Action (1995) and the results of the 23 rd extraordinary period of the General Assambly (2000)	Prepared by ISDEMU	April 2004	ISDEMU http://www.isdemu.gob.sv
Report on the political participation of women in El Salvador	Social Development and Citizen Involvement Unit; Las Dignas	2005	Resource Center Las Dignas

Title:	Author:	Year:	Where to get it
Equality of Gender in El Salvador	UNPD	2004	UNPD Notebooks on Human Development, No. 2
Human Development Report 2003	UNPD	2001, 2003	UNPD
- Evaluation of Public Policies for Women, 1999 – 2004 - A new programmatic platform for the Women's Movement in El Salvador	Orellana, Nancy; Institute of Research, Training and Development of Women –IMU–	2004	IMU
Economy			
Analysis of the general budget of the state with a gender approach	Zamora Rivas, Miriam; Reyes Soley, Rosalía; Dueñas Hortensia	2000	Women's Movement "Mélida Anaya Montes"
IV global conference on women : women and the economy in El salvador	Follow up on the national Platform	2000	Women's Movement "Mélida Anaya Montes" – Las Mélicas
Results of the annual economic survey 2002	Ministry of Economy. General Directorate of Statistics and Census DIGESTYC	2004	Ministry of Economy http://www.minec.gob.sv
Quarterly Magazine July-September 2004	Central Reserve Bank (BCR)	2004	Central Reserve Bank (2004)
Document based on the actual conditions and perspectives of small businesses in El Salvador: guidelines for the elaboration of an integral policy to support small businesses	Méndez Narváez, Ada Erlyn	2004	Work document

Title:	Author:	Year:	Where to get it
Agriculture, forestry and fisheries			
Women's access to Land in El Salvador	Arias Foundation for Peace.; Human Progress(Paula Antesana)	1992	Arias Foundation for Peace; Human Progress
Rural women in El Salvador	Girón G, Bertila; Alsbund L. Silvia	1995	Las Dignas Documentation Center
Women and habitat: the roads from Beijing and Istanbul in C.A, Mexico and the Caribbean	Laucel Yolanda Izschaebitz Ulrike, Fundasal.	1997	FUNDASAL
PRISMA 32 Bulletin	Salvadoran Research Program on Environment and Development	1998	Web page PRISMA http://www.prisma.org.sv
The organizative experience of rural women in societies in transition after a war (1992-1999)	Orellana omín, María Domínguez Navas, Liza Domínguez. National Foundation for the Development – FUNDE- IMU	1999	Resource Center IMU
Women in agriculture, environment and rural production	FAO	NA	http://www.fao.org
Access to resources and agrarian services	FAO	NA	http://www.fao.org/documents
Others			
ORMUSA January Electronic Bulletin	ORMUSA	2005	http://www.observatoriolaboral.org.sv/baseshtml
Las Dignas monthly Electronic Bulletin	Communications Unit, Las Dignas	2005	http://www.lasdignas.com.org

Visited web pages

Foundation of GENDER and Society – GESO– NGOs in El Salvador	http://www.generoy sociedad.org/base.php
Women network in El Salvador	http://www.rlc.fao.org/mujer/directorio/InstitucionesMiembroELSALVADOR.htm
Isis International	http://www.isis.cl/
CEICOM Southern Observatory	http://www.ceicomobservatoriodelsur.org.sv
United Nations Program of Development	http://www.pnud.org.sv
General Director of Statistics and Census	http://www.digestyc.gob
Salvadoran Institute for the Development of Women	http://www.isdemu.gob.sv
Ministry of Labor and Social Prevention	http://www.mtps.gob.sv
Ministry of Economy	http://www.minec.gob.sv
Ministry of Education MINED	http://www.mined.gob.sv
Ministry of Finance	http://www.mh.gob.sv
Central Reserve Bank	http://www.bcr.gob.sv
International Monetary Fund	http://www.imf.org
El Diario de Hoy	http://www.elsalvador.com
National Health Survey (FESAL 2003)	http://www.fesal.org.sv
Salvadoran Research Program on Development and Environment	http://www.prisma.org.sv
Food and Agriculture Organization of the United Nations	http://www.fao.org

KEY SPECIALISTS ON GENDER TOPICS

- Inka Mattilla, responsible for Round Tables/ UNDP –El Salvador
- Ada Méndez, specialists on micro-enterprises and Gender UNDP-El Salvador
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Definitions

Access to resources:	The possibility to participate, use and benefit that women have to develop resources.
Benefits:	Economic, social, political or psychological retributions derived from the use of resources. The benefits include satisfying basic needs and strategies: food, housing, education, training, and political power, among others.
Communitary Work:	It includes the collective organization of social events and services. This type of work is not considered in the economic analysis even when lots of hours are invested in volunteer work.
Condition:	The conditions one lives in, that is the life situation of people and points out the specific practical needs (poverty conditions, access to services, productive resources, health care opportunities and education).
Domination relationships:	Power to do one's will with one's own. Between genders it refers to institutions that impose decisions, opinions and visions of the world on women.
Equal opportunities:	It implies the conditions needed to be fair and equal. It is the situation in which men and women have equal opportunities to grow intellectually, physically and emotionally being able to reach goals that develop their capacities without distinction of gender, class, sex, age, religion and race.
Gender:	Bio-socio-cultural groups, constituted historically from the identification of sexual characteristics that classify human beings. Once they are classified they are assigned a set of functions, activities, social relationships, behaviours and norms. It is a complex set of determinations, and economic, social, judicial, political and psychological characteristics. In other words, cultural characteristics created in each period by society with specific contents for men and women.
Gender in development	The GID approach concentrates its attention on the interpretation on the relationships between men and women. It defines power as the relationship constituted, through social interaction, which are socially evaluated.
Gender equity:	Conscious answer given to an inequality situation according to the needs or own circumstances of people to whom the action is directed, without any discrimination.
Gender approach:	Implies to first focusing on the relationship of power between genders and then taking actions for development based on that approach. The gender perspective is a way to understand and see the world being different, it contemplates equality of rights and opportunities:
Gender mainstreaming:	The incorporation of the gender perspective in the mainstream current of an entity or a process. It seeks for the gender approach to incorporate itself in the structure of the private and public institutions, not only in some of their components. This is why it should have a strategic connotation in the institutions that pretend to apply this method to the gender issues.
Gender theory:	Uses the differences between sex and gender as a central analysis tool. It seeks to gather diversity in the ways gender relationships are presented in different societies. At the same time, it explains the generic identity of men and women.
Generation gaps:	Differences defined as the unequal conditions that exist between men and women in their access to services and resources of development, such as health, education, land, credit, housing, technical assistance, information, etc.
Participation:	It is a social process through which the different actors of the population, seeking their own interests (class, group, gender, among others), intervene directly and through their representatives in the different aspects of daily lives.
Positive Actions:	Measures directed to women's groups, to be able to eliminate or prevent discrimination or compensate the disadvantages coming from attitudes, behaviors and existing structures denominated sometimes "Positive discrimination").
Potentiation:	Refers to the knowledge of the right that all people have (men and women) to participate in the design and application of decisions and processes that affect their lives.

Productivity:	It is the full participation of people in the process of income generation and payable work, for which it is indispensable to invest on activities oriented to creativity and the develop of skills.
Productive work:	it includes the production of goods and services for consumption or saling (agriculture, fishing). This usually refers to work that generates income and is part of the national statistics and census.
Resource control:	Refers to the dominion, property and power to decide over development resources. In some circumstances, women may have access (the possibility to use) to one resource, for example land and have limited control over it (she can not decide whether to sell or rent)
Reproductive work:	It includes the care and maintenance of the domestic unit and its members as well as the management and care of children, the preparation of food, the recollection of water, the buying of provisions, house chores and family health attention. This type of work is not considered as such in society and has no exchange value.
Rural women:	Women that live in the rural area of the country. Being rural does not only refer to the geographical location but also to the conditions of access to basic services.
Sexual harassment:	Behavior of sexual nature with sexist connotations, not desired by the victim, that affect the dignity of women and men alike. At work, the behavior of superiors or colleagues.
Security:	Exercising development opportunities in a free and secure manner with the confidence that this will not suddenly disappear in the future.
Self-esteem:	Affection and sense of value for one's self, self-care and consideration for one's self.
Sensibilization:	To touch the sensitive fibres of a person or population to give value or importance to something previously unnoticed.
Sex:	Biological charachteristics that separate men from women.
Sexism:	Inequality in how the genders are perceived. Belief on the superiority of the male gender. This social belief results in a number of privileges and advantages for the male gender, which are based on the subjugation of females.
Sustainability:	Ensuring that opportunities are available not only to the present generations but also to the future generations through the renewal of all forms of capital (physical, environment, human and social).
Unemployment:	Proportion of people, compared with the total active population, registered as idle, looking for a job and available to work at any given time.
Women in Development:	The focus is the woman and the action refers to her practical needs, which complements the development and trains women to participate in their development; the operative development of this concept is consolidated through projects for women or separated components for women in general projects.