

Gender and Transport in Haiti

Gender Diagnostic and Gender Action Plan

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Editor:
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Transport Division
Gender and Diversity Division

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GENDER DIAGNOSTIC AND
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ABBREVIATIONS AND ACRONYMS

AGI	Adolescent Girl Initiative
AIDS	Acquired Immune Deficiency Syndrome
AP	Action Plan
CBO	Community-based organization
CIDA	Canadian International Development Agency
CSO	Civil Society Organizations
EFH	Women and Men Equality Program
EU	European Union
GA	Gender Assessment
GAP	Gender Action Plan
GBV	Gender-Based Violence
GDI	IADB Gender and Diversity Division
GDP	Gross Domestic Product
HIV	Human Immunodeficiency Virus
IADB	Inter-American Development Bank
IDI	In-Depth Interview
IGHFA	HIV/AIDS and First Aid in Reconstruction Campsites Program
ILO	International Labour Organization
KF	Konesans Fanmi Se Lespwa Timoun
MA	Madan Sara Avion (Madan Sara Plane)
MC	Madan Sara Camion (Madan Sara Truck)
MCFDF	Ministry for Women Status and Women's Rights
MDB	Multilateral Development Banks
MDG	Millennium Development Goal
MI	International Madan Sara
MIF	Multilateral Investment Fund
MN	National Madan Sara
MPT	Mango Producers and Traders
MR	Rural Madan Sara
MS	Madan Sara

MTPTC	Ministère des Travaux Publics, Transports et Communications (Ministry of Public Works, Transport and Communication)
MU	Urban Madan Sara
PPP	Public Private Partnership
STI	Sexually Transmitted Infection
TF	Trust Fund
TSP	IADB Transport Division
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
UNWOMEN	United Nations Entity for Gender Equality and Empowerment of Women
USAID	United States Agency for International Development
WB	World Bank
WHO	World Health Organization

INTRODUCTION

During the last decades, Haiti has made considerable strides in the promotion of inclusive development. Partly due to a global focus on enhancing international and regional instruments that promote gender equality, Haiti has also developed national legislation to protect women and men's rights. However, gender gaps continue being significant in terms of education, health and labor outcomes.

Since 2011, the Inter-American Development Bank (IADB) has been supporting a series of gender-targeted interventions to reduce gender gaps and promote an inclusive and equitable development in the Haitian transport sector. This report encompasses Haiti's gender assessment, and evaluates the success of gender specific actions implemented between 2011-2017, as well as a Gender and Transport Action Plan (GAP). The GAP's main aim is to guide IADB investments in Haiti's transport sector in conceptualizing and designing gender-sensitive operations. By proposing specific gender actions and outcomes, the GAP establishes a clear path to integrate a gender dimension into operations' design, implementation and, monitoring and evaluation.

The GAP presents an overall plan to support the development of Haitian women. However, it focuses in the needs of women as transport services users and devotes specific attention to two female sub-groups, which are integrated by Haitian women engaged in informal trade of local and regional products. These women are known as Madan Sara (MS), and local female mango producers and traders (MPT). The decision of focusing on MS is related to their vital role in the Haitian local labor market and the peculiarity of their work, which has specific transport needs. With regard to the selection of women working in the mango value chain, the IADB is planning future transport investments in the Artibonite region, the main mango production area in Haiti. Mango production and local trade are mainly carried out by women, and roads are essential for the sustainability and functioning of this market (Faucheux, B. et al., 2014). Understanding and addressing these female group's transport constraints could strategically improve the outcomes of upcoming transport investments and bring more benefits to its beneficiaries.

RATIONALE

Transport infrastructures aim at improving people's wellbeing by providing better access to services and goods, as well as promoting economic and social benefits. Although construction of transport infrastructure is intended to equally benefiting the entire population, the Haitian experience teaches that men and women benefit differently from these services. Beyond the differences that they experience as consumers of the provided services, men and women do not equally benefit from the working opportunities emerging during the development of a transport infrastructure.¹ As a matter of fact, statistics across the globe demonstrate that the transport sector is a male-dominated area where women are often invisible in all three: as consumers, suppliers and decision makers (ILO, 2013). The low representation of women in the transport sector is rooted into two main factors: i) gender stereotypes, which define what women and men can and cannot do, including the idea that women lack the physical strength necessary to engage in the construction works; and ii) challenges faced by women in combining their mutual roles as mothers, caregivers and housekeepers with the time and place inherent to the work.

This situation represents a lost opportunity for the entire population, specifically for the female one, contributing at perpetuating gender discriminatory dynamics that hinder women's socio-economic advancement and their participation in decision-making processes. Gender occupational segregation negatively impacts the infrastructure sector as well, as half of the productive potential and human capital is under-utilized or unutilized. Promoting women's

¹ The Haitian transport sector is still a male-dominated area where women are often underrepresented, both as labor force and decision makers. The ILO estimated that, in 2018, women represented only 11 percent of the total of people working in the transport, storage and communication sector (ILO, 2019).

integration in transport occupations brings several direct and indirect benefits to women, their families and their communities, such as the provision of a source of income that can enhance children's education, health and nutrition, as well as to better represent the needs of all transport users (Jones, N. et al., 2007). Besides the rights-based equality rationale, narrowing these gender gaps has also an economic efficiency rationale. It is estimated that narrowing the labor market's gender gap can boost the economy of emerging markets up to 14 percent of their GDP (Goldman Sachs, 2008). Furthermore, women's participation in the economy at equal rate than men could increase up to 26 percent of the annual global gross domestic product (GDP) in 2025 (McKinsey & Company, 2015).

Furthermore, global experiences show that tailoring transport services and infrastructure investments with a gender-sensitive approach maximizes transport services and also increases infrastructure's benefits, and could produce direct social benefits, including travel costs, time reduction, and security and safety improvement (ADB, 2013; World Bank, 2010 and 2020). In any society, social norms, cultural habits, and religious traditions define roles and identities based on gender. These gender-based differentiations influence women and men's transport needs and use. Understanding the gender dimension of the transport sector helps conceiving strategies tailored to the needs of the targeted population. It also increases services and infrastructures' functionality, and fosters their sustainability (World Bank, 2010).

METHODOLOGY

Between 2016 and 2017, several studies have been carried out to provide guidance to the GAP in identifying gender transport constraints and challenges in Haiti, as well as analyzing potential areas of improvement. The studies consisted of both primary and secondary data collection, qualitative research and desk reviews.

Twenty-three **in-depth interviews** were conducted among Gender, Transport and Agriculture Specialists working in Haiti. Other 9 specialists were also interviewed, including Economists, Social Development and Private Sector Specialists, as they were previously or currently engaged in interventions related to the three afore-mentioned areas. Interviewees were independent consultants or working for non-governmental and multilateral organizations, including the European Union, IADB, United States Agency for International Development (USAID), United Nations Development Programme (UNDP), United Nations Entity for Gender Equality and Empowerment of Women (UNWomen), and the World Bank (WB). Interviews' main purpose was to discuss gender and transport challenges and opportunities with key actors involved in Haiti's development. Discussions also aimed at scoping potential gender areas where the IADB could add value, reinforce current interventions, and complement financing.

Given the specific attention devoted to MS and MPT groups, a series of **focus groups** (FGs) were conducted with MS in Port-au-Prince, as well as with MPT in the Artibonite zone. The FGs objective was to identify their transport constraints and propose measures to address them. The FGs with women working in the mango value chain were conducted in Gros Morne (Département de l'Artibonite). Half of the participants were mango producers and the remaining were mango traders.

A **review of existing IADB gender and transport interventions** was also conducted to learn from previous experience and guide the GAP development. Finally, a **Gender Assessment** (GA) laid the basis to identify Haiti's main gender issues and inform the GAP with updated figures and priority areas.

HAITI GENDER ASSESSMENT

The Gender Assessment's (GA) intent is to analyze the gender dimension of Haiti's main development challenges in order to provide a background for the GAP's development. The assessment will focus on the following areas: i) legal and institutional framework for gender equality; ii) poverty and economic growth; iii) access and quality of education and health; iv) economic opportunities and labor market; and v) agency and gender roles.

Since 1950, the Haitian society has been trapped in a vicious cycle that has prevented its social, political and economic development. Recurring recessions, socio-political crisis, and natural disasters have affected Haiti's population and its government. Around 60 percent of the population lives below the poverty line, and resources are unevenly distributed, with 10 percent of the population owning 47.7 percent of the country's wealth (WB, 2016b; IADB, 2010). Health distribution in Haiti is calculated to be 10 years behind compared to other Latin American countries (WB, 2015c). Regarding infrastructure, quality of transport and electricity services are low, only 40 percent of the rural communities having access to all-weather roads and 35 percent of the total population to electricity (WB, 2015c).

FIGURE 1. HAITI'S GENDER PROFILE

POVERTY AND ECONOMIC GROWTH

- 152nd in the Gender Inequality Index (2019)
- 170th in the Human Development Index (2019)
- GINI coefficient of 59.2 (2013)
- Women represent 50.7% of the population (2019)
- 40.6% of the households have women as head figures (2012)

HEALTH

- Highest mortality rates in the Western Hemisphere for pregnant women, infants and children under 5
- Maternal mortality: 359 deaths per 100,000 live births (2017)
- Neonatal mortality rate of 26 per 1000 live births (2018)
- 75% of childhood deaths occur before a child's first birthday

EDUCATION

- Women have on average 2 years less of education than men
- Just 6.1% of women 35-39 years old finished tertiary education
- Men are 7 percentage points more likely to be literate than women (2016)

ECONOMIC OPPORTUNITIES AND LABOUR MARKET

- Women are 5 percentage points more likely to be unemployed compared to men (16% vs 11%, respectively) (2017)
- 53% of women's time is dedicated to domestic work
- Women move 80% of the informal market
- 3 out of 4 women are employed in the informal market and in low wage jobs
- Business' informality is the main obstacle to women's access to credits

AGENCY

- Women's share of ministerial positions: 20% (2017)
- National parliament seats held by women: 3% (2017)
- 37% of adolescents giving birth between 15 and 19 years old (2017)
- 15% of women marrying during their adolescence (2017)
- 86,000 women live with HIV compared to 58,000 men
- Women are not granted the same land ownership and usage rights as men

LEGAL AND INSTITUTIONAL FRAMEWORK FOR GENDER EQUALITY

Haiti has signed the main international and regional instruments that promote gender equality, such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Inter-American Convention on the Prevention and Eradication of Violence Against Women, the Cairo Program of Action on Population and Development, and the Beijing Platform for Action. The country also developed national legislation and mechanisms to protect women and men's rights.

Haitian women and men are constitutionally granted equal rights. In 2012, an amendment to the 1950 Constitution moved the gender agenda even further, by establishing a 30 percent female participation quota in public services to foster women representation in public decision-taking positions. National institutions have been established to create policies and implement programs to address gender-based inequalities and support women's empowerment. The Ministry for the Status of Women and Women's Rights (MCFDF) was established as the main institution promoting, coordinating and supervising gender equality commitments. The Gender Equality Office for the Parliament and Gender Focal points in different ministries were created to mainstream gender equality principles and their operationalization in governmental organisms. Core development policies include standalone gender goals, such as in the National Strategy for Growth and Poverty Reduction, the Development Strategy for Haiti 2030, and the 2014-2016 Triennial Program of Investment.

Despite considerable efforts, a weak judicial system and the lack of institutional capacity in the implementarion of these measures, paired with socio-cultural norms that perpetuate discriminatory practices among girls and women, still hinder the advancement of Haitian women. Laws criminalizing rape and domestic violence were enacted in 2005 and often times law enforcement lag behind, leading to a vicious cycle where victims are blamed for abuses and rape, facing further re-victimization.

ACCESS AND QUALITY OF EDUCATION AND HEALTH

EDUCATION

Women have on average 2 years less of education than men and only 6.1 percent of women between 35 and 39 years old finished their tertiary education, compared with 11.8 percent of men (WB, 2015c). Adult women are also more likely to be illiterate, and adult men are 10 percent points more likely to be literate than adult women (Idem). Besides formal education, there is a need of developing vocational and life skills trainings that focus on building women's technical and soft skills that can be used in a specific occupation or domain. Disaster-risk management skills and coping mechanisms related to natural disasters are also among the main priorities in the non-formal learning area.

HEALTH

Maternal mortality is among the main challenges faced by the female population. In 2017, Haiti had 359 deaths per 100,000 live births, 5 times higher than the regional average (WB, 2019; WHO, 2015). Shortage of proper health institutions and lack of services to assist women during and after pregnancy, including health skilled staff to attend births, continue to put women and their children's life in danger.

ECONOMIC OPPORTUNITIES AND LABOR MARKET

Despite Haitian women representing 50.7 percent of the population, as well as being the head of 40.6 percent of households, they are 5 percentage points more likely to be unemployed compared to men (WB, 2019; WB, 2015c). Additionally, three out of four women are employed in the informal market and in low-wage jobs, such as domestic work, in the agriculture sector, and in the commercialization of agriculture products and manufactured goods (WB, 2019). Women engaged in the agriculture sector tend to have lower education and incomes than men (Coello et al., 2011).

There is also a strong link between informality and poverty. With 60 percent of the population living below the poverty line, 95 percent of the country's business pertains to the informal market (WB, 2016b). Informal employment might become the only available opportunity and, thus, the last resort for those excluded from formal employment. This informality is currently causing many difficulties, both in terms of business' sustainability, which directly affects women, and financial benefits deriving from it, which affect the country's economy. Shortage of access to formal jobs, unpaid work and difficulties in accessing credits are different representations and/or consequences of informality. Women in the informal sector do not benefit from workplace regulations and social protection schemes; they are locked in low productivity activities with few opportunities for economic mobility and more economic and social instability, as they are extremely vulnerable to any issue (natural disasters, economic downturns, political issues, etc.). Business' informality is the main obstacle to access credits and remains among the main factors hindering women's business development. Despite the existence of microcredit institutions and the promotion of pioneering programs piloted by a few banks in the country to support access to credits for informal works, interest rates are extremely high and women have difficulties accessing them or fall behind in repaying when they subscribe to these credits.² Additionally, multilateral development banks (MDBs), including the IADB and its Multilateral Investment Fund (MIF), tend to promote access to credit among formal enterprises, leaving behind the biggest part of the real Haitian work market.

Women's time availability is also a major obstacle to their economic development. More than half of women's time is primarily dedicated to domestic work (53 percent), including care activities and household chores. Even if domestic work is essential to the functioning of society and economy for any member of a given society, women carry the heaviest burden by spending twice the time in domestic activities compared to men (respectively 28 and 12 hours per week) (UNDP, 2015). Women's time poverty has negatively impacted their participation in economic activities. Devoting most of their time to care and household chores, women's remaining time for income generating activities is limited.

Gender occupational segregation is particularly evident in the transport, infrastructure and construction sectors, which often tend to be better remunerated and more competitive than others. During the Haitian post-earthquake reconstruction, trainings and income-generating opportunities promoted by infrastructure projects tended to benefit more men than women (PDNA, 2010). Furthermore, infrastructure investments have often disregarded women's specific needs and challenges with the subsequent result of broadening the already existing gaps between women and men, including the economic and employment ones.

² Refer to December 2016, Haiti Mission and Focus Groups Report for further details.

AGENCY AND GENDER ROLES

PUBLIC LIFE AND DECISION MAKING

Female representation in higher political office is quite low, with women occupying 11.1 percent of national parliament seats and 20 percent of ministerial level positions (WB, 2019).³ This is strongly related to the patriarchal and masculine social order that characterizes the Haitian society.

As many other countries in different regions of the world, this data shows a society that is still lagging behind in properly recognizing the importance of women's role and position in both public and private spheres. Representation of women in public positions does not only influence the society's perception towards a woman's critical public role, but also influences her perception in many other domains as well, including the domestic and working spheres, as well as in female versus male relation. It also fosters a more positive self-perception among women. According to some studies, representation of women in public positions is correlated with the implementation of social public policies that greater benefit women, children and vulnerable groups (Chattopadhyay and Duflo, 2004).

LAND RIGHTS

Due to customary law that still favors men in detriment of women, the latter are not granted the same land ownership and usage rights as men, and they rarely own land.

FERTILITY

Adolescent pregnancy is also a great challenge in the Haitian society as there are 44 births per 1,000 women from ages 15–19, and 17 percent of women marrying during their adolescence, compared with 2 percent of men (WB, 2019; WB, 2015c).

GENDER-BASED VIOLENCE

Gender-based violence (GBV) prevalence, which tends to increase in emergency situations, such as natural disasters, is high; 27 percent of Haitian women reported having experienced physical violence and 13 percent sexual violence, from the age of 15 (UNFPA, 2016). GBV is among the gender priorities in the transport sector, as women often face numerous personal security challenges while travelling, including armed and personal attacks that can exacerbate into physical violence and rape.

RECOMMENDATIONS

GENDER TECHNICAL ASSISTANCE AT GOVERNMENTAL LEVEL

- Support gender mainstreaming in public policies, projects and programs related to poverty alleviation, education, health and economic opportunities;
- Assist MCFDF, Gender Equality Office and gender focal points in the development of gender policies, action plans, indicators and their implementation and supervision;
- Incorporate gender analysis and actions in the design, and monitoring and evaluation of governmental programs;
- Improve technical skills to develop sex-disaggregated indicators, especially those related to labor market and GBV.

³ 28.7 percent is the regional average of female parliament seats and 21.9 percent of female ministerial level positions.

POVERTY

- Provide technical and financial support to design poverty alleviation strategies tailored to assist the most at-risk population such as female-headed households, adolescent mothers, and out of school youth;
- Establish social safety network programs to assist single parents and provide tailored financial contributions to larger families;
- Strengthen the administration of social safety funds to make sure that the target population receives the required assistance.

EDUCATION

- Target girls' weak educational outcomes fostering knowledge dissemination on best practices in gender-responsive early grade participation;
- Support gender-responsive educational opportunities and skills-building for out of school girls and boys;
- Provide "second chance" learning programs improving quality and quantity of vocational training and work force development, which include life skills components;
- Strengthen public and private collaboration by linking the educational system's "second chance learning" to available employment opportunities;
- Increase parental engagement in students' education.

HEALTH

- Review health policies and plans to incorporate gender-sensitive objectives, actions and indicators;
- Train healthcare professionals' in maternal health care, HIV/AIDS and GBV;
- Establish GBV one stop centers for GBV survivors;
- Encourage sex education in school curricula to educate children at an early age, as well as educating adults to change social norms from the top level;
- Address the norms and behaviors that led to the epidemic of girls' pregnancy and HIV/AIDS through the implementation of behavioral change programs.

LABOR MARKET AND ACCESS TO FINANCE

- Improve formal employment opportunities, especially among women and youth;
- Set up business advisory services to promote women's business development and provide consulting and training on business expansion;
- Work closely with the education sectors in order to coordinate vocational trainings and work force development programs tailored to market's demands;
- Develop tailored programs, training and workshops to improve women's economic empowerment through business skills development and knowledge;
- Provide micro-credit programs to facilitate women's access to credit;
- Collaborate with local banks needing to diversify financial products and services, in order to develop products that address the needs of informal entrepreneurial women;
- Conduct a field study to investigate men and women's different financial needs, constraints and necessities, especially in the informal market.

GENDER-BASED VIOLENCE

- Incorporate gender issues, including GBV, in schools' curricula to introduce the topic at an early stage;
- Set up community centers to educate youth and adults regarding partners and spouses relationships;
- Encourage community and religious leaders in promoting zero-tolerance attitudes towards GBV;
- Tackle male behaviors leading to GBV and provide different ideals of masculinity and male identity.

PARTICIPATION IN DECISION-MAKING SPACE

- Encourage a political will from the top level to pave the way for women's participation in local, regional and national leadership roles;
- Increase merit-based quotas for women in enterprises and promote female-led enterprises;
- Recognize and reward successful businesswomen, including the informal sector, to create role models for future generations.

GENDER INTERVENTIONS IN HAITI'S TRANSPORT SECTOR

To date, in Haiti, only few interventions have been developed in the area of intersection between gender and transport with the support of the IADB, the WB and USAID. Said interventions have focused on non-traditional jobs trainings and capacity building activities for women, including masonry, heavy machine operation, road maintenance and carpentry.

In the last decade, the IADB Transport Division (TSP) started two programs: The *Women and Men Equality Program* (EFH) and the *Integration of Gender, HIV/AIDS and First Aid in Reconstruction Campsites Program* (IGHFA).⁴ IADB approach focused mainly on: i) promoting women's inclusion in the transport infrastructure construction labor force; and ii) addressing the social and gender-specific risks related to the development of transport infrastructure and labor influx (see table 1).



Source: IADB

⁴ The EFH was part of the HA-LI019, which aimed at improving the Haitian Southwest Departments roads through the: i) promotion of female trainings on the utilization of heavy machineries, the maintenance of roads and the development of micro entrepreneurial skills; and ii) the creation of transport microenterprises managed by mainly female projects' beneficiaries. EFH's main objective was to create equal working opportunities for both women and men in the transport sector. The IGHAF was part of the HA-LI079, a transport project aiming at improving connectivity between different country regions by reducing transportation costs and time, thus supporting; i) trainings on construction techniques among women; ii) HIV/AIDS and GBV awareness raising interventions among local community and construction workers; and iii) first aid trainings for construction workers. The IGHAF aimed at facilitating women's inclusion in road construction market as well as reducing the spread of HIV/AIDS and GBV and the risks of accidents at the workplace.

TABLE 1: IADB'S GENDER-SENSITIVE TRANSPORT OPERATIONS IN HAITI

IADB's Gender-Sensitive Transport Operations in Haiti						
Categories	Areas of intervention	Interventions sub-areas	Donor	GOH recipient	YES	NO ⁵
Gender-Sensitive Interventions for Beneficiaries as Transport Service Users	Road infrastructure	Primary roads	IADB	MTPTC	X	
		Secondary roads	IADB	MTPTC	X	
		Tertiary roads				X
	Maritime infrastructure					X
	Air infrastructure					X
	Railway infrastructure					X
	Intermediate modes of transport					X
	Non-motorized transport					X
	Pedestrian environment					X
	Public transport					X
	Vehicle and facility design					X
	Transport safety ⁶		IADB & CIDA	MTPTC	X	
	Transport security ⁷					X
	Livelihood support					X
	Production enhancement					X
	Marketing enhancement					X
Gender-Sensitive Interventions for Beneficiaries as Transport Service Providers	Women's training on traditionally male occupations		IADB & CIDA	MTPTC	X	
	Internship opportunities					X
	Employment opportunities					X
	Safety at work		IADB & CIDA	MTPTC	X	
	Security at work					X
	Awareness raising on gender segregation in the construction sector	Government	IADB & CIDA	MTPTC	X	
		Private sector	IADB & CIDA	MTPTC	X	
		CSOs	IADB & CIDA	MTPTC	X	
		Communities	IADB & CIDA	MTPTC	X	
		Interventions targeting men				X
Social Safeguards	Displacement and resettlement					X
	Land rights					X
	Livelihood support					X
	Social risks related to labor influx	STIs	IADB	MTPTC	X	
		HIV transmission	IADB	MTPTC	X	
		GBV	IADB	MTPTC	X	
		Transactional and commercial sex				X
		Adolescent pregnancy				X
		Child marriage				X

⁵ The “yes” and “no” columns refer to the possibility of having used a gender-sensitive lens in IADB transport operations in Haiti.

⁶ Transport safety is defined as “...vulnerability to accidental injury (usually involving at least one vehicle as the instrument causing the injury). WB. 2002. Cities on the move.

⁷ Transport security is defined as “vulnerability to intentional criminal or antisocial acts suffered by those engaged in trip making” WB. 2002. Cities on the move.

THE WOMEN AND MEN EQUALITY PROGRAM (EFH)

The EFH was implemented between 2012-2013 by the IADB Transport Division (TSP), in partnership with the Canadian International Development Agency (CIDA). The program was integrated in two IADB projects: Rehabilitation of Roads Infrastructure for Integration of the Territory (HA-L1019) and Program for Rehabilitation of Basic Economic Infrastructure Projects (HA-0093).

HA-L1019 (RRITP) AND HA-0093

For decades, the IADB has been supporting the Haitian government in the improvement and modernization of its transport sector and economic performance, including the rehabilitation of its economic infrastructures for the development of the financial market. As part of these efforts, in 2007 the IADB and the Canadian International Development Agency (CIDA), financed the Rehabilitation of Roads Infrastructure for Integration of the Territory (RRITP) and the Program for Rehabilitation of Basic Economic Infrastructure.

The HA-L1019 aimed at improving the Haitian Southwest Departments roads by rehabilitating part of the principal, secondary and rural road networks, including its bridges, and paving the urban areas of the surrounding populated centers. The HA-0093 intended to rehabilitate basic economic infrastructures in areas with economic potential supporting their functioning, maintenance and sustainability as well as creating a flexible mechanism to fund their rehabilitation. The HA-L1019 project sat under the Ministry of Public Works, Transport and Communication (MPWTC) and was managed by the MPWTC's Central Execution Unit (CEU) and the Technical Execution Unit (TEU) of the Ministry of Economy and Finance. The HA-0093 project was executed by the Ministry of Economy and Finance.

BOX

The EFH rooted its foundation in the promotion of equal and inclusive working opportunities for both women and men in the transport sectors. The program's main objective was to promote and advance the inclusion of women in the transport sector's labor force. To achieve this, the EFH had three specific objectives: i) improving the quality and conditions of Haitian women by providing them with the technical skills and theoretical knowledge to be able to perform in the transport sector; ii) promoting the creation and development of female-headed microenterprises focused on infrastructure to provide women with new sources of incomes and support their agency in a male-dominated sector; and iii) raising awareness among citizens and actors working in the transport sector on the importance and benefits of providing equal employment opportunities for men and women.

A GAP guided the program's implementation. The GAP identified EFH's main objectives, activities, beneficiaries, implementation areas, as well as actors involved.

BENEFICIARIES

The main beneficiaries were women living in RRITP implementation areas, and RBEIP projects. However, youngsters and people living under economic constraints and/or with low educational background were also included among the Program's beneficiaries. Criteria for the beneficiaries' selection: i) be 15-25 years old; ii) belong to a vulnerable household; iii) belong to household led by women; and iv) belong to a household located in a rural area exposed to droughts; or belong to youth population with problems in accessing the labor market due to lack of qualifications. Additionally, among the preconditions to access the Program, beneficiaries had to be a part of a civil society organization (CSO) based in the RRITP and RBEIP project areas.

AREAS OF IMPLEMENTATION

The areas of implementation of the EFH were the regions of Grande-Anse and Sud. The EFH also included among the implementation areas the North region, specifically the territory of La Borgne (see map 1).

MAP 1: HAITI ROADS MAP AND AREAS OF EFH'S IMPLEMENTATION BY REGION



Source: World Bank, Systematic Country Diagnostic, 2015.

MAIN INSTITUTIONS AND ACTORS INVOLVED IN THE EFH

The IADB and CIDA supervised the Program, while the Central Executing Unit (CEU) of the Ministry of Public Works, Transport and Communication (MPWTC) was responsible for its implementation. Local organizations conducted the program's activities and many partnerships were established for the implementation. The Training Centre Maurice Bonnefil (CMB) and the Institution Sacred Heart of Cap-Haitien (ISC) were selected for the development of the training on heavy machineries in the South and North areas, respectively. Collaboration between the CEU and the Road Maintenance Fund (RMF), a government agency under the MPWTC, was established to execute the trainings on road maintenance. Also, the Program hired consultants to support specific components, including a Gender Specialist appointed at the CEU to coordinate and supervise the EFH implementation.

ACTIVITIES

The activities started at the end of 2012 and finished at the end of 2013. The main EFH activities consisted of: i) trainings focused on the utilization of heavy machineries, the maintenance of roads and the development of micro-entrepreneurial skills; ii) the creation and development of transport microenterprises managed by projects' beneficiaries; and iii) communication and awareness raising campaigns to sensitize communities from the areas of intervention on the benefits and importance of integrating women in the transport sector.

ACTIVITY 1: TRAININGS ON THE OPERATION OF HEAVY MACHINERIES



Photo 1: Haitian women managing heavy machine

Photo credit: IADB

The first activity focused on providing participants with the theoretical knowledge and the technical skills necessary for the correct and safe operation of heavy machineries. Five modules were developed under the training, focusing on the use of the most common machineries in the development of transport infrastructure. This included modules on the use of: i) steamroller; ii) bulldozer; iii) excavator; iv) loading machine; and v) backhoe. To provide financial support to beneficiaries, and address logistical problems related to the distance between the training centers and their home, the Program financed lodging and transport costs during the trainings. The calculated cost for the completion of the training per participant was of US\$ 5,329, including transport and lodging expenses, and the total cost for training delivery was US\$ 276,692.

Despite the fact that the GAP set the objective of training 165 people under Activity 1 only 159 beneficiaries were trained on heavy machineries, and received a certification of successful completion and a license allowing them to drive and manage the afore-mentioned machineries. Among the 159 participants who successfully completed the training, 106 were women (66 percent) (see Table 2).

TABLE 2: PEOPLE TRAINED IN THE OPERATION OF HEAVY MACHINERIES

People Trained in the Operation of Heavy Machineries					
Region - City	Location	Women	Men	Total	Percentage of Women
Le Borgne	North	20	24	44	45.4%
Camp-Perrin	South	59	16	75	78.6%
Grande-Anse	South	27	13	40	67.5%
TOTAL		106	53	159	66.6%

Activity 1 did not include any measures to support the integration of the certified participants in the labor market in its work plan. Due to the existing gender discriminations related to the participation of women in the infrastructure sector, some women experienced challenges in finding employment opportunities. As a corrective measure, the CEU established partnerships with national agencies and a private constructing enterprise to provide internship and/or working opportunities to certificated participants. This strategy demonstrated the necessity of including specific measures after the training in order to facilitate the absorption of trained people in the specific field of work. After the partnerships, 43 certified participants, of whom 37 women, started an internship, and 15 found a permanent work position (10 were women). Despite these improvements, the gap between the people with the knowledge to develop the work and those who obtained an internship (27 percent) or were hired (9.5 percent) is still too wide and additional measures should be implemented in future interventions.

ACTIVITY 2: TRAININGS ON ROAD MAINTENANCE TECHNIQUES

TABLE 3: PEOPLE TRAINED IN ROAD MAINTENANCE TECHNIQUES

People Trained in Road Maintenance Techniques					
Region	Location	Women	Men	Total	Percentage of Women
Le Borgne	North	32	18	50	64%
Camp-Perrin	South	132	38	170	77.6%
Grande-Anse	South	12	18	30	40%
Total		176	74	250	70.4%

In Haiti, like in other countries in the region, road maintenance is, in fact, managed by microenterprises created and lead by the local population. Activity 2 objective was to support preexisting maintenance structures focusing on the provision of knowledge and skills on how to maintain roads. The EFH decided to promote trainings in road maintenance techniques in order to promote job opportunities for local women and the most in need population. The specific methodology used in Haiti to maintain road networks provided a favorable context for the development of Activity 2.

- Trained beneficiaries: 200 participants in the South (144 w.) and 50 in the North (32 w.);
- Areas of implementation: Grande-Anse, Camp-Perrin and the city of La Borgne;
- Training duration: 11 days per each area between December 2012 and February 2013;
- Implementing organizations: Road Maintenance Fund (RMF);
- Cost per participant: US\$ 302;
- Total cost: US\$ 75,642.

ACTIVITY 3: TRAININGS ON MICROENTERPRISE DEVELOPMENT

As part of a comprehensive strategy to facilitate business opportunities among women in the transport sector, the GAP established a third activity in continuation of the trainings in heavy machineries and road maintenance. Activity 3 consisted of trainings on the development of microenterprises, specialized in road maintenance. This activity aimed at providing the theoretical and practical knowledge on the establishment and development of road maintenance microenterprise. Furthermore, it guided the participants in the selection of the most appropriate business models and the services to be provided.

TABLE 4: PERSONS TRAINED IN MICROENTERPRISE DEVELOPMENT

Persons Trained in Microenterprise Development					
Region	Previous training	Women	Men	Total	Percentage of Women
Camp-Perrin	Road Maintenance	26	4	30	86.6%
	Heavy Machineries	13	1	14	92.8%
Grande-Anse	Road Maintenance	5	5	10	50%
TOTAL		44	10	54	81.5%

The comprehensive approach to promote the development of business services in road maintenance had two main components, i.e., the microenterprise training under Activity 3 and the technical assistance to establish the microenterprise under Activity 4. Before starting the trainings, the beneficiaries participated in an awareness workshop to introduce them to the world of entrepreneurship. The topics discussed during the workshop included: i) the creation of an enterprise as a source of wealth; ii) the relation between employee and contractors, and iii) how to realize your full potential.

The training on microenterprise development was composed by 3 modules: i) Module 1: Creation of an enterprise; ii) Module 2: The enterprise business plan; and iii) Module 3: Management of a small medium-sized enterprise (SME). The modules were conducted in the north and south regions, with the exception of the third module on SME management, which was only conducted in the south. Beneficiaries of the heavy machineries and road maintenance trainings participated in this activity and a total of 54 people were trained (44 were women). Only the 63.5 percent of the GAP objective was reached (85 people was the goal set in the GAP). The whole training consisted of 7 sessions conducted in 24 days, from 21 June to August 30, 2013. The total cost of the activity was US\$ 39,818 (US\$ 737 per person). The training produced an encouraging result of developing 7 collective enterprises, 6 focusing on road maintenance, and one on providing recruiting and placement services for the operation of heavy machineries.

TABLE 5: PERSONS TRAINED IN THE THREE MODULES UNDER THE MICROENTERPRISE DEVELOPMENT TRAINING

Persons Trained in the Three Modules under the Microenterprise Development Training				
Trainings Module	Women	Men	Total	Percentage of Women
Module 1: Creation of an enterprise	40	9	49	82%
Module 2: The enterprise business plan	37	9	46	80%
Module 3: Management of a SME	36	8	44	82%

ACTIVITY 4: TECHNICAL SUPPORT IN THE CREATION AND DEVELOPMENT OF MICROENTERPRISES

As a continuation of Activity 3, beneficiaries received ad hoc technical and advisory support to set up their own transport related microenterprise. This EFH's component was envisioned as a concrete strategy to translate the acquired technical and theoretical knowledge into an actual business. Its aim was to motivate the Program's beneficiaries in engaging in the transport entrepreneurship sector. A consultant specialized on microenterprise guided the participants through the process of creating their own micro-enterprises.

After completing the training on microenterprise development (Activity 3), 57 participants divided into 7 groups, composed by 3-12 people each. Each group corresponded to an enterprise. Of the total beneficiaries, 25 were women, 22 men, and the sex of the remaining 5 is unknown due to lack of documentation. The participants freely created the 7 groups, joining the one that resonated with them the most. The services provision enterprises established were 6 specialized in road maintenance, and 1 in recruiting and placement services for the operation of heavy machineries.

As December 2013, 3 of the 7 enterprises had: i) registered at the Minister of Trade and Industry (MCI); ii) established their social capital; iii) obtained a fiscal ID number; iv) opened a bank account at the National Bank of Credit (BNC); v) launched some of their activities; and vi) publicized the enterprise in local newspapers. The remaining 4 microenterprise fell behind due to shortage of financial resources to contribute to the enterprise's social capital. Sonogemar enterprise did not continue the enterprise development due to group's internal problems.

TABLE 6: STATUS OF MICROENTERPRISES

Status of Microenterprises							
Completed administrative and legal procedures	Microenterprise name						
	ACEMAR	ADDEPH	SOMARO	UCDA	BOA	BEX	SONOGEMAR
Drafted Constituting Act	X	X	X	X	X	X	
Drafted Statute	X	X	X	X	X	X	
BNC issued Deposit certificate	X	X	X				
MCI registered Commercial Brand	X	X	X				
Completed Registration		X					
DGI Registered Legal Document			X				
Developed Opening balance			X				
Opened accounts			X				

At the end of the technical assistance, an evaluation was conducted among some of the young entrepreneurs. The main challenges identified in young people when setting up and developing their enterprise were: i) economic constraints to contribute to the enterprise's capital; ii) challenges with the regional branches of the BNC; and iii) difficulties with the Directorate General of Taxes (DGI) in the South, claiming a lump sum to all members of the Board to issue their income declaration certificate, which is required to obtain the fiscal registration number of the new enterprise.

ACTIVITY 5: AWARENESS CAMPAIGN



EFH's Activity 5 addressed the prevailing norms, gender stereotypes and roles that hinder the access of women to the labor market in the transport sector, by promoting positive messages and raising citizens awareness on the inclusion of women in the sector. A Communication Campaign focused on the communities surrounding the EFH's implementation areas and the contractors interested in receiving the provision of services from the microenterprises was established in this Program.

Photo 2: Communication Campaigns' Board in Haiti

Photo credit: UCE

The main instruments used by the campaign to reach the targeted audience were: i) audio-visual material – such as street posters, videos and brochures, promoting positive messages on the work of women in the transport area; ii) an exhibition on women in non-traditional jobs in the infrastructure sectors developed throughout the Program's intervention areas; and iii) a presentation session for contractors, Ministry of Public Works, Transport and Communication (MTPTC) and governmental agencies in the infrastructure sector on the positive aspects and possible benefits deriving from the inclusion of a gender-based perspective in transport projects.

A communication campaign Consultant was hired under the Program to develop the materials and sensitization materials were developed in French and Creole. The campaign was planned to happen in parallel with the trainings, however, it faced some delays.

EFH'S BUDGET

The EFH Program had US\$1,014,407 assigned for its execution, which were distributed as follows:

- US\$ 276,692 for the training of 159 beneficiaries in the operation of heavy machineries;
- US\$ 75,642 for the training of 250 beneficiaries in roads maintenance;
- US\$ 39,818 for the training of 54 beneficiaries on micro-entrepreneurial skills;
- US\$ 379,987 for lodging costs;
- US\$ 190,705 for transport costs;
- US\$ 45,375 for the sensitization and communications campaigns; and
- US\$ 6,188 for additional implementation costs.

EFH'S MAIN OUTCOMES

- **EFH's objective almost fully reached:** 95 percent of EFH's planned objective was reached. The goal was to train and certify 500 beneficiaries, and 475 participants received training and certifications.
- **Women's focus achieved:** The Program's goal of focusing on the female population was accomplished, 75 percent of the Program's beneficiaries were women.
- **Success in activity completion:** All the activities proposed were delivered.
- **Creation of microenterprises:** 54 trainees were involved in the creation of 7 microenterprises.
- **Support women's access to economic opportunities** by: i) providing women with new technical skills; ii) improving their theoretical knowledge; iii) supporting the development of income-generating activities; and iv) promoting their inclusion in the transport labor force.
- **Women's empowerment:** The Program promoted women's empowerment and fostered their agency by raising their awareness on their rights, potentialities and decision-making power, as well as increasing their self-esteem.⁸
- **Promotion of working opportunities:** 9 percent of EFH beneficiaries found a job after training completion. Additionally, after 2 years from the delivery of Activity 4 and thanks to the UCE and MTPTC's support, 12 women who participated in the Program were hired by an agency providing service maintenance in urban machinery.
- **Flexibility and problem solving:** The Program and the people that contributed to its development demonstrated flexibility and problem-solving attitudes. Unintended and unexpected challenges were successfully addressed – e.g. the CEU initiative to develop partnerships with national agencies and a private constructing enterprise to provide internship and/or job opportunities to certificated participants.
- **Activities contextualization in the local labor market:** Based on the preexisting strategy adopted by the MTPTC of using local microenterprises for the construction, rehabilitation and maintenance of local roads, the program demonstrated to follow and continue the MTPTC approach, supporting local labor force inclusion in the road maintenance market.

⁸ The qualitative data was gathered during an evaluation conducted 2 years after the Program completion among 12 women who participated in the EFH.

TABLE 7: MAIN OUTCOMES OF THE EFH

Main Outcomes of the EFH			
Outcome	Women	Men	Percentage of Women
159 participants trained and certified on heavy machineries	106	53	66.6
250 participants trained and certified on road maintenance	194	56	77.6
54 participants trained and certified in entrepreneurship	44	10	81.4
7 established micro enterprises in the transport sector	NA	NA	NA

CHALLENGES FACED DURING THE EFH'S DEVELOPMENT

Although there were significant positive outcomes reached by the Program, the development of the activities informed about some Program's weakness and constraints. Below there is a list of the main challenges faced during the Program's implementation:

- **Shortage of job opportunities:** After completing the trainings, the participants had difficulties finding internships and job opportunities. The low percentage of beneficiaries finding jobs in the sector, is both related to the stagnant Haitian labor market, and the lack of measures to facilitate professional opportunities as part of the Program.
- **Lack of measures to include participants in the labor market:** The Program would have benefitted from measures to support participants in accessing the labor market after acquiring the trainings' technical skills and theoretical knowledge.
- **Delivering delays:** The Program experienced delays in the delivery of some activities that would have benefitted from their simultaneous execution – such as for the awareness campaign.
- **Participants' drop out:** A number of registered participants either did not show up for the activities or stopped participating during their implementation. There are many factors that might have contributed to this situation, including disappointment of participants' expectations, for example, receiving a lump sum of money to participate in the trainings.
- **Women's time availability:** Women experienced difficulties in participating in the Program while fulfilling their multiple roles, such as, being a mother, taking care of family members and managing the household.
- **Lack of measures to address participants' economic constraints:** Some beneficiaries interested in the creation and development of transport microenterprises faced constraints that prevented them from contributing to the microenterprise social capital. This negatively impacted the development of four potential microenterprises.

EFH'S POTENTIAL AREAS OF IMPROVEMENT

- Support a community-driven approach to design the Program. Define the Program's methodology and goals with the potential participants and assure that their needs, expectations and desired outcome conduct the Program's design.
- Discuss participants' expectations regarding the trainings in advance to clarify and address any questions in order to reduce the number of participants dropping out of the Program.
- Facilitate clear messages on what will and what won't be provided under the Program in order to avoid future misunderstandings that could lead to participants' disappointment.
- Identify gender champions in the transport sector, to establish alliances between governmental, private sector and community levels that could foster the gender and transport agenda.
- Develop partnerships with the local private sector to support the integration of participants in the transport labor force. This is particularly important in order to promote the participation of women in the sector, given that it is a male-dominated sector.
- Organize informative sessions between sector operators in the region to create synergizes, present newly formed enterprises, and support their business' development by exchanging experiences and lessons learned.
- Maintain and promote a constructive dialogue with infrastructure contractors in order to be able to share with them the benefits of hiring women and having a diverse workforce.
- Discuss with the MTPTC potential measures to incentive the private sector in absorbing the female workforce.
- Offer child care support to mothers that can facilitate their participation in the Program.
- Provide mentoring support to guide women during their integration to traditionally male occupations.
- Promote advisory and technical support to guide the new entrepreneurs in delivering quality services during their first commission.
- Provide targeted subsidies to youngsters to address the economic challenges faced in contributing to the enterprise' social capital. A loan mechanism could also be developed to allow them to return the borrowed sum once the enterprise provides incomes.
- Establish a fund for microenterprise registration to support the new entrepreneurs in the payment of the registration act.
- Donate equipment that can enable operability in newly-created enterprises. According to the budget provisions drafted as part of the final evaluation, the budget could vary between US\$ 15,000 to US\$ 20,000 per company.

THE INTEGRATION OF GENDER, HIV/AIDS & FIRST AID IN RECONSTRUCTION CAMPSITES PROGRAM (IGHFA)

The IGHFA was piloted under the Support for Haiti's Transportation Sector III Project (HA-L1079) and focused on developing gender interventions to promote women's inclusion in the transport infrastructure construction labor force.⁹ In line with the IADB's policy to mitigate social risks related to infrastructure development, the IGHFA devoted specific attention to the risks associated with labor influx and its potential negative impacts on local communities.¹⁰

The local organization Konesans Fanmi Se Lespwa Timoun (KF) was in charge of the program's implementation. The program was developed for two years, between 2014 and 2016, but as a result of several implementation delays KF requested an extension of its contract to the UCE. The IGHFA main objectives were to support the Haitian Government in its commitment to: i) promote an equitable and inclusive development through the support of the gender agenda; ii) reduce the spread of HIV/AIDS and GBV; and iii) reduce the risk of accidents at work.

MAP 2: IGHAF AREAS OF IMPLEMENTATION



The IGHAF was developed in the project's surrounding areas, the Ennery-Plaisance (RN-1) road section, with a particular focus on the Communes of Gonaïves and Ennery. The program focused on these two areas because of the increase of the HIV rate from 1.9 percent in 2006 to 3 percent in 2012 (Ministère de la Santé Publique et de la Population, 2012) and due to the high rate of GBV in these communities, which accounts to 40.9 percent of physical and domestic violence (Konesasn Fanmi, n.d.), among the highest rate in the country. Additionally, the Carte de Pauvreté d'Haïti classifies Gonaïves and Ennery in the category of "extremely low" in terms of access to primary health services (Ministère de la Planification et de la Coopération Externe, 2004).

⁹ The Support for Haiti's Transportation Sector III Project (HA-L1079) aimed at improving the connectivity between different regions of the country by reducing transportation costs and time. Its specific objectives were: (i) rehabilitation and improvement of Ennery-Plaisance/RN1 road section; (ii) maintenance of the rehabilitated section during 2 years; (iii) improvement of road safety conditions along the road reducing the risk of accidents involving vehicles and pedestrians; (iv) institutional strengthening of the transport sector; and (v) pavement of urban sections in selected municipalities using labor intensive methods.

¹⁰ It is widely recognized that the arrival of external male workers for construction, rehabilitation, or maintenance of infrastructure can have negative impacts on local population, especially on women and girls. Women and girls are likely to engage in relationships with campsite workers, exposing themselves to different risks. Potential negative consequences of such transitional relations include contracting sexual transmitted infections, including HIV/AIDS, adolescent pregnancy, child prostitution and sexual abuse, and GBV. Family disruption and children's abandonment might also happen.

COMPONENT 1: TRAININGS ON CONSTRUCTION TECHNIQUES: MASONRY, SCRAPING AND CARPENTRY

In line with project HA-L1079's objective of promoting a gender inclusive agenda and to support the socio-economic integration of women in male-dominated jobs within the construction sector, KF put in place a training program among local women in masonry, scraping and carpentry. The program provided beneficiaries with technical knowledge on the three main jobs and was developed in Gonaïves, Ennery and Plaisance.

TABLE 8: TRAININGS ON TRADITIONAL MALE WORKS

Trainings on Traditional Male Works					
Community	CBOs	Women	Men	Total	Percentage of Women
Gonaïves	10	23	3	27	85
Ennery	15	31	4	36	86
Plaisance	23	64	7	73	87
TOTAL	48	118	14	132	89

KF followed two criteria to select the program's beneficiaries: i) be educated; and ii) be recommended by one CBO collaborating with KF. By the end of the program, 132 people participated in the training. Among the participants, 118 were women and the remaining 14 were men. Two thirds of the participants were between 26 and 50 years of age, and 31 percent of them had already worked in a construction site before. Regarding training preferences, 71 percent chose masonry, 23 percent scraping, and 6 percent both. Each training lasted 4 weeks.

TABLE 9: PROFILE OF BENEFICIARIES PARTICIPATING IN THE TRAININGS ON TRADITIONAL MALE PROFESSIONS

Profile of Beneficiaries Participating in the Trainings on Traditional Male Professions									
Age	#	Education	%	Occupation	%	Civil Statute	%	Children	#
18-25	35	Primary	35.79	Commerce	42.74	Single	34.84	No one	34.09
26-50	88	Secondary	56.18	Agriculture	16.66	Married	34.09	1-2	25
> 51	3	Tertiary	5.3	Sewing teaching	15.15	Widowed	5.3	3-5	26.51
No reply	6	No reply	3	2 activities	3.78	Placage	21.96	6 and >	9.84
				No reply	1.51	No reply	3.72	No reply	4.54
				No activities	17.42				

COMPONENT 2: COMMUNITIES' AWARENESS RAISING INTERVENTIONS ON HIV/AIDS AND GBV

Component 2 objectives was to sensitize the population surrounding the project's area of implementation on HIV/AIDS and GBV. To achieve this, representatives of women's CBOs were trained on GBV and HIV/AIDS. The trained representatives, under the supervision of KF, were responsible to create community units to organize extensive education and awareness raising sessions on the prevention of HIV/AIDS and GBV in Gonaïves, Ennery and Plaisancehave.

TABLE 10: CBOs AND THEIR MEMBERS TRAINED ON HIV AND GBV

CBOs and Their Members Trained on HIV and GBV						
Municipality	Localités	CBOs	Men	Women	Total	% Women
Plaisance	Dépeignes	2	8	20	28	71
	Nan Michel	3				
	Centre-Ville	5				
	Champagne	5				
	Bassin	5				
	Lecler	1				
Gonaïves	Gattereau	8	8	22	30	73
	Pont Tamarin	1				
	Bassin	1				
	Bois-Marchand	3				
Ennery	Passe-Reine	6	10	34	44	77
	Haut-Chemin	1				
	Centre-Ville	5				
	Mapou Rolin	1				
	Savane Carre	1				
	Garoti	1				
	Gattereau	8				
	Pont Tamarin	1				
	Bassin	1				
Total		49	26	76	102	74

Several group sessions were held in various localities to sensitize the population. Through these group activities, 3,559 people were sensitized (1,431 men and 2,128 women), and 1,662 people benefited from tests services (880 men and 782 women). Furthermore, trained women organized four extensive tours through mobile units to educate as many people as possible of HIV/AIDS and GBV prevention, where 4,300 people were sensitized and 20,432 condoms were distributed in Gonaïves, Ennery and Plaisance have.

TABLE 11: INTERVENTIONS DEVELOPED AMONG LOCAL POPULATION

Interventions Developed among Local Population						
Municipality	# Sensitized people		# Tested people		# People infected & treated	# Distributed condoms
	H	F	H	F		
Gonaïves	191	183	106	94	2	15,596
Ennery	435	651	200	332	9	36,556
Plaisance	805	1,294	574	356	5	43,787
Total	1,431	2,128	880	782	16	95,939

COMPONENT 3: HIV AND GBV PREVENTION TRAININGS FOR CONSTRUCTION WORKERS

This component aimed at educating construction site workers on HIV/AIDS and GBV, to mitigate the spread of HIV and GBV, and prevent the public work sector to become a vector for these issues. Interventions under Component 3 included: i) trainings to workers on construction sites on prevention practices and available services; and ii) screening tests for HIV and syphilis on construction sites.

TABLE 12: INTERVENTIONS DEVELOPED AMONG CAMPSITES WORKERS

Interventions Developed among Campsites Workers				
Interventions	Women	Men	Total	% Women
Campsites workers trainings on HIV & GBV	21	116	137	15
Campsites workers screening on HIV & syphilis	16	98	114	14
Sensitization on HIV & GBV in campsites	/	100	100	/
Workers trainings on first aid	44	98	142	31

A total of 137 campsite workers were educated about HIV and GBV (21 were women), and 114 were screened on HIV and syphilis.¹¹ Additionally, in the surrounding of the campsites, 100 workers were sensitized on HIV and GBV, and 3,456 condoms were distributed, including usage demonstration.

COMPONENT 4: FIRST-AID TRAININGS FOR CONSTRUCTION WORKERS

Numerous work accidents can happen during the development of infrastructure projects. These accidents could be prevented and addressed through proper safety and health services strategies. Considering difficulties in accessing health services, emergency evacuation plans, and work-related accidents, component 4 aimed to build and strengthen first-aid response capacity of workers and local health institutions. In total, 142 workers were trained in first-aid (98 men and 44 women). The activities conducted under this component were: i) trainings on first-aid to workers by first-aid professionals; and ii) procurement and supply of basic medical, and pharmaceutical equipment.

IGHAF 'S MAIN OUTCOMES

Based on the IGHAF completion analysis, the IGHAF main outcomes include:

- **Strengthening of women's CBOs:** Community mobilization capacity of women working in the COBs was improved. This allowed them to enhance their leadership within the community, increase their visibility, and develop working relationships with members of different organizations.
- **Reinforce women's network and leadership:** The program contributed to empowering women by helping them expand their networks through their organizations. The combined efforts of different organizations' leaders to conduct the educational sessions increased women's networking opportunities. Additionally, the program has encouraged the development of women's leadership by enabling them to lead the Community Animation Cells (CACs).

¹¹ Among the people tested, one was infected with HIV and one with Syphilis.

- **Increased local awareness on GBV, HIV/AIDS and gender equality:** As a result of the extensive trainings, sensitization sessions and debates, the program enhanced local awareness on women's rights, GBV, responsible parenting, and HIV/AIDS.

TABLE 13: BENEFICIARIES OF THE IGHAf INTERVENTIONS DISAGGREGATED BY SEX

Beneficiaries of the IGHAf Interventions Disaggregated by Sex				
Interventions	Women	Men	Total	% Women
Trainings on traditional male works	118	14	132	74
CBOs trainings on HIV/AIDS & GBV	76	26	85	80
Communities trainings on HIV/AIDS & GBV	2,128	1,431	3,559	60
Communities HIV & syphilis screening tests	782	880	1,662	47
Workers GBV-HIV sensitization	21	116	137	15
Workers HIV & syphilis screening tests	16	98	114	14
Workers first aid trainings	44	98	142	31

- **Encouraged STI screening among local population:** Residents benefitted from the STI screening services because of the extensive work conducted by women's organizations. Additionally, a greater number of people were open about being screened or tested, and were interested in knowing their HIV status.
- **Support provided to local health institutions:** Through its comprehensive approach on HIV/AIDS and syphilis, the project improved the relationship of local health institutions of Gonaïves, Ennery and Plaisance with the population, by getting their trust. Local health institutions also benefited from KF's logistical resources.

TABLE 14: IGHAf'S REACHED OUTCOMES

IGHAf's reached outcomes			
Planned intervention	Planned	Reached	% Realization
Firms managers HIV- GBV meetings	10	8	80
Workers trainings on first aid	150	102	68
Workers trainings on STIs and HIV	300	135	45
HIV and syphilis testing	2,400	1,257	52.3
Distribution of condoms	126,000	91,849	73
Community sessions on HIV-GBV	5,000	3,000	60
Women trainings on HIV-GBV	200	150	75
Educators trainings on HIV-GBV	200	102	51
Women trainings on construction	150	132	88
Mobile unit HIV Awareness Tours	7	3	42.85
Provision of first aid kit	10	6	60
First aid station	1	1	100

- **Empowerment of campsite workers through the interventions:** While campsite workers were excited with the results of the activities implemented, they also experienced a sense of ownership of these accomplishments and felt more engaged with their communities. The focus on HIV-GBV and the first aid course allowed them to witness the impact of being responsible leaders.

- **Construction firms benefited from an increase in trained workers:** Firms benefited from the program, especially from soft-skills related to construction trainings, such as first-aid, HIV/AIDS and GBV, as the number of educated workers increased.
- **Improved perception of workers among local communities:** Local people often consider construction workers as a risk, due to the impression that they give little importance to the social aspects of their work. The trainings and discussions among workers on the social aspects related to construction development helped the workers improve their relationship with the communities and ameliorated the population's perception towards them.
- **MPWTC acquired experience for future interventions:** the IGHAf was a pioneering experience for the MPWTC in the implementation of the gender and construction agenda. The Program's lessons learned and recommendations, leave an instructive heritage for MPWTC potential future interventions in this field. Additionally, all the training and communication materials, studies, and surveys are an asset for future projects.

Although the program contributed to moving the gender and transport agenda forward, it did not achieve its targeted goals (see table 14).

CHALLENGES FACED DURING IGHAf 'S DEVELOPMENT

- **Occupational gender segregation:** Most of campsite's managers are men, who often prefer to hire local women for activities related to campsites' maintenance, such as cleaning, cooking etc., instead of offering them a job in the construction area. The occupational segregation affects women, as construction jobs are more profitable than service-related activities.
- **Gender-blind hiring processes:** Despite KF's gender advocacy and sensitization efforts, contractors who were responsible for the construction of the road and the UCE did not include measures to promote gender-equality in the hiring processes to support the employment of the women who completed the trainings.
- **Risk of losing the acquired knowledge:** Given the difficulties in finding a job in traditionally male occupations in the construction field, women were less likely to apply the notions they learned during the trainings. The lack of practice of the new skills could difficult the retention of the acquired technical knowledge.
- **Established selection criteria hindered access to women with lower education levels:** Women with lower education levels often face harder constraints due to difficulties in finding employment opportunities. Additionally, this sub-population has more children than educated women. These two elements put them in precarious financial conditions as they would need to work to support their families but do not have the necessary skills to enter the labor market. The selection criteria used by IGHAf to identify beneficiaries for the construction techniques trainings required having an education, which could have penalized uneducated women who needed the skills to find a job.
- **Female resistance to undertake HIV testing:** although female beneficiaries attended the HIV/AIDS and GBV community education sessions, they were less willing to be screened.
- **Delays hindering project's implementation:** Several delays during the conception and implementation phases, and shortage on needed material for project's implementation hindered the original work plan. Faced obstacles included: i) the procurement process lasted longer than expected; ii) local markets were out-of-stock on HIV test kits and condoms; and iii) delays experienced in disbursement, and in the development of training plans. As a result, some operational objectives were not achieved after the two-year program life. KF requested an extension and the UCE accepted.
- **Reduced funds for continuing intervention implementation:** The lack of long-term program funding resulted in a slowdown in the delivery of services, affecting the credibility of the organization and project implementation.

- **Shortage of communication measures:** Communication materials produced as part of the program to increase awareness and visibility on GBV and HIV were not widely disseminated due to funds constraints.

IGHAF'S POTENTIAL AREAS OF IMPROVEMENT¹²

- **Add a clause in the bidding documents and contracts that sets a minimum target to hire trained local women:** This measure would allow trained women to put in practice their new skills and gain practical experience that could increase their likelihood of obtaining a job in the transport sector.
- **Promote construction trainings for women with lower educational background:** Revise the selection criteria of the IGHAF to provide trainings to the most vulnerable women.
- **Train team leaders and relevant actors on the benefits of incorporating prepared women in construction works:** Gender segregation in the construction field is embedded in stigma and preconceptions of what constitutes a male and a female job, for example, campsites managers still associate women with housekeeping tasks. Training women in traditionally male occupations needs to be supported with awareness strategies towards team leaders and decision makers, such as, campsites managers, on the benefits of hiring women.
- **Internship/short-term employment program in the construction field:** As a measure to address the potential risk that women could lose their acquired knowledge in construction techniques, an internship/short-term employment program could be agreed among government agencies (i.e. executing agencies), universities, technical institutes and constructions firms. This type of professional contracts might be easier to be found and provide a temporary solution while women find more long-term positions.
- **Prepare a roster of construction female labor force:** Developing a roster of trained women could facilitate the hiring of local female workers. The roster might include specific skills of each woman and serve as a tool for constructions firms looking for local labor force.
- **Provide women with leadership trainings and set a target for female campsites managers:** Women responsible for COBs and who received training in construction techniques and on community mobilization on HIV and GBV have a higher level of education, and are preferably positioned to be team leaders on campsites. This requires additional leadership training and the inclusion of a percentage of female team leaders. These women can be of great help to monitor GBV and child labor inside the campsites.
- **Integrate code of conducts on child protection and GBV in bidding documents and contractors' contracts.** In order to prevent and address the potential social risks related to labor influx, codes of conduct on child protection and GBV could be incorporated in the bidding documents and in the contracts of all employees, contractors, and consultants contributing to the implementation of the project. Children in Haiti are engaged in child labor (34.4 percent of Haitian children between 5-14 years old are working), including in domestic work, agriculture and construction.
- **Inclusion of action plans on GBV and child protection in bidding documents and contractors' contracts.** A compliance team (CT) can also be established to coordinate and monitor the application of the codes of conduct. In order to operationalize the principles enshrined in the codes of conduct, the CT will develop an action plan on child labor and an action plan on GBV. Potential members of the CT can be the UCE social development specialist, the resident engineer, the campsites' health and safety manager, and a local organization serving as representative for the local communities. The action plans will provide these actors with ad hoc instruments to prevent and address these social risks among their workers.

¹² Since some of the proposed suggestions related to the EFH program's construction trainings can be applied to the IGHAF program's construction trainings as well, the section will mainly propose suggestions in other areas of the program's implementation.

- **Continue the testing in remote rural areas:** Since those living in the most remote rural areas are the ones most interested in screening services, and as more cases of infected persons have been identified there, these services need to continue within these communities.
- **Support a holistic HIV/AIDS approach:** Address the stigma related to HIV/AIDS, provide comprehensive knowledge on the infection, and improve access to screening sites to reduce the resistance, especially women's, to get tested.¹³
- **Increase funds in MTPWC communication budget:** To address the shortage of funds for the project's communication agency, develop a mechanism to use communication funds under the MPWTC.

OTHER INITIATIVES

Between 2012 and 2014, the World Bank (WB) also contributed to the Haitian gender and transport agenda supporting the Haiti Adolescent Girl Initiative (AGI). The AGI was an international initiative aiming at piloting interventions that improve employability of vulnerable young women in non-traditional jobs. It developed trainings among 1,000 Haitian adolescents in masonry, heavy machinery operation, carpentry, electricity, mechanics, refrigeration and telecommunications.¹⁴ Likewise, USAID engaged in gender and transport interventions, specifically on training women to drive trucks in the road's construction area.¹⁵

The AGI interventions provided important lessons to inform the development of the GAP and guide potential future actions (see figure 2).

FIGURE 2: AGI SUGGESTED MEASURES TO INCREASE ADOLESCENT GIRLS' EMPLOYABILITY



Source: Baseline and midline survey data sets—AGI Haiti

- **Public private partnerships (PPP):** Although AGI trainings prioritized areas of higher hiring potentiality, beneficiaries faced hard challenges in finding job opportunities due to the Haitian stagnant labor market. PPP were an essential element for skill-building programs. This collaboration provided trainings' beneficiaries opportunities to apply the skills developed in the labor market through internship programs and, in some cases, through short- or long-term employments.

¹³ "Comprehensive knowledge" of HIV is a composite measure and indicates that an individual knows that: i) both consistent condom use and limiting sexual intercourse to one uninfected partner can prevent HIV; ii) a healthy-looking person can have HIV; and iii) rejects the most common local misconceptions about the transmission of HIV, such as that HIV can be transmitted through mosquitoes and that a person can become infected with HIV by sharing food with a person who has AIDS.

¹⁴ For more information on the AGI, please refer to: World Bank. 2015. Haiti Adolescent Girl Initiative: Project Report.

¹⁵ It has not been possible to gather further information on the USAID gender and transport interventions.

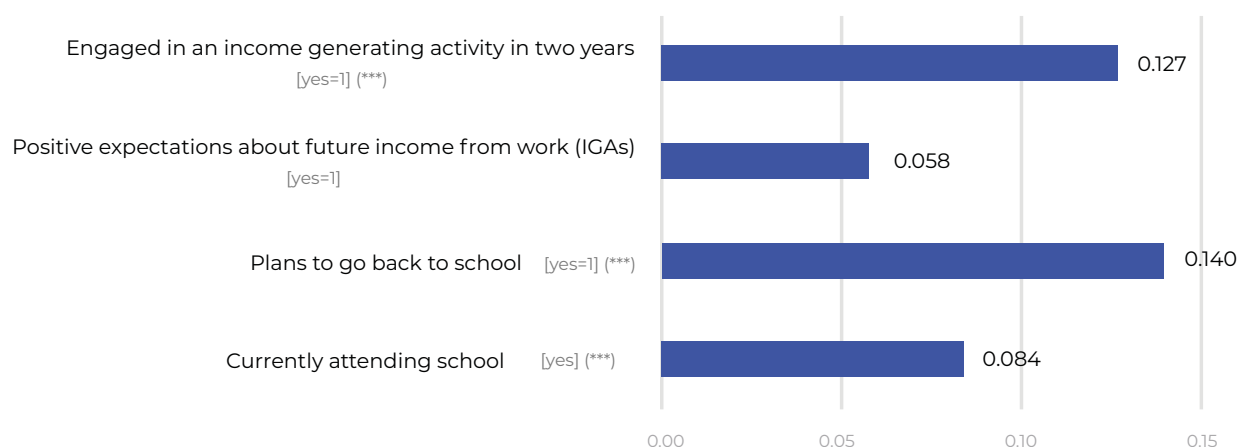


Photo 3: Adolescent Girl Initiative Graduation Ceremony

Source: Haiti Adolescent Girl Initiative (AGI): Project Report Poverty Global Practice

- Collaborate with local organizations:** Local NGOs emerged as vital allies in the conception and implementation of AGI's measures. Local organizations' engagement increased trust and buy-in among AGI partners, and enhanced the initiative's sustainability by bringing back ownership to local actors.
- Complement technical training with socio-emotional and soft-skills development:** AGI Haitian experience informs that socio-emotional and soft-skills development coupled with technical skills are a key combination to prepare women for the work environment. As a result of this specific support, women's educational and working aspirations were strengthened, their self-esteem and agency improved and they felt more comfortable with their job performance.
- Focus on beneficiaries' aspirations:** The AGI approach supported its beneficiaries in identifying their professional and life aspirations. This focus led to inspiring results. Beneficiaries' desire to study and training increased, and their acceptance of personal partners' violent behaviors decreased. Additionally, young women felt more assertive and confident to talk about professional opportunities with others.
- Guide beneficiaries towards their career orientation:** While supporting beneficiaries in identifying their life and professional aspirations, the AGI also provided mentorship. The mentorships aim was to support beneficiaries in setting reasonable professional goals and aspirations, and manage their expectations.
- Be conscious of the Haitian limited labor market:** AGI outcomes showed that gender-based segregation is not the main constraint when female adolescents try to access male-dominated sectors. The main bottleneck remains the limited labor market offer, which requires to provide trainings that could transform into viable employment opportunities. Other factors that impacted the low level of job opportunities included the limited number of job openings, the lack of information about the openings and men's abuse of authority during the job application process, for example, making sexual advances during the process.

FIGURE 3: IMPACT OF AGI ON EXPECTATIONS ABOUT JOBS, INCOME AND EDUCATION



Source: Baseline and midline survey data sets—AGI Haiti

- **Support the job search process:** AGI piloted an innovative measure to address the lack of job openings information and motivate girls' job searches. The program developed a SMS system to maintain girls connected during 6 months after the training. Through the system, trained girls could share job openings, and support each other during their job search.
- **Consider the devastating impact of sexual harassment on professional self-esteem:** Adolescent girls have a high risk of being the target of sexual harassment during their job seeking process. This experience ranked as the primary reason for their demoralization during the job search and it also lowers girls' perception of their professional skills.

QUALITATIVE RESOURCES FOR THE DEVELOPMENT OF HAITI'S TRANSPORT GENDER ACTION PLAN

Over the past decades, a series of gender-sensitive transport initiatives have been piloted in Haiti, mainly focusing on women as services providers. An approach looking at women and men as services users would expand the Haitian transport's potentialities. The conception of services and infrastructures tailored on women and men's specific needs can promote better access to markets, education and health services, facilitate economic opportunities, and finally reduce women's time poverty.

GENDER DIFFERENCES IN TRAVEL PATTERNS IN HAITI

Gender-based differences in productive, reproductive and community roles influence women and men's transport means and travel patterns. While in Haiti men often drive vans, cars and motorcycles, walking and shared transport means, such as tap taps, mini vans and motorbikes remain the prevalent travel means for women. Women also have more complex travel patterns than men, combining their household chores and care-giving tasks with income-generating activities and community obligations. In Haiti, existing gender differences in means of transport have also direct impact on women and girls' security. Women and girls are more vulnerable to experiencing gender-based violence (GBV), including physical and sexual harassment, when walking in isolated areas or travelling in shared transport means.

To understand the needs of Haitian women as transport services users, the IADB Transport Division (TSP) conducted a gender and transport-scoping mission in Port-au-Prince and Gros Morne, Haiti between December 12-16, 2016. The mission's goal was to identify the main transport challenges and needs of local women when developing their business, through focus groups and in-depth interviews with key actors working in Haiti, in order to address them in IADB's transport investments.

FOCUS GROUPS WITH MADAN SARA AND WOMEN IN THE MANGO VALUE CHAIN

METHODOLOGY AND COMPOSITION

Historically, Haitian women have been engaged in the informal trade of local and regional products, which allows the distribution of the national agricultural production between the countryside and the cities. These Haitian female traders are called Madan Sara (MS). MS represent 80 percent of the Haitian informal labor market, comprising the main source of income for most of the female population and their families (PNUD, 2015). Their traditional business has evolved to a more structured one, and has extended to trading manufactured goods, - such as cosmetics, dresses and shoes. Being at the core of the Haitian trade's network, MS constantly travel and have specific transport needs. Despite the fact that this primarily female business remains the main source of income for most of the country's families, it is still mostly an informal economic activity. Its informality causes many difficulties, both in terms of business' sustainability, which affects women directly, and of financial benefits deriving from it, which indirectly affects the country's economy.

The scope of MS' action extends across regional borders and they often reach other countries for their purchases. MS are divided in two main sub-groups: i) National MS (MN), also called Madan Sara Camion (MC),¹⁶ who handle the national trade market, and ii) International MS (MI), also named Madan Sara Avion (MA),¹⁷ who engage in international trade. Women prevail in this business; however, a small percentage of men, known as Monsieur Sara, have started to get involved in it.

Women are also involved in the mango value chain as producers and traders. As the IADB has transport operations in Artibonite, the main mango production area in Haiti, the study also identified the main transport constraints experienced by the local female mango producers and traders (MPT). The analysis would guide the design of potential gender-specific actions as part of transport operations in this region.

To identify and analyze the transport constraints faced by local women, three focus groups (FGs) were conducted among MS and women working in the mango value chain. One FG was developed with MC, one with MA, and a joint one between female mango producers (MP) and mango traders (MT).

Each FG was composed of 10-13 participants, including women and men. Women's participation was higher compared to men's due to the gender labor segregation that characterizes these businesses. A questionnaire consisting of 12 open-ended questions was developed and used to guide the FGs conversation (see Annex I and II), and a local assistant was hired to provide simultaneous translation from French to Creole (and vice versa), as well as to coordinate the logistics of each FG. Participation in the discussion was very dynamic, each participant who joined was able to share her/his experience.

¹⁶ "Madan Sara Camion" is the French wording meaning "Madan Sara Truck". They are named in this way because they usually use trucks to move around to sell their merchandise.

¹⁷ Madan Sara Avion" is the French wording meaning "Madan Sara Plane". They are named in this way to differentiate them from MC. MC work at a national level and MA travel abroad to buy their merchandise. Their name derives from their business characterization of flying abroad.

FOCUS GROUPS WITH MADAN SARA AVION¹⁸

FOCUS GROUP COMPOSITION

- The FG with MA was organized with the support of the Association des Commerçantes du Secteur Informel (ACSI), a local organization member of the Haitian Federation of Small and Medium Enterprises that aims at defending the interests of Haitian small traders. The meeting was held on December 13, 2016.
- Participants: 10 women and one man. Although originally from different parts of the country, all participants were currently living in Port-au-Prince.
- MA are recognized as the Haitian female traders who travel abroad to buy merchandise and resell it in the national, and sometimes regional markets, such as Cuba and Dominican Republic. Usually MA are concentrated in Port-au-Prince, but some also live in Cap-Haïtien and Jacmel.

BUSINESS CHARACTERISTICS

- MA are mainly importing manufactured merchandise -such as clothing, underwear, shoes, hair accessories, cosmetics, household items and electrical appliances.
- Their business is part of the formal market, they own a selling license and can formally access bank loans.
- There are two main markets where MA purchase their merchandise: i) regional market (mainly Panama, Dominican Republic, Curaçao and the United States, and ii) international market (mainly China, India and Vietnam).
- MA's business chain: i) selection and acquisition of the merchandise abroad; ii) shipment and arrival of the selected merchandise to Haiti; iii) sorting of merchandise sorting in the market; and iv) purchase of the merchandise.¹⁹
- Once the containers arrive to Port-au-Prince's port, the items are carried to the markets, where MA have their selling points, and keep their merchandise in the markets' storage room.
- MA hire local assistants to organize and store the merchandise, and have additional people helping them selling their products in the market.²⁰
- The merchandise is sold at the main markets in Port-au-Prince: Hyppolite market, or in specialized markets – such as Tabarre (clothing and cosmetics), Croix-des-Bouquets (clothing and agricultural products), and Salomon (agricultural products and hardware).
- There is no established business collaboration between MA and MC, being that each one develops their work separately.

¹⁸ The figure of the International MS finds its roots in the 1960s, when middle-class women started travelling to Cuba, Puerto Rico and Curacao to buy shoes, clothing and textile in order to resell them in their shops in Port-au-Prince. With the evolution and opening of the global markets, MA started exploring intercontinental trade reaching soon the cheaper Asian markets, including the Chinese, Indian and Vietnamese ones.

¹⁹ Purchase phase: usually MAs travel twice a year to select and buy merchandise. They are requested to anticipate 20 percent of the cost when ordering the items, and once the merchandise is delivered in Haiti, they must pay the remaining 80 percent. Merchandise is usually shipped to Haiti by ships and stored in containers

²⁰ Usually, MA has around 12 people working for them at any given time, and during the merchandise delivery they could hire up to 30 additional people.

TRANSPORT PATTERNS AND CHALLENGES

- The merchandise is shipped in containers by sea, and once it arrives at the port is carried to the markets directly by private companies. MA pay for the transport.
- As clients come directly to the market to buy the merchandise, MA are not involved in the final delivery. Depending on the amount of merchandise, clients hire trucks, motorbikes or taxis, or use public means to transport their items.
- MA stopped organizing the merchandise delivery to their clients after experiencing attacks in that process.
- MA's transport needs and constraints are few due to the peculiarity of the merchandise transportation, which is usually handled by the sellers and the clients.
- Shortage of parking spots in the markets: once the merchandise arrives at the markets, the containers occupy most of the space and there is a shortage of parking spots, creating security problems to unload the containers.

BUSINESS CHALLENGES

- Access to credit: As MA own formal enterprises, they could request loans to commercial banks and microfinance institutions (MFIs). However, interest rates, as well as loans' readiness and processing duration limit their access to credit.
- Delays in credits: When credits are approved, MA often experience delays to receive the loan and face problems to settle their payments, for example, to sellers once the merchandise is delivered.
- Blocked merchandise: Once the merchandise arrives to the port, MA have to pay the remaining 80 percent to have it cleared by customs and have access to it. Often, they lack the resources to complete the payments because the requested credit is delayed, hence, the merchandise stays blocked at the port. In order to have their merchandise cleared, MA have to request additional loans, which further increases their debts.
- Lower profits: Merchandise selling price increases during certain seasons (e.g. Christmas). MI need to have their merchandise ready to sell at the "high season" price, otherwise they will sell it later at lower prices, losing profits, and increasing the stock of unsold merchandise.

RECOMMENDATIONS²¹

- Improve MA's access to credit and interest rates.
- Support the development of more spacious markets to improve their selling.
- Potential collaboration between MA and MC could be explored. A partnership between these two groups might be profitable and strengthen MC's businesses through MA expertise and well-established market.

²¹ As MA handle a more stable and profitable business, characterized by organized transport services and few transport constraints, the analysis will focus on the transport needs of MC and MPT.

FOCUS GROUPS WITH MADAN SARA CAMION²²

FOCUS GROUP COMPOSITION



Photo 4: FG with MC at ACSI

- The FG with MC was organized with the support of the Association des Commerçantes du Secteur Informel (ACSI). The meeting was held on December 14, 2016.
- Participants: 11 women and 2 men. One of the male participants was the director of the Petionville Public Market. 5 participants were from Jacmel (South Department), 3 from Camp-Perrin (South Department), 3 from Kenskoff (West Department), 1 from Port-au-Prince, and 1 from Plaisance du Sud (Nippes Department). The FGs included urban and rural MC.

BUSINESS CHARACTERISTICS AND CHALLENGES

- Most of the participants said that they sold agriculture products (mainly bananas, peppers and potatoes) in urban markets. One participant currently sells used clothing on the street, and one is the director of the Petionville Public Market.
- MC work qualifies as informal business and they lack access to Banks' loans. However, a growing number of local banks are developing specialized micro-credit branches that could offer credits to MC as well. MFIs also provide credits to MC, but the interest rates are too high.
- Sales proceeds are usually reinvested in purchasing other products, as well as used for family needs, and to repay debt. Earned money is rarely deposited in a bank account.
- Limited financial literacy and the lack of a comprehensive understanding of the financial market constrain MC financing options. MC tend to obtain higher loan rates and face difficulties handling their financial capital. As a result, they contract several debts, which exacerbate their already precarious financial condition.
- Business instability: Often MC could not sell any of their products and have to stay at the markets overnight to try to sell their merchandise the day after.
- MC are exposed to many physical efforts – such as walking for long distances, carrying products, spending the nights out in precarious and unsafe conditions, and travelling many times per week.
- Business hours might also be exhausting. All the complications that might experience during their work – such as unsuccessful selling, transport problems, inclement weather conditions, might force them to spend a lot of time away from home.
- Children care: While travelling, MC have to find an alternative caretaker for their children. They usually rely on their parents or neighbors.
- Merchandise theft is quite common and usually happens once the products arrive at the markets.

²² MC are often divided in Rural Madan Sara (MR) and Urban Madan Sara (MU). This division fades, as their roles are often interchanged and their scope of action overlaps the rural-urban borders. Constant changes of labor market and specific situations, such as a natural disaster, could modify their usual business patterns.

- To face these constraints, MC usually travel in groups to support each other.

TRANSPORT PATTERNS AND CHALLENGES

- **Products transport:** When picking up products directly from plantation, MC experience many challenges. Due to scarcity of products, few trucks travel directly to the plantations and MC cannot plan how to reach the primary road with their products. They either have to walk or to wait for a motorbike. Then once on the main road, merchandise is transported to Port-au-Prince by trucks.
- **MA transport:** To reach Port-au-Prince market, MC used to travel on the trucks with their merchandise but, due to several accidents, they prefer to use shared taxis and send their merchandise by truck. The taxi trip is faster and women are already in Port-au-Prince when their merchandise arrives.
- **Deteriorated secondary and tertiary roads:** Agriculture trade between municipal sections is problematic as secondary and tertiary roads are deteriorated and trucks have difficulties using them. MC cover these routes using motorbikes and must make several trips to carry all the merchandise. Travel time increase negatively affects MC's business.
- **Scarcity of transport means:** Transport means are scarce between purchase and selling points, and despite the high demand, trucks are not enough. Usually MC have to wait for several hours on the road for a truck to pass by to carry their products. Additionally, disorganization of transport vehicles emerged among one of the main challenges that hinder MC's work. Rarely, trucks, taxis, and motorcycles have set tariffs, and established schedules, complicating MC logistics.
- **High transport cost to reach markets:** MC prefer to use shared taxis and send their merchandise by truck. Market places are far from the plantations and they need to take multiple transports means to reach them. Due to this situation, they usually have to pay double fares. Furthermore, when using motorcycles, MC require to make several trips and pay multiple fares.
- **Precarious trucks' conditions:** Trucks are old and lack proper maintenance. They tend to break down along the way. While waiting to have the trucks fixed, MC lose time and are exposed to being attacked by thieves. Additionally, their merchandise could get compromised as a consequence of waiting for too long under inclement weather conditions.
- **Security concerns:** MC expressed the risk of being attacked by thieves while travelling, as this situation is common. Attackers look for money and mobile phones, however, cases of rapes and violence have also been reported.
- **Safety challenges:** When travelling with their merchandise, MC risk falling down the trucks, as they tend to be overloaded. Fatalities have been reported due to the unsafe travel conditions. Road deterioration constantly exposes MC to major risks, such as accidents.

RECOMMENDATIONS

- **Improve access to credit.** MC suggested having direct loans provided by the IADB under more favorable interest rates.
- **Invest in the rehabilitation of secondary and tertiary roads** to improve and facilitate trade for MCs.
- **Create a specific body/organization** that coordinates the provisions of transport services, which might improve the current situation.²³ Several critical services could be provided under the organization, including, among others:

²³ Trucks, taxis, motorcycles are all privately owned and there are no set tariffs and established schedules.

- Registration of service providers and users under a common union that grants efficient services and benefits for their members.
- Coordination in the organization and provision of transport means in underserved areas – such as the establishment of shifts that will ensure the presence of motorcycles that travel along secondary and tertiary roads, as well as other vehicles that connect rural and peri-urban areas to urban centers.
- Established schedules for both the trucks that carry the merchandise to the markets and the smaller vehicles that transport MC to the selling points.
- Fixed tariffs for product and people's transportation.
- Provision of financial literacy trainings to support MCs' in managing financial capital and reinvesting their profits. The IADB could, for example, support MCs in understanding the procedures of requesting loans, how loans work, how to handle them and which are the different organizations providing them.
- Creation of cooperatives and/or provision of support to already existing ones to help MCs' business by joining investment capitals, sharing costs, improving business organizations, differentiating products availability, and potentially increasing earned profits. Market segmentation studies could be financed by the IADB to better understand available potentialities to invest in a specific area.
- Alignment of different areas of intervention – such as transport, agriculture, and access to credit, to synergize efforts towards a more sustainable and profitable business. Potential partnerships with the IADB agriculture division could be explored to interchange approaches - such as the voucher scheme to purchase agriculture technologies.

FOCUS GROUPS WITH WOMEN WORKING IN THE MANGO VALUE CHAIN

FOCUS GROUP COMPOSITION



Photo 5: Women from Solidarité Femmes

- The FG with women working in the mango value chain was organized with the support of Solidarité Femmes, a local organization based in Gros Morne (Département de l'Artibonite) that supports women's empowerment through the provision of education, health services and credits. The meeting was held on December 15, 2016.
- Participants: 10 female participants coming from Gros Morne participated. 5 women were part of the organization and were mango producers; the remaining 5 were mango traders.²³

²⁴ Female mango traders can be considered as MC given their work distributing national agricultural production between rural and urban areas.

BUSINESS CHARACTERISTICS AND CHALLENGES

- There are two main mango markets in the country, one specifically developed for international exportation and the other for local subsistence. In the Artibonite zone, 70 percent of the mango production consists of mango Francine, a mango quality produced mainly for exportation. The remaining 30 percent of the production (blanche, la petite fille communie, cannelle, etc.) is consumed and traded nationally.²⁵
- Plantations are private and there are three main systems for using them: i) women rent the plantation (the land) and mangos belong to them; ii) women share half of the mango production with the landlord; iii) women rent the land for 5 years with a final promise of sale which would subtract the 5 years of the renting costs from the land's sale price.
- The interviewed women were engaged in three main activities of the mango value chain, consisting in soil preparation, mango production, and mango commercialization. The 5 women part of Solidarité Femmes mentioned that they were in charge of taking care of soil preparation and all the processes related to the production; the other 5 women focused on the commercialization aspects.
- Men usually coordinate the mango collection, some climbing the trees and others collecting mangos as these fall from the trees.
- Preparation is the first phase of the mango value chain, which consists in soil fertilization, irrigation, and covering construction to create shade and protect the plants from sun's heat. An agronomist trained Solidarité Femmes women on the different steps to be followed in the mango value chains.
- Francine mango and mangos consumed locally have different production processes. For Francine mango, women usually bring them to the collection points, which are very close to plantations sites, to clean and dry them; then buyers come directly to pick them up. In Port-au-Prince, mangos are boiled to complete the processing phase. In the case of mangos for local consumption, Rural Madan Sara (MR) pick them directly from plantations to either sell them as they are, or transform them into juice, jelly and creams to then sell them locally at bars and markets.



Photo 6: Women selling mangos in Gros Morne I

- The commercialization chain of Francine mango involves three main actors, female mango producers, local intermediaries, and big international companies. Intermediaries buy mangos from female mango producers to sell them to big companies who later export them. Intermediaries buy mangos from female producers at low prices to later sell them to international companies at higher prices. Foreign companies selling mangos internationally earn the biggest revenue.²⁵ These companies sell mangos at a price, on average, 25 times higher than the price women sold them to intermediaries. The 5 women not belonging to Solidarité Femmes sell the mangos for local consumption. The MRs buy the mangos directly from plantations and then sell them in Port-au-Prince, Port-de-Paix, and more frequently in Gonaïves. They can also work as Solidarité Femmes' intermediaries, buying the mangos from the association and sharing the profits. They sell the mangos at local markets or individually to clients on the streets.

²⁵ A mango tree can supply up to 100 dozen of mangos and mango's season starts in March and ends in September.

²⁶ Despite female MPT carrying out the toughest work, both in mango production and commercialization, they usually earn less than the rest of the actors in the chain.

- Solidarité Femmes' women main challenges related to their business development is lacking their own transportation means. As they do not own trucks, they spend a lot of money on transport, and have to follow truck owner's schedules and availability.
- MRs are exposed to the difficulties of a smaller market, which include lower profits, difficulties in getting credits, and high transport costs.
- Most of the Gros Morne women are involved in mango production and commercialization, making the market competitive, and local women usually lose profits due to high offer.
- Mangos have to be consumed during production season and shortage of refrigeration causes product loss. The bad transport conditions force traders to focus on Port-de-Paix, because losses tend to be bigger in the Port-au-Prince market. Finally, the lack of proper packaging often damages mangos during their transportation.

TRANSPORT PATTERNS AND CHALLENGES

- Mango plantations are situated along secondary roads at a one-hour walking distance, approximately, from Gros Morne. Women usually reach the plantation by foot during morning hours and, in the afternoon, they return home by motorcycle.
- All the items necessary for the production processes – such as fertilizers and water pumps-, are transported to the plantations by trucks or smaller vehicles.
- Solidarité Femmes women usually transport the mango to the collection points by mules.
- MR usually reach plantations either by foot or mules. Trucks then transport the mangos directly to the selling points. Although sometimes they travel on smaller vehicles, MR in Gros Morne tend to travel to other cities in trucks with their merchandise.²⁷
- Unlike more unstable agriculture products market, MR usually do not travel to sell their mangos. Truck drivers are their intermediaries, receiving clients' money in Port-au-Prince and paying women back once in Gros Morne.
- Drivers take into consideration the seasonality of mango production (May, June and July), and have learned how to meet women's transport needs. Trucks' availability seems to suffice them.



Photo 7: People carrying items on Gonaïves-Gros Morne road

- High transport costs emerged among the main challenges faced by MPT. MPT have to make multiple trips to sell the mangos, i.e., they need to reach the plantations, transport mangos to the selling points, and carry them to the main roads, thus increasing the transportation cost.
- Transportation quality: trucks are usually old and break down along the way, causing delays to MPT to reach the selling points and hindering products' quality.
- Poor quality of some segments of the primary road network segments (RN5): Some are still dirt roads, characterized by having deep holes, making it difficult for vehicles to pass by. This issue aggravates during the rainy season.
- Secondary and tertiary roads' bad conditions: Secondary and tertiary roads are also unpaved and in precarious condition. Many are inoperative during the rainy season, as they were built within the riverbed. As a result, plantations become isolated and cannot be reached by foot.

²⁷ To reach Port-au-Prince by truck takes one day, Port-de-Paix 4 hours, and Gonaïves 2 hours.

- Bridges' deteriorations: During rainy season the rivers overflow obstructs the bridges, disconnecting road sections. The route along the Mancel river and the route of Morne Lacrète are critical for women trading local mangos from Gros Morne to Port-de-Paix.
- Lack of proper production corridors, such as viable secondary and tertiary roads, pose critical obstacles in the production and purchase phases, hindering the development of MPT's work.



Photo 8: A truck stuck along Gonaïves-Gros Morne road

- Security concerns: while travelling, women are exposed to undesired risks – such as armed attacks from thieves to steal money, mobile phones and other items. Women have reported being victims of rape, especially when they lacked cash.
- Lack of safety measures: The roads' conditions increase the risk of accidents; delaying the merchandise's delivery and endangering travelers and their products. Additionally, women who travel sitting on top of their merchandise risk falling down and injuring themselves.
- Imposed bribes: oftentimes, drivers are forced to pay bribes to local people to travel on specific roads' sections.

RECOMMENDATIONS



Photo 9: Women travelling on a truck along Gonaïves-Gros Morne

- Rehabilitation of primary and secondary roads, and bridges: primary and secondary roads play a vital role in the development of the mango business. Connecting the plantations to the main and secondary roads would improve the production and commercialization phases.
- The analysis suggested to focus more on the challenges faced by MR, which are similar to MC'. Potential interventions to support MR' business development:

- Link productivity to access to credit mechanisms: Subsidize mechanisms – such as voucher schemes, could be considered to support female mango traders' travels costs.²⁸

²⁸ Interesting practices are currently developed by the IADB agriculture unit, such as in the Technology Transfer to Small Farmers II (PTTA) HA-L1107 Project. The PTTA is developed in collaboration with the WB and focuses on the Northern Region and the Artibonite area. Its main objective is to support local farmers to transition from subsistence farming to more intensive agriculture. By providing targeted subsidies for agricultural technologies, it supports small farmers' access to sustainable agriculture inputs and technologies.

- Provision of trainings in the mango value chain to build MR's knowledge on all the processes related to the mango market. A diagnostic could be conducted by the IADB to better understand what knowledge and skills are more needed for better placing MR's in the mango value chain.²⁹
- Development of cooperatives could also facilitate MR's business development by joining efforts and capitals, and sharing profits. Under a cooperative, MR could sell the mango directly to big companies, without relying on intermediaries, which could help them become more independent and increase their earnings. A more in-depth diagnostic could be developed by the IADB to better identify available cooperatives that could support the integration of MR in the mango value chain. Based on the diagnostic, specific financing could be provided to support either the development or the creation of MR's cooperatives in the mango value chain. Working as a cooperative could also improve MR's access to materials, such as boxes to transport their mangos.

IN-DEPTH INTERVIEWS WITH KEY ACTORS WORKING IN HAITI

INTERVIEWS' PURPOSE AND METHODOLOGY

The interviews focused on better understanding how gender was being addressed in the agriculture and transport sectors. The main purpose of the interviews was to discuss the main challenges and opportunities related to gender issues in the transport and agriculture areas with key actors involved in Haiti's development. The interviews also aimed at identifying potential gender areas where the IADB could add value, reinforce available interventions and complement financing. During the interview process, special attention was given to the focus groups' results conducted with Madan Sara and female mango producers and traders.

Twenty-three in-depth interviews were conducted between December 2016 and February 2017. Interviews were held in person in Washington D.C. and in Port-au-Prince when feasible; otherwise they were conducted over the phone. Three semi-structured questionnaires were developed to guide the interviews and allow interviewees to share new ideas and perspectives during the conversations (see annex III-IV-V). The questionnaires were prepared based on the profile of the interviewed person; three profiles were considered: i) Gender Specialists, ii) Transport Specialists, and iii) Agriculture Specialists. If the interviewee was specialized in a different area, the questionnaire closest to her/his area of intervention was used. Questionnaires comprised 20 open-ended questions and 3 multiple-choice questions regarding gender aspects related to the interviewee's area of specialization. Each interview lasted approximately 45 minutes.

INTERVIEWEES' PROFILES

Three main areas were identified for the selection of the specialists to be interviewed: gender, agriculture and transport. Interviews' selection criteria prioritized Gender, Transport and Agriculture Specialists. Of the 23 interviewees, 6 were Gender Specialist, 5 Transport Specialist and 3 Agriculture Specialist.

²⁹ Solidarité Femmes members could also benefit from additional trainings on mango production.

TABLE 15: LIST OF KEY ACTORS INTERVIEWED FOR THE DEVELOPMENT OF THE GAP AND FGS

List of Key Actors Interviewed for the Development of the GAP and FGS			
Institution type	Organizations	Name	Position
Multilateral	WB	Barbara Cohello	Agriculture and Gender Sp.
		Peter Lafer	Sr. Social Development Sp.
		Malaika Becoulet	Transport Specialist
		Franck Taillandier	Senior Transport Specialist
		Christophe Grosjean	Agriculture Specialist
		Emilie Perge	Country Economist
		Aude-Sophie Rodella	Senior Economist
		Maria Deborah Kim	Private Sector Specialist
		Raju Singh	Program Leader
	IADB	Luana Ozemela	Gender Specialist
		Soraya Senosier	Gender and Safeguards Sp.
		Pablo Guerrero	Transport Specialist
		Gilles Mori	Transport Specialist
		Lina Salazar	Agriculture Specialist
		Paolo de Salvo	Agriculture Specialist
	USAID	Lovesun Parent	Gender Advisor
	UNWOMEN	Liliana Pardo Guerrero	M&E Specialist
	UNDP	Rita Sciarra	Head of Unit
NGOs	Techno-Serve	James Obarowsky	Country Director
	Konesans Fanmi	Marie Antoinette Toureau	Director – Gender Specialist
Independent	Consultant	Sandra Jean-Gilles	Gender Specialist
	Former IADB	Michel Vallée	Transport Specialist
	Consultant	Michele Romulus	Gender Specialist

Other 9 specialists were also interviewed, including Economists, Social Development and Private Sector Specialists, since they were previously or currently engaged in interventions related to the three afore-mentioned areas. Interviewees were either working for multilateral organizations and non-governmental organizations, or they were independent consultants with experience in one of the interviews' main areas of discussion. Of the 23 interviewees, 10 were based in Haiti, 12 in Washington D.C., and 1 in Benin. Several local organizations were also contacted to be interviewed, however, due to remote locations, technical problems or limited time while on mission, it was impossible to have discussions with them. The same logistical problems were experienced with EU and USAID representatives in Haiti.

INTERVIEWS WITH GENDER SPECIALISTS

During the interview sessions, 6 Gender Specialists and other 3 Specialists were asked to identify and prioritize the country's main gender constraints. Among the areas of categorizations, access to credit and saving mechanisms were identified as the main challenges Haitian women faced. Unpaid work and limited access to formal jobs emerged as the second and third obstacles,

respectively. Time poverty and insufficient education were ranked in fourth and fifth places, and decision-making in public space and health as the sixth and seventh challenges. Despite the epidemic of violence experienced by the female population, GBV was mentioned as at the eighth most significant challenge that women faced. Ownership and control over housing and land, together with women low earnings, have been ranked among the last positions.

Based on the data and on the fact that unpaid work and access to formal jobs, credit and saving mechanisms were reported as the main gender challenges, it might be argued that the most critical barriers faced by Haitian women are related to their economic empowerment. This situation might be linked to high levels of informality that characterized the Haitian labor market. Shortage of access to formal jobs, unpaid works and difficulties in accessing credits are different representations and/or consequences of informality. Informal employment might become the only available opportunity and the last resort for people excluded from formal employment.

Despite the fact that female businesses remain the main income source for most of the country's families, it is still mostly an informal economic activity. However, the traditional role of Haitian women in the informal labor market is evolving to more structured businesses, beyond the trade of local agriculture production. As reported by many interviewees, informality is currently causing many difficulties to business' sustainability, which directly affects women, and financial benefits deriving from it, which affects the country's economy.

Women's time poverty is linked to their lack of access to formal jobs, credit and savings, demonstrating that promoting and fostering of women's economic empowerment is a multi-faceted question. Effective measures and appropriate strategies must be developed in different areas, including change of behaviors and gender norms that outline female and male roles, limiting women.

GBV, on the other hand, was perceived differently when related to Haitian gender challenges, in contrast with its contextualization in the transport area. When interviewees rated it among the full spectrum of gender challenges, GBV was not among the main priority areas. On the contrary, when discussing about personal security related to travels, GBV was reported as one of the main gender priorities in the transport sector.

TABLE 16: PRIORITIZATION OF MAIN CHALLENGES FACED BY HAITIAN WOMEN

Prioritization of Main Challenges Faced by Haitian Women										
Main Areas of Gender Challenge	Gender Spec. 1	Gender Spec. 2	Gender Spec. 3	Gender Spec. 4	Gender Spec. 5	Gender Spec. 6	Spec. 7	Spec. 8	Spec. 9	Priority order
Access to endowments										
Health	8°	6°	7°	8°	6°	6°	6°	7°	6°	VII
Education	7°	2°	6°	7°	1°	5°	1°	5°	4°	V
Employment and access to labor market										
Formal job access	4°	4°	2°	3°	3°	1°	3°	3°	1°	III
Unpaid work	2°	5°	3°	1°	2°	2°	5°	2°	2°	II
Earning gap	11°	11°	9°	11°	10°	10°	11°	10°	11°	XI
Time poverty	3°	3°	5°	4°	5°	4°	4°	4°	3°	IV
Ownership and control over assets										
Land	9°	10°	11°	10°	11°	11°	10°	11°	9°	X
Housing	10°	9°	10°	9°	9°	9°	9°	9°	10°	IX
Credit & saving	1°	1°	4°	2°	3°	3°	2°	1°	5°	I
Agency										
GBV	5°	8°	8°	6°	7°	7°	7°	8°	7°	VIII
Decision-making in public space	6°	7°	1°	5°	8°	8°	8°	6°	8°	VI

Among the 6 Gender Specialists interviewed, only one had been engaged in the Haitian transport and gender area. The other 5 did not have any previous experience in this field. From the other 3 Specialists, only one had been engaged in gender and transport interventions in Haiti. The low representation of specialization in the gender and transport area made it difficult to receive perspectives, insights and suggestions tailored to the gender and transport agenda. Given this, most of the discussions provided more generic gender approaches, and it was challenging to identify some concrete interventions and initiatives related to this sub-sector.

Interviewees were asked about their perception regarding women's interest in the transport sector. All interviewees agreed that, given the urgent necessity of finding a job, women would be keen to having a work in this area. The interviewees were asked about the main transport challenges Haitian women faced; the options included: i) infrastructure (coverage/access/distance); ii) transport quality; iii) transport availability; iv) transport affordability; and v) safety and security. Security was reported among the main gender priorities, followed by safety. Infrastructure development also emerged as a main issue, especially for women in the trading business. Interviewees did not consider transport availability as a main challenge, as there are multiple transportation means connecting urban and rural zones (big buses, mini vans, shared taxis, motorcycles and trucks). Instead, quality of transport might pose some problems, especially for girls and women. Buses and vans are usually full and women are often sexually harassed.

Additionally, the consultations looked into the main gender areas to be prioritized within transport operations. Priority areas reported by the specialists were in line with the transport sector's main gender constraints. Access to markets resulted as the main gender focus. Access to credits and job opportunities in the transport sector held the second and third priorities, respectively. These three priority areas were coherent with the previous analysis, which considered women's economic empowerment as the main driver for women's development in Haiti. Access to health and security were both at the fourth place, followed by access to education and vocational trainings. Vocational training scoring could be explained by the need of going beyond the traditional training approach and incorporating strategies that support the application of acquired knowledge in the labor market.

TABLE 17: PRIORITIZATION OF GENDER FOCUS IN TRANSPORT PROJECTS

Prioritization of Gender Focus in Transport Projects										
Priority areas	Gender Spec. 1	Gender Spec. 2	Gender Spec. 3	Gender Spec. 4	Gender Spec. 5	Gender Spec. 6	Spec. 7	Spec. 8	Spec. 9	Priority order
Access to health	4	4	5	5	5	4	6	6	6	IV
Access to education	5	7	7	4	7	5	4	5	7	V
Access to markets	2	1	1	2	2	2	3	2	1	I
Access to credit	1	2	2	1	1	3	2	3	3	II
Job opportunities	6	3	3	3	3	1	1	1	2	III
Vocational trainings	7	5	6	7	6	7	7	4	5	VI
Security	3	6	4	6	4	6	5	7	4	IV

Regarding MS and MPT, interviewees agreed on working with both female groups. MS have a key role in maintaining the country's local business market and in providing family's income. Interventions targeted at supporting their business development are critical to develop more structured and sustainable businesses. Specialists suggested that ad hoc strategies could open the discussions on MS' businesses formalization processes with government counterparts, and key financial institutions, including multilateral investment banks, microcredit organizations

and the national bank system. Specifically, specialists advised that multilateral investment banks could invest beyond the Haitian formal market, opening investments lines towards the informal sector.



Photo 10: Mango traders in Gros Morne

Source: Camilla Gandini

The construction of the national road between Gonaïves and Gros Morne (RN5) is underway by the MTPTC, using their own personnel and machinery. This area is essential for mango production. Interviewees found that targeting women working in the mango production and trade could be a strategic approach for the gender and transport agenda. Although there are some local organizations supporting women either under cooperatives or as individual workers, the biggest revenue in the mango market is still earned by foreign companies selling mangos internationally.

Rehabilitation of RN5 and the construction of secondary and tertiary roads could improve women's businesses, by decreasing the time needed to reach the fields, reducing the connection time between fields and markets, and providing better quality products. Primary road construction will also allow women to travel more easily to main urban centers, broadening their business opportunities and allowing them to sell their mangos directly to international companies. Gender Specialists suggested developing an integrated approach to support local women in the mango value chain, which could include: trainings on financial literacy, business administration, mango production and trading; access to credits and markets; and partnerships between the formal private sectors and women's cooperatives.

INTERVIEWS WITH TRANSPORT SPECIALISTS

To identify the main areas of interventions in Haiti's transport sector, 4 Transport Specialists were interviewed. The specialists were working for the World Bank and the IADB, 2 were based in Washington D.C., and 2 in the country offices in Port-au-Prince.

The specialists agreed that infrastructure development, specifically roads construction, was the main challenge for Haiti's transport. Investments mainly focused on primary road development, devoting less attention to secondary and tertiary roads. As the main production corridors, secondary and tertiary roads have an essential role in securing access to rural agriculture zones in a country where the main mean of subsistence and income is agriculture production. Roads maintenance is also a major concern hindering the sustainability of infrastructure investment. The two main factors affecting the longevity of these roads are: i) climate and natural conditions; and ii) mobility patterns.³⁰ Security and safety was also considered as a challenge. The lack of strategies to prevent road users' injuries and fatalities, and interventions to safeguard vulnerable road users such as pedestrians, cyclists, and motorcyclists endangers locals' lives. Additionally, markets tend to be set up in inadequate and risky places, mainly along the main roads. Parking spaces are unavailable and vehicles are parked along main roads, creating congestions and accidents. Armed attacks to shared vehicles, such as mini vans, buses and taxis, are quite frequent especially in peri-urban and rural zones.

³⁰ Roads get damaged very quickly due to the inclement weather during the rainy seasons and the persistence of natural disasters. Roads' quick wear is also related to Haiti's society mobility patterns. The weight of heavy and overcharged trucks mobilizing goods and people all over the country damages roads quickly.

Transport Specialists' lacked expertise in gender issues. Just one of the 4 interviewed specialists had been previously engaged in gender-related interventions in the transport sector. However, all the specialists interviewed demonstrated interest in developing this agenda forward and agreed that a gender lens might improve projects outcomes. Despite this positive attitude, specialists were not aware of how a gender-informed transport project could specifically benefit projects' beneficiaries. Moreover, the links between gender issues and the transport area are still unknown to most of the sector specialists. Although a Gender Specialist can support transport investments providing the needed expertise to integrate a gender-sensitive lens in transport operations, transport specialists' knowledge on gender issues related to their sector could be of help to move the gender agenda forward.. Specialists highlighted that a sector change is required to integrate the gender approach into transport operations. However, if investments' perspective and operations' evaluation criteria remain focused on the technical and "material" aspects of the interventions and do not devote specific attention to the beneficiaries, it would be difficult to integrate a gender-perspective in transport projects.



Photo 11: Fully charged truck in Haiti

Source: Wordpress

In order to understand the sector's background to promote the gender agenda, interviewees discussed the most relevant challenges that they might face in engendering the transport sector. Transport Specialists considered that the main issues could be: i) not being a sector's priority; ii) funds constraints; iii) lack of government willingness; iv) shortage of expertise and knowledge; and v) difficulties with private sector collaboration. If the gender agenda is perceived as a secondary aspect in the transport sector, and its potentialities to promote a more inclusive and sustainable development are not realized, there will be no interest to invest in this area. A comprehensive and holistic approach must be conceived to address these constraints, develop awareness and provide technical assistance, starting from the key actors involved in the decision of transport investments.

Additionally, Transport Specialists were asked to prioritize possible gender interventions in transport operations. While Gender Specialists prioritized access to markets, access to credits, and provision of job opportunities, Transport Specialists considered as main gender areas of intervention access to health, access to education, and security. These differences could be explained by the transport sector's more generic knowledge on Haitian gender dynamics, constraints and potential areas of improvements. Education and health are among the main gender indicators known by non-gender specialists and road's security is part of the transport sector indicators. However, gender-based segregation in the labor markets, access to credits and saving mechanisms, and economic performance are probably more specific domains, which require in-depth knowledge of the gender dynamics.

The interviews identified potential areas of intervention in the transport sector that could promote the gender agenda. The specialists selected from multiple options, including: i) fund increasing; ii) capacity building; iii) awareness raising; iv) creation of stronger partnerships; and v) addressing existing biases. The interviewees considered that a package of interventions, and not single activities, is needed to move the agenda forward.

In a sectorial context, where gender issues are rarely considered, the key actors involved should be aware of the importance of this agenda. Raising awareness and building capacity among sector specialists, governmental partners and implementing agencies, including private sector, emerged as the main activities to further promote the gender agenda. Given the shortage of knowledge on gender issues among development banks' transport specialist, it is also presumable that government and private sector staffs are falling behind on it. Awareness raising and capacity building among projects' beneficiaries would also be critical to better engage local

population in any potential gender-sensitive intervention, especially activities targeting the male population and existing gender-based biases. As the gender agenda is not among the transport sector's priorities, increasing the funds dedicated to gender aspects is a good strategy to improve the incorporation of gender issues. Working on developing stronger partnerships with key stakeholders, such as government, private sector and civil society, could also pave a more fruitful path to foster the implementation of the gender agenda.

INTERVIEWS WITH AGRICULTURE AND RURAL DEVELOPMENT SPECIALISTS

Regarding agriculture and rural development, 4 Agriculture Specialists from the WB and the IADB³¹ were interviewed. Only one of them had previous expertise in gender and agriculture in Haiti. The conversations focused on discussing the gender aspects related to the Haitian agriculture sector and identifying future synergies between the transport and agriculture areas in promoting the gender agenda. Agriculture Specialists suggested some possible areas of collaboration, specifically activities to support MS and MPT. The subsidize schemes used to supply agriculture technology could support the development of MS' business, e.g., reducing their transportation costs.



Photo 12: Technology Transfer to Small Farmers II female and male beneficiaries

Source: World Bank

³¹ In 2011, the IADB commissioned a study to provide guidelines and recommendations to integrate gender-sensitive approaches in its agriculture and rural development portfolio (Coello, 2011). The study found that female population had lower participation in the agriculture sector compared to men (21.6 and 78.4 percent, respectively). Women's time poverty related to the time spent on domestic and care tasks was the main obstacle for women's participation in the agriculture sector. Additionally, women engaged in the agriculture sector tend to have lower education and incomes than men, and gender-segregation was also a problem. To address these challenges, the study suggested: i) conducting in-depth gender analysis prior to interventions' design focusing on roles and division of labor; ii) design and implement ad hoc activities targeting specific challenges identified in the gender analysis; iii) establishing consultation and information sharing processes to assure that both female and male population were informed of the project and its benefits; iv) conceiving project's activities considering and addressing women's time poverty; v) providing strategic trainings to cover the gender educational gap, including trainings on agriculture work, financial literacy, and leadership; vi) granting the same financial support to women and men; and vii) collaborating with local communities, including male population, to work towards a more equal society and to address existing gender-based discriminations.

GENDER ACTION PLAN FOR HAITI'S TRANSPORT SECTOR

Based on the outcomes of the conducted analysis, a detailed action plan is proposed below. See Annex VI for details regarding action plan outlines activities, outcomes and outputs to guide the Haitian gender and transport agenda in the next five years (2021-2026).

FOCUS 1: IMPROVE THE TRANSPORT SECTOR'S GENDER KNOWLEDGE

OUTPUT 1: TRANSPORT SPECIALISTS TRAINED ON GENDER AND TRANSPORT

GENDER-RELATED OBJECTIVES:

- Sensitizing transport sector staff on the benefits of including a gender lens in transport operations
- Developing transport specialists' knowledge on the possibilities and mechanisms to integrate gender issues in transport operations'
- Facilitating experiences' exchanges
- Improving gender mainstreaming in transport operations
- Measuring the GAP's implementation
- Promoting the gender agenda in the transport sector

ACTIVITIES:

- Design and conduct a training program on gender and transport and on the GAP implementation
- Organize tours and workshops with other institutions and/or countries to exchange experiences
- Assign a gender specialist to each transport specialist/operation
- Develop a project performance system that includes indicators measuring the implementation and progress of the GAP
- Identify gender and transport champions

OUTPUT 2: MTPTC'S RAISED AWARENESS ON GENDER AND TRANSPORT

GENDER-RELATED OBJECTIVES:

- Developing MTPTC's capacity on gender and transport issues
- Fostering inter-ministerial dialogue on gender issues

- Assuring that transport operations are gender-sensitive
- Exchanging lessons learned and experiences with other countries engaged in the gender and transport agenda
- Including the MTPTC in the GAP implementation
- Finding allies at governmental levels to foster the gender and transport agenda

ACTIVITIES:

- Conduct a training program on gender and transport
- Provide GAP implementation support
- Hire a gender specialist in the MTPTC
- Discuss with the MTPTC potential measures to incentivize the private sector absorption of female workforce
- Organize gender and transport workshops with other countries to share lessons
- Identify gender and transport champions and train them in mainstreaming the gender and transport agenda

OUTPUT 3: PRIVATE SECTOR AND CSOS' SENSITIZED ON THE GENDER AND TRANSPORT AGENDA

GENDER-RELATED OBJECTIVES:

- Raising stakeholders' awareness on the gender and transport agenda
- Building synergies among different transport actors to support the gender cause
- Maintaining an active dialogue on gender and transport possibilities among main stakeholders
- Finding allies in the private sector and at community levels to foster the gender and transport agenda's sustainability
- Including private sector and CSOs in GAP implementation
- Facilitating the hiring of local women

ACTIVITIES:

- Conduct a training program on gender and transport
- Provide GAP implementation training
- Organize working session on female employment in the transport sector
- Create a gender committee represented by private and non-profit sectors involved in transport operations
- Set a target among construction firms to include female labor force in transport market and hire female camp sites managers

- Identify gender and transport champions

OUTPUT 4: SEX- DISAGGREGATED DATA GATHERED

GENDER-RELATED OBJECTIVES:

- Generating sex-disaggregated data
- Monitoring and evaluating projects' gender-related activities

ACTIVITIES:

- Organize trainings for IADB, MTPTC, Executing Unit and other stakeholders, on the design and collection of sex-disaggregated indicators
- Conduct gender assessment during project's preparation
- Include in IADB's project results frameworks sex-disaggregated indicators to monitor and evaluate how projects benefited female and male beneficiaries and how the projects' gender components developed
- Provide technical and advisory assistance to the MTPTC to gather sex-disaggregated data

FOCUS 2: INVEST IN PRODUCTIVITY CORRIDORS

OUTPUT 1: REHABILITATED / CONSTRUCTED SECONDARY AND TERTIARY ROADS

GENDER-RELATED OBJECTIVES:

- Improving productivity corridors, especially those used by MS and MPT's
- Ameliorating connectivity among urban, peri-urban and rural areas
- Promoting a more beneficiary-oriented approach in the selection of the developed transport infrastructures
- Ensuring that road infrastructure designs and construction are informed about the gender analysis
- Fostering MS and MPT's access to and benefits from transport infrastructures
- Facilitating MS and MPT's mobility and their travel organization
- Supporting MS and MPT's business through improved mobility
- Encouraging MS and MPT's inclusion in the transport labor market
- Preventing/mitigating potential negative impacts resulting from new roads construction

ACTIVITIES:

- Conduct a study and community consultations to analyze MS and MPT's main productivity routes in the project's selected areas
- Based on the study, ensure that roads' selection prioritize MS and MPT's business routes and access to markets
- Ensure at least 50% of MS and MPT's participation during community consultations and meetings
- Include provisions in bidding documents to hire at least 30% of women during construction/rehabilitation phases
- Conduct GBV, STIs, HIV/AIDS and road security trainings to campsite workers and surrounding communities
- When land is acquired, make sure that affected females and males receive same compensations and are provided with proper support to restore livelihoods
- Establish shared vans stops along the roads
- Make sure that rehabilitated secondary and tertiary roads are big enough to allow vans transits to reach mango plantations
- Ensure that secondary and tertiary roads reach mango plantations, sorting sites and main MS' market places

OUTPUT 2: REHABILITATED BRIDGES**GENDER-RELATED OBJECTIVES:**

- Ensuring that bridges' selection considers the gender criteria
- Enhancing MS and MPT's safety while using the bridge
- Supporting women's absorption in the transport labor market
- Facilitating MS and MPT's mobility

ACTIVITIES:

- Make sure that selected bridges are part of MS and MPT's business route and favor connection to mango plantations and market places
- Ensure bridges' design include measures to remove physical barriers to and constraints on women and children's access
- Add a clause in the bidding documents and contracts that sets a minimum target to hire local women for construction works
- Incorporate in the bridges design measures to enhance MS and MPT and other pedestrians' safety, such as sidewalks, pedestrian access with guardrails and steps down to reach the river

FOCUS 3: FOCUS ON WOMEN AS TRANSPORT SERVICE USERS

OUTPUT 1: TRANSPORT PROJECTS' DESIGN ENGENDERED

GENDER-RELATED OBJECTIVES:

- Supporting transport specialists in the conception of a gender- sensitive approach
- Assuring considering MS and MPT's needs in the design of transport infrastructure
- Identifying MS and MPT's specific transport needs
- Promoting equally including women and men in projects' conception phases
- Selecting areas of interventions to support MS and MPT's mobility

ACTIVITIES:

- Gather baseline sex- disaggregated data as part of the project' baseline
- Revise the pipeline of transport projects and draft gender screenings
- Conduct gender analysis on MS and MPT's mobility needs in the project' preparatory studies (surveys, feasibility studies and assessments). The study should map MS and MPT's mobility patterns, especially related to their business development
- Assign a gender specialist per project
- Conduct gender assessments during projects' preparation
- Conduct gender assessments during projects' preparation
- Include sex-disaggregated indicators in projects' results framework
- Ensure at least 50% of MS and MPT's participation during consultations phases
- Promote a favorable environment to discuss MS and MPT's projects' expectations

OUTPUT 2: IMPLEMENTED GENDER- SENSITIVE SUB-COMPONENTS

GENDER-RELATED OBJECTIVES:

- Operationalizing findings of the project's gender analysis
- Implementing gender-responsive physical design features in transport infrastructures
- Taking care of MS and MPT's mobility's needs
- Supporting MS and MPT's affordability challenges
- Addressing MS and MPT's time poverty challenge

- Facilitating more efficient transport services among MS and MPT
- Standardizing transport services and organize their providers

ACTIVITIES:

- Focus on rehabilitating/ constructing transport infrastructures promoting MS and MPT's access to mango plots, markets and other places related to their business
- Subsidize MS and MPT's transport costs through voucher schemes mechanisms
- Encourage specific tariffs for MS and MPT's daily multiple travels
- Implement child care measures to support MS and MPT mothers while working
- Establish cooperatives focusing on women's transportation
- Propose transit rules to better organize trucks and vans movement
- Standardize costs of products' transport

FOCUS 4: SUPPORT WOMEN'S ACCESS TO CREDIT

OUTPUT 1: IMPROVED MS AND MPT'S ACCESS TO CREDIT

GENDER-RELATED OBJECTIVES:

- Assisting MS and MPT in accessing credits
- Addressing women's transport and credit affordability constraints
- Supporting the development of women's business
- Building capacity of MS and MPT on business administrations and access to credits
- Assisting MS and MPT in reinvesting their earnings in business development
- Strengthening MS and MPT's access to credit by potentiality joining them under cooperatives
- Raising awareness among financial institutions on the importance of supporting MS and MPT's access to credit
- Strengthening partnerships among main financial institutions to invest in this agenda
- Identifying strategies to formalize MS' business

ACTIVITIES:

- Open discussions on the formalization processes of MS' businesses with government counterparts and key financial institutions, including multilateral investment banks, microcredit organizations and the national bank system
- Support strategies for multilateral investment banks to open investment lines towards the informal area

- Establish a TF to support women's access to credit in informal market
- Build partnerships with implementing agency to identify access to credit mechanism and implement it locally (UNDP)
- Promote strategies among CSOs, private sector, IOs to facilitate women's access to credit
- Hire a specialist on micro-credit in informal market
- Design a national strategy to boost MS and MPT's access to credit
- Organize workshop for local banks on credits for informal business
- Promote the creation of MS and MPT's cooperatives
- Provide MS and MPT's with trainings on access loans and saving mechanisms
- Provide MS and MPT's with trainings on financial literacy, business administration, access to markets and mango production, and merchandise trading

FOCUS 5: STRENGTHEN WOMEN'S PERSONAL SECURITY

OUTPUT 1: ENHANCED WOMEN'S PERSONAL SECURITY WHILE TRAVELING

GENDER-RELATED OBJECTIVES:

- Establishing a safer place for women
- Promoting more security among women while travelling
- Applying on-site prevention measures to ameliorate women's personal security
- Integrating women's security issues in transport operations

ACTIVITIES:

- Pass legislative actions and promote effective law enforcement to reduce rates of GBV, including the adoption of the new law on the prevention and punishment of violence against women
- Conduct a study to map hot spots where attacks are more frequent; investigate attacks' modalities and type of violence; and identify attackers and survivors' typologies
- Conducts a study to establish a baseline on GBV cases related to transport issues
- Collaborate with the IADB Citizen Security Division to integrate GBV measures in transport operations
- Partner with local organizations to support measures and interventions to combat GBV
- Promote structural interventions, such as street lightning, and improvement and creation of safer public baths in areas intervened by the project

- Establish vans' stops close to communities and in well-lighted places
- Conduct self-defense trainings for women who are used to travel
- Train women on reporting mechanisms and available services
- Promote male behavior change interventions to combat GBV
- Train local police officers and health care personnel on procedures and approaches to attend to survivors of GBV
- Support the creation of MS and MPT's groups to travel together

OUTPUT 2: RAISED AWARENESS ON WOMEN'S PERSONAL SECURITY AMONG COMMUNITIES AND DRIVERS

GENDER-RELATED OBJECTIVES:

- Sensitizing population about the risks of GBV
- Fostering people's knowledge on security measures to be adopted while travelling
- Raising awareness of drivers' responsibility on passengers' security
- Increasing service provision for survivors of GBV

ACTIVITIES:

- Train drivers on attack modalities and measures to avoid/face them
- Train male population on different male identities and on GBV risks and consequences
- Train community members on the risks and consequences of attacks while travelling
- Identify male gender champions in communities to sensitize men against GBV
- Identify and provide needed assistance to existing community female and male groups to promote advocacy work against GBV
- Identify and provide needed assistance to already existing communities' focal points to support survivors of violence
- Appoint a female focal point in each community to support survivors of violence, including to report attacks liaising with police forces

FOCUS 6: IMPROVE ACCESSIBILITY TO HEALTH CARE SERVICES THROUGH TRANSPORT INFRASTRUCTURE

OUTCOME 1: IMPROVED ACCESSIBILITY TO HEALTHCARE SERVICES

ACTIVITIES:

- Develop a gender-sensitive transport–health study to analyze mobility/transport challenges related to access to health
- Draft a common strategy between the health and transport division to improve health accessibility through transport infrastructures and services
- Construct/rehabilitate transport infrastructure to facilitate health access
- Integrate services to facilitate health access in transport operations

GENDER-RELATED OBJECTIVES:

- Improving access to health services
- Understanding the link between gender, health and access to transport
- Reducing female and child mortality

CONCLUSIONS AND RECOMMENDATIONS

THE HAITIAN GENDER AND TRANSPORT AGENDA

The in-depth and qualitative analysis found that gender issues are not among the main priorities in the transport sector and are not usually included in most of the transport operations. The gender agenda has been perceived as a secondary aspect in the transport sector. Moreover, its potentialities to promote a more inclusive and sustainable development have been overlooked, a situation which has impacted the availability of resources for gender-specific activities. The analysis conducted identified the main sectorial and structural factors hindering the Gender and Transport Agenda, and two areas to guide the development of the GAP, i) women as transport services' users, and ii) women as transport services' providers.

SECTORAL AND STRUCTURAL FACTORS HINDERING THE GENDER AGENDA IN HAITI'S TRANSPORT SECTOR

LIMITED GENDER KNOWLEDGE IN THE TRANSPORT SECTOR

The link between gender and transport is still elusive to sector specialists. Transport specialists lack experience in how to incorporate gender components in transport operations. Despite this shortage of experience and knowledge, all interviewed specialists demonstrated interest in engaging in this area, as a gender lens could improve project's outcomes and benefit more its beneficiaries. Specialists underlined that a sector change is also required to integrate this approach into transport operations. Transport projects' outcomes tend to focus on infrastructure results, for example, kilometers of road constructed, with few indicators directly linked to its beneficiary population. Incorporating a gender perspective in transport projects is more difficult if the investments' objective and evaluation criteria are focused on the infrastructure outputs of the intervention and not on the users.

CRITICALITY OF PRIMARY, SECONDARY AND TERTIARY ROADS' CONDITIONS

Investments for the rehabilitation of primary, secondary and tertiary roads is fundamental to support the daily lives and business development of Haitians. Some segments of the primary roads are still in bad conditions (RN5 and sections of the RN1), these are usually dirt roads with deep holes often hindering vehicles' transit. This situation is exacerbated during the rainy season when roads become impassable. Secondary and tertiary roads are vital to the functioning of the production-commercialization chain, as they connect the plantations to the main roads. Despite their importance, secondary roads are in deplorable condition and offer low connectivity during the rainy season. During the rainy season, tertiary roads get flooded and plantations become isolated, making impossible to access them even by foot. Additionally, roads' deterioration challenge products' transportation, causing damages to trucks as well as the cargo.

Primary, secondary and tertiary roads play a vital role in the development of the MS' businesses. Production corridors are essential to guarantee the development of MS' work, as they are the channels nurturing local business development. Connecting the plantations to the main roads, secondary and tertiary roads, allow the functioning of the production and commercialization phases. Primary roads connect rural areas to main urban and peri-urban centers, facilitating trade flux.

Road networks are essential for the proper functioning of the mango value chain. In many areas, roads are inexistent, mangos have to be carried either by animals or producers who have to walk for long distances, affecting the transportation's time and product quantity.

WOMEN AS TRANSPORT SERVICES' USERS

WOMEN'S TRANSPORT NEEDS IN HAITI

Transport infrastructure benefits the entire population. However, based on the conducted analysis, men and women benefit differently from transport services. Roads are certainly needed by the whole population, but given their role in the society, Haitian women are more in need of them. Women usually make more trips and stops during a day compared to men, as part of the multiple responsibilities linked to their role. Women's mobility patterns, in addition to trips with business purposes, include visits to health centers, markets, take kids to school, collect water and firewood. The characteristics of women's travel pattern increases their vulnerability to affordability, accessibility, security and safety issues. Given MS' and mango traders' business peculiarity, which require them to travel along different areas of the country, they need affordable, accessible, secure, reliable, and well-maintained transport services to properly develop their business, attend clients' demand, and balance their personal and professional lives. Scarcity, disorganization, unreliability and low quality of shared transport means negatively impact their businesses.

TRANSPORT AFFORDABILITY

Difficulties in covering transport costs, especially for women who have to travel frequently and are engaged in business activities between rural and urban areas, is a critical aspect to consider. Additionally, structural issues further exacerbate transport costs. Due to the lack of organization of the available transport services and road deteriorations, MS reported having to take multiple means to get to the markets, which means increased fares to get their merchandise to the markets. As the condition of the roads does not allow shared vans to reach plantations, both MS and MPT are forced to either walk or pay multiple transport means to be able to reach them.

FEMALE LOW PERSONAL SECURITY AND HIGH LEVEL OF GBV

When discussing about personal security related to travels, GBV was mentioned as the main challenge faced by local women using the transport sector. MS and MPT highlighted the numerous security challenges they face while travelling, including armed and personal attacks that could exacerbate the risk of physical violence and rape. MS mentioned that they had been attacked in their way to the markets. Additionally, women reported that shared buses and vans were usually packed and that they had experienced unwanted physical touch and harassment.

LACK OF TRAVEL SAFETY

The lack of safety when traveling is a challenge for the female population, and women reported that the problem increases when traveling with their merchandise. The absence of measures to prevent accidents, especially given the roads' conditions, increases the risk of injuries and fatalities of road users. Furthermore, there are no interventions to safeguard vulnerable users, such as pedestrians, cyclists and motorcyclists. Due to roads inadequate conditions, accidents happen quite often, causing delays to merchandise's delivery and exposing travelers to robberies. Additionally, markets are usually set up in inappropriate places along the main roads, increasing the likelihood of accidents.

LOW TRANSPORT QUALITY

Low quality of transport disproportionally affects girls and women, as they are frequent users of shared transport means. Trucks used by MS and MPT are usually old and break down along the way. This situation causes delays to MS and MPT to reach the selling points and increases their risk of accidents, armed attacks and spending the night in the street.

HIGH INFORMALITY IN THE FEMALE LABOR MARKET

High levels of informality characterize the Haitian labor market. MS and MPT mentioned that

they could not benefit from workplace regulations and social protection schemes, and they rely on low productivity activities, with few opportunities for economic mobility.

MS AND MTP'S LIMITED ACCESS TO CREDITS

Shortage of access to credit negatively impacts women's access to transport means. Interviewed women reported that the most critical barrier they faced was their limited access to credit. This situation is a result of the high interest rates offered by microcredit financial institutions and to women's engagement in the informal labor market. Despite the existence of microcredit institutions, and the promotion of pioneering programs piloted by few banks in the country to support access to credits for informal business, interest rates remain extremely high and women cannot afford them. Additionally, multilateral development banks (MDBs), including the IADB and its Multilateral Investment Fund (MIF), tend to promote access to credit among formal enterprises, ignoring a significant part of the Haitian labor market.

WOMEN AS TRANSPORT SERVICES' PROVIDERS

IMPORTANCE BUT INSUFFICIENCY OF TRAININGS AND CAPACITY BUILDING INTERVENTIONS

Developing trainings that focus on building women's technical and soft skills required in the transport sector is essential to promote their inclusion in the sector's labor force. The World Bank Haiti Adolescent Girl Initiative's (AGI) experience informed that socio-emotional and soft-skills development coupled with technical skills are a key combination to prepare women to the work environment, including in the transport sector. Girls and women who participated in this program seemed to have strengthened their educational and working aspirations, improved their self-esteem and agency and felt more comfortable with their job performance. However, EFH, IGHFA and AGI's experience showed that trainings alone cannot suffice if these are not supported by measures that facilitate absorption of trained women in the labor market.

A WEAK LABOR MARKET AND THE IMPORTANCE OF PUBLIC-PRIVATE PARTNERSHIPS

Despite the importance of providing comprehensive trainings on specific areas, trainings are insufficient without measures that promote the incorporation of trained women in the labor force. The already developed programs, such as the EFH, IGHFA and AGI, presented important lessons on the inclusion of women in the transport sector as service providers. Beneficiaries faced many challenges in finding jobs opportunities due to the Haitian stagnant labor market. The main barriers identified were the limited job options, which require to translate the trainings into viable employment opportunities. PPP are outlined as a vital element for skill-building programs. This collaboration provided opportunities to access internship programs and, in some cases, short- or long-term employment to training beneficiaries.

WOMEN'S TIME POVERTY

Women's time availability is a major obstacle to access work opportunities. In Haiti, more than half of women's time is primarily dedicated to domestic work (UNDP, 2015). This challenge was raised during the revision of the EFH Program, where female participants reported difficulties in joining trainings because of their multiple-roles in care and household responsibilities. Women's time poverty has a negative impact on their participation in economic activities: devoting most of their time to care and household chores, women's remaining time for income generating activities is limited. Strategies and interventions aimed at improving women's economic empowerment should address it with specific activities, for example, providing kindergarten

for the care of their children, promoting business activities closer to their home. Men have a key role in changing these gender-based norms. A comprehensive strategy to address this should include behavioral change initiatives aimed at promoting more equal gender-determined roles, and the male population should be an active part of this discussion.

PROMOTION OF POSITIVE GENDER NORMS AND ROLES

Although gender-discriminatory norms and stereotypes still prevail in specific segments of the Haitian labor market, such as transport, the EFH, IGHFA and AGI's experiences presented some positive outcomes. These programs showed that, once girls or women are properly trained, gender issues become less of a constraint while accessing the transport sector. Gender-based prejudices are still prevalent in the sector. However, when women with proper training access the transport sector, they are welcomed by their male peers, who acknowledge their capacities. The EFH and IGHFA's experiences demonstrated that promoting positive messages and raising citizens' awareness on the importance of incorporating women in non-traditional sectors helped combating gender-discriminatory stereotypes.

RECOMMENDATIONS: AREAS OF INTERVENTION TO PROMOTE THE HAITIAN GENDER AND TRANSPORT AGENDA

The transport sector is the main IADB's investment area in Haiti. It has focused on the sector's technical aspects of its interventions, and only few indicators are directly linked to the beneficiary population. Switching to a more inclusive and beneficiary-oriented approach could improve projects' outcomes and its benefits on the surrounding communities. With this rational in mind, this section presents potential areas of intervention to foster the IADB gender and transport agenda. Based on previous experiences and the conducted analysis, six main strategic areas emerged to guide the IADB's gender agenda in transport investments. The areas identified are:

- FOCUS 1: IMPROVE THE TRANSPORT SECTOR'S GENDER KNOWLEDGE
- FOCUS 2: INVEST IN PRODUCTIVITY CORRIDORS
- FOCUS 3: FOCUS ON WOMEN AS TRANSPORT SERVICE USERS
- FOCUS 4: SUPPORT WOMEN'S ACCESS TO CREDITS
- FOCUS 5: STRENGTHEN WOMEN'S PERSONAL SECURITY
- FOCUS 6: IMPROVE ACCESSIBILITY TO HEALTH CARE SERVICES THROUGH TRANSPORT INFRASTRUCTURE

IMPROVE THE TRANSPORT SECTOR'S GENDER KNOWLEDGE

Build capacity, raise awareness and provide training on gender and transport issues to transport specialists, government counterparts, private partners and civil society. Lay the foundation of a more sustainable and inclusive approach by raising awareness on the gender agenda's benefits among the main actors and stakeholders involved in the transport sector. Lack of knowledge about the relation between gender and transport implies that the benefits deriving from the integration of a gender-perspective, and the risks of designing gender-blind operations, are often unknown. Although a gender specialist could support transport investments by providing the needed expertise to integrate a gender-perspective in transport operations, transport specialists' knowledge and experience on gender issues is strategic to move the gender agenda forward. Transport specialists are in a privileged position to promote gender-sensitive policy dialogue among clients, include gender interventions in project's budget and advocate for this agenda among investors.

Gender knowledge and transport agenda is also limited among government and private sector actors which are engaged in the transport sector. Raising awareness and building capacity on transport and gender issues among sector specialists, governmental partners and implementing agencies, including the private sector, could be one of the main directives to further support the gender agenda. This exercise could also stimulate collaboration among these key stakeholders, developing stronger partnerships to foster the implementation of the gender agenda.

Collaboration with other areas, such as rural development and agriculture, might become a good option to propose alternative synergizes to move the gender agenda forward. Road development is a crosscutting domain that involves different aspects of a development process. Finding those niches that need more targeted initiatives to ameliorate women's conditions in relation to transport infrastructure and services could be a strategic path to explore further in the development of the GAP.

Additionally, given the difficulties in promoting a gender agenda in a sector that focuses mainly on the technical and “material” aspects of the operation, IADB transport operations could benefit in integrating an approach that supports social interventions. This might entail supporting community-driven activities that go beyond the infrastructure development, and including beneficiaries in interventions’ design, implementation and monitoring phases to promote a beneficiaries-oriented approach.

INVEST IN PRODUCTIVITY CORRIDORS

Invest in the rehabilitation and construction of secondary and tertiary roads could facilitate and boost economic activities. Secondary and tertiary roads were identified as vital components of the trading networks that characterized the Haitian society, and in particular women's occupations. As the main productivity corridors, they are also essential in securing access to rural agricultural zones in a country where the main mean of subsistence and income is agriculture. IADB's future operations could focus on secondary and tertiary roads as the missing piece to link transport operations to productivity issues, to further move beyond the traditional approach of primary roads investments.

FOCUS ON WOMEN AS TRANSPORT SERVICE USERS

Focus on women as transport service users to bring additional benefits to, and improve the life conditions of the female population. To date, the gender-sensitive interventions developed by the IADB and the WB in the Haitian transport sector tended to focus on women as transport services’ providers, involving them in road maintenance, heavy machinery operation and in the creation of transport microenterprises. The EFH, IGHFA and AGI experiences showed that the stagnant Haitian labor market posed relevant challenges in providing internships and working opportunities to the programs’ female beneficiaries. Additionally, the analysis informed about specific transport needs critical for the sustainability and correct functioning of MS and MPT's businesses, such as safety and security concerns, affordability issues, and scarcity and disorganization of transport services.

Based on these findings, the analysis suggests focusing more on women as transport services’ users rather than transport services’ providers. This focus could improve their mobility patterns and ameliorate their business and life conditions, allowing them to save time and reduce their transport costs. This could potentially increase their profits and decrease the risks associated to using transport services.

SUPPORT WOMEN'S ACCESS TO CREDITS

In line with the proposed focus on productivity corridors and women as transport services' users, a new business line should be developed to link productivity with access to credit mechanisms. Among the different business constraints reported by MS and MPT, access to credit was identified as the predominant one. Potential areas of interventions could include the application of existing formal mechanisms, such as access to credit and saving mechanisms, for the informal sector. Extension of formal mechanisms to informal ones could safeguard people from falling into the poverty trap. Given the afore-mentioned affordability difficulties faced by women, subsidize mechanisms, such as voucher schemes, could be conceived to support MS and MPT in covering their transport expenses and reinvest the saved money in their business development. Additionally, provision of financial literacy trainings could help MS and MPT to address their difficulties in managing financial capital and teach them how to reinvest their profits. Specific training could also be developed to build their knowledge about loans.

Collaboration with other areas/organizations that have the “know how” on credit schemes provision could be promoted to support MS and MPT's financial necessities. The IADB rural development division supports voucher schemes to subsidize agriculture technologies and move local farmers from subsistence farming to more intensive agriculture. A similar scheme could be designed to meet MS and MPT's transport and business needs. The agriculture voucher methodology could be a good applicable approach to be explored. Additionally, the UNDP has developed an in-depth study on Haitian female entrepreneurs, specifically focusing on the key role played by MS in assuring the national distribution of the agriculture production (UNDP, 2015). The study recommended the development of mechanisms to promote women's access to credit. Areas of collaboration could be explored with this partner organization to synchronize efforts and maximize outcomes. As an implementing agency, the UNDP has the institutional capacity and the “know how” to promote this agenda in the country. A study to track MS and MPT's business routes might be a first step to better investigate specific women's needs and guide future potential areas of interventions.

STRENGTHEN WOMEN'S PERSONAL SECURITY

Improving women's security by incorporating measures to address this situation in operations and policy development must be part of the transport agenda. Measures to address robberies, assaults and GBV should be among the top priority to protect women from possible attacks, harassment, violence and abuse. Awareness raising campaigns on the potential risks women face while travelling should be conducted among local communities. Finally, transport projects should secure sufficient funds to develop diagnostic to conceive ad hoc interventions to address GBV concerns, including mapping hot spots, analyzing attack patterns and recommending behavior change interventions directed towards the male population.

Additionally, the arrival of external workers for the construction and rehabilitation of infrastructure could have negative effects on the local population, especially on girls and women. Often girls and women engage in transactional relationships with construction workers exposing themselves to various risks, such as teenage pregnancy, GBV, and sexually transmitted infections (STIs), including HIV/AIDS. To mitigate the social risks, transport projects could promote hiring unskilled workers from closer communities to the infrastructures development's areas. Other measures that projects could consider is developing codes of conduct and action plans on GBV that must be incorporated in the bidding documents, and in the contracts of contractors, employees and consultants contributing to the development of the project's infrastructure.

IMPROVE ACCESSIBILITY TO HEALTH CARE SERVICES THROUGH TRANSPORT INFRASTRUCTURES

Synchronize efforts with the health sector to facilitate access to health care services, especially for the female population. Given the alarming data on HIV/AIDS infections and maternal, infant and child mortality, women and their children appear to be sub-population needing more attention regarding access to healthcare services. As the main caregiver and educator in the Haitian society, women have a key role in supporting their children's healthcare. Based on this scenario, among the eight Millennium Development Goals (MDGs), three health-related goals are particularly relevant for the transport sector and the sector's relevance to achieve them; these are: i) to reduce child mortality (Goal 4); ii) to improve maternal health (Goal 5); and iii) to combat HIV/AIDS, malaria, and other diseases (Goal 6). By improving its services and infrastructure, the transport sector can facilitate routine medical visits, support the provision of emergency services and enable access to health care providers. Thorough transport networks and services, isolated communities can also be supported with mobile health service delivery and distribution of drugs and supplies. Considering the strong relationship between access to health and transport, long-term collaboration should be maintained between these sectors to synchronize their efforts and maximize benefits. Gender-sensitive transport planning should be included in health investments, and the transport sector should devote specific attention to promoting a gender-focused access to healthcare services when preparing its operations.

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ANNEXES

ANNEX I - MADAN SARA FGS QUESTIONNAIRES

ENGAGEMENT QUESTIONS

1. Could you please tell us more about your work as Madan Sara? (How are you organized? Would you like to be formalized and organized under a more structured association? Rural vs. urban; What do you sell? National vs. international trade).
2. What are the main business differences between rural and urban Madan Sara?

EXPLORATION QUESTIONS

3. Where do you buy and how do you transport the products?
4. What routes do you travel to buy and commercialize the products? (Include questions regarding security issues).
5. Where and to whom do you sell the products? (Streets, door to door, retailers, markets. Include questions regarding market dynamics: bribes, theft etc.).
6. What are the main constraints you experience in developing your business? (Access to credit; access to transport; financial literacy skills; adequate space to sell products; price fluctuations; security etc.).
7. What are the transport challenges that hinder your business development? (Infrastructure; Coverage/Access/Distance; Transport Quality; Availability; Affordability; Safety; Security).
8. Are there any specific geographical areas which you consider that need improvement the most in term of transport infrastructure in order to support your business development?
9. What type of support would you need to ease your business development?
10. What transport services do you need to ameliorate your business development?
11. What are the transport and business development needs of rural Madan Sara?

EXIT QUESTION

12. Is there anything else you would like to share about your transport needs and ways to improve your business?

ANNEX II – MANGO PRODUCERS AND TRADERS FGS QUESTIONNAIRE

ENGAGEMENT QUESTIONS

1. Could you please tell us more about your work in the mango “industry”? What parts of the mango value chain are you involved in?
2. Do men and women have different roles in the mango value chain?

EXPLORATION QUESTIONS

3. Where and to whom do you sell the mangos?
4. What is the route that you usually travel to collect and then sell the mangos?
5. How do you transport the mangos? (Specify potential differences in production, conditioning and commercialization).
6. Do you have any business relation with Madan Sara?
7. What are the main constraints you experience in developing your business?
8. What are those transport challenges that hinder your business development? (Infrastructure; Coverage/Access/Distance; Transport Quality; Availability; Affordability; Safety; Security).
9. What are your main needs in terms of transport services? (Highlight specific needs in production, conditioning centers, collection points and commercialization)
10. What type of support would you need to ease your business development?
11. Do you receive support from any organizations to improve your business development?

EXIT QUESTION

12. Is there anything else you would like to share about your transport needs and ways to improve your business?

ANNEX III - QUESTIONNAIRE FOR GENDER SPECIALISTS

GENDER ISSUES IN HAITI

1. What is your experience on gender issues in Haiti?
2. What are the main challenges that women face in Haiti?
 - a. Access to health and education.
 - b. Participation in the labor market: access to formal jobs; unpaid work; earning gap; time poverty.
 - c. Ownership and control over assets: land; housing; access to credit and saving mechanisms.
 - d. Agency: gender-based violence; decision making in public space.
3. What are women's main sources of income? Are they engaged in goods imports and exports?

GENDER AND TRANSPORT IN HAITI

4. Have you ever worked on gender and transport issues? Please further elaborate.
5. What are the key organizations/persons working on this agenda in Haiti?
6. Do you know of any transport projects applying a gender lens in Haiti?
7. Do women and men have different transport needs in Haiti? And main means of transport?
8. What are the most critical transport challenges that women face in the country?
 - a. Infrastructure (Coverage/Access/Distance).
 - b. Transport Quality (more related to urban transport).
 - c. Availability.
 - d. Affordability (cost).
 - e. Safety.
 - f. Security.
9. What would you prioritize as a gender focus in a transport project?
 - a. Access to health (clinics).
 - b. Access to education (schools).
 - c. Access to markets.
 - d. Access to credit.
 - e. Promotion of job opportunities and income generating activities (microenterprise).
 - f. Provision of vocational training.
 - g. Security.
10. Do you think women are interested in working in the transport sector?

FEMALE MANGO PRODUCER (FMP)

11. Where are they located? How are they organized? Where and to whom do they sell?
12. How do they move around?
13. What are the main risks and challenges for their business development?
14. What are their main necessities/constraints in terms of transport services?

MADAN SARA (MS)

15. What and where do they trade? How are they organized? Who are their suppliers?
16. How do they move around?
17. What are the main risks and challenges for their business development?
18. What are their main necessities/constraints in terms of transport services?
19. Do you know of any projects/organizations working on FMP and MS?
20. How could we better serve FMP and MS's transport needs to facilitate their business development?
21. Any other lessons learned that you would like to share?

ANNEX IV- QUESTIONNAIRE FOR TRANSPORT SPECIALISTS

TRANSPORT SECTOR IN HAITI

1. What is the organization's portfolio in Haiti?
2. What are you working on specifically? (Project's focus).
3. Which are the main organizations working in transport in Haiti? How is the agenda divided?
4. What are the most critical transport challenges in Haiti?
 - a. Infrastructure (Coverage/Access/Distance).
 - b. Transport Quality (more related to urban transport).
 - c. Availability.
 - d. Affordability (cost).
 - e. Safety.
 - f. Security.

EXPERTISE IN G&T

5. What is your experience related to gender and transport in Haiti?
 - a. No Experience: Do you think that inclusion of a gender lens could improve the outcomes of transport projects?
 - b. Experience: Why did you choose to support this agenda? Was this a client's request?
6. What are the main interventions "you" have developed in this area?
7. Have you developed any collaboration with the non-profit and private sectors?
8. What were the main challenges faced to develop the projects' gender components?
9. Main outcomes and lessons learned?
10. Do you know of any other transport projects applying a gender lens?

WOMEN'S ADVANCEMENT THROUGH TRANSPORT PROJECTS

11. What would you prioritize as a gender focus in a transport project? Why?
 - a. Access to health (clinics).
 - b. Access to education (schools).
 - c. Access to markets.
 - d. Access to credit.
 - e. Provision of vocational training.
 - f. Promotion of job opportunities and income generating activities (microenterprise).
 - g. Security.
12. How could the organization's transport sector better support the promotion of this agenda?
 - a. Increase funds.
 - b. Build capacity.
 - c. Raise awareness.
 - d. Create stronger partnerships.
 - e. Address existing stigma.
13. How could we better serve the transport needs of female agriculture producers and trader women?
14. What are the most relevant challenges faced in engendering the transport sector?
 - a. Not the main priority;
 - b. Funds constraints;
 - c. Lacks of government willingness;
 - d. Shortage of expertise and knowledge;
 - e. Difficulties with private sector.
15. Any other lessons learned you would like to share?

ANNEX V - QUESTIONNAIRE FOR AGRICULTURAL/RURAL DEVELOPMENT SPECIALISTS

AGRICULTURE IN HAITI

1. What are the main cultivated products? What about livestock? Regions' specificities?
2. Is agriculture production mainly for HH subsistence or also for commercialization?
3. Is any product exported? Are there any specific products exported to DR?
4. What are the geographical areas that require more assistance in terms of access to roads?

EXPERTISE IN G&A

5. Do you have experience on gender and agriculture?
 - a. Experience: What are the interventions "you" have developed in this area and what is their gender focus?
 - b. No experience: Do you think that the inclusion of a gender lens can improve the outcomes of agriculture projects?
6. Are gender issues parts of the organization's agriculture agenda? Are you focusing on any specific areas?
7. Do you know of any other agriculture projects applying a gender lens?
8. Which are the key organizations working on this agenda in Haiti?
9. Would you be interested in working together with the IADB's Transport Team? How?

GENDER, AGRICULTURE AND TRANSPORT

10. What are women's main roles in the agriculture value chain? Are they more represented in the production or commercialization areas?
11. What are the country's transport necessities for the production and the commercialization of agriculture products and livestock?
12. What are the most critical transport challenges that women face in the country for agriculture?
 - a. Infrastructure (Coverage/Access/Distance).
 - b. Transport Quality (more related to urban transport).
 - c. Availability.
 - d. Affordability (cost).
 - e. Safety.
 - f. Security.

FEMALE AGRICULTURE PRODUCERS

13. What do they cultivate? How are they organized? Any cooperatives?
14. Where and to whom do they sell their products?
15. How do they move around?
16. What are their main necessities/constraints in terms of transport services?

FEMALE MANGO PRODUCER

17. Where are they located? How are they organized?
18. Where and to whom do they sell?
19. What are their main necessities/constraints in terms of transport services?

MADAN SARA

20. What and where do they trade? Who are their suppliers? How are they organized?
21. How do they move around?
22. What are the main risks and challenges for their business development?
23. What are their main necessities/constraints in terms of transport services?
24. How could we better serve the transport needs of female agriculture producers and MS?

ANNEX VI - GENDER ACTION PLAN FOR THE HAITIAN TRANSPORT SECTOR (2021-2026)

FOCUS I: IMPROVED TRANSPORT SECTOR'S GENDER KNOWLEDGE

OUTPUT I: TRANSPORT SPECIALISTS TRAINED ON GENDER AND TRANSPORT

ACTIVITIES

Design and conduct a training program on G&T and on GAP implementation

TIMELINE: From 2021 to 2026

TARGET: Base: 0- Goal: 5 trainings designed and conducted

RESPONSIBILITIES: IADB Gender & Transport Divisions

Organize tours and workshops with other institutions and/or countries to exchange experiences

TIMELINE: From 2021 to 2024

TARGET: Base: 0- Goal: 5 workshops organized

RESPONSIBILITIES: IADB Gender & Transport Divisions

Assign a gender specialist to each transport operation

TIMELINE: From 2021 to 2026

TARGET: Base: 0- Goal: Depends on the number of operations

RESPONSIBILITIES: IADB Transport Division

Develop a project performance system to track the GAP's implementation and progress

TIMELINE: From 2022 to 2026

TARGET: Base: 0- Goal: 1 project performance system developed

RESPONSIBILITIES: IADB Gender & Diversity Division

Identify G&T champions

TIMELINE: From 2022 to 2026

TARGET: Base: 0- Goal: 10 G&T champions identified

RESPONSIBILITIES: IADB Gender & Diversity Division

INDICATORS:

- % of transport specialists trained on gender and transport
- % of transport operations assigned with gender specialist
- Number of organized workshops/tours
- % of implemented GAP activities
- Number of identified G&T champions

OUTPUT 2: MTPTC'S RAISED AWARENESS ON GENDER AND TRANSPORT

ACTIVITIES

Conduct a training program on G&T

TIMELINE: From 2021 to 2026

TARGET: Base: 0- Goal: 5 trainings conducted

RESPONSIBILITIES: IADB Gender & Diversity Division

Provide GAP implementation support

TIMELINE: From 2021 to 2026

RESPONSIBILITIES: IADB Gender & Diversity Division

Hire a gender specialist in the MTPTC

TIMELINE: From 2021 to 2026

TARGET: Base: 0- Goal: 1 gender specialist in the MTPTC hired

RESPONSIBILITIES: MTPTC

Discuss with the MTPTC potential measures to incentivize the private sector absorption of female workforce

TIMELINE: From 2022 to 2026

TARGET: Base: 0- Goal: 4 meetings held

RESPONSIBILITIES: IADB Gender & Transport Divisions, MTPTC

Organize G&T workshops with other countries to share lessons

TIMELINE: From 2022 to 2026

TARGET: Base: 0- Goal: 4 workshops organized

RESPONSIBILITIES: IADB Gender & Transport Divisions

Identify G&T champions and train them in mainstreaming the G&T agenda

TIMELINE: From 2022 to 2026

TARGET: Base: 0- Goal: 5 G&T champions trained

RESPONSIBILITIES: IADB Gender & Transport Divisions, MTPTC

INDICATORS:

- Number of MTPTC functionaries trained on G&T
- Number of organized G&T workshops
- Number of MTPTC Gender Specialists hired
- Number of meetings to discuss potential measures to incentivize the private sector absorption of female workforce
- Number of identified G&T champions
- Number of trained G&T champions

OUTPUT 3: PRIVATE SECTOR AND CSOS' SENSITIZED ON THE GENDER AND TRANSPORT AGENDA

ACTIVITIES

Provide GAP implementation training

TIMELINE: From 2022 to 2026

TARGET: Base: 0- Goal: 4 trainings conducted

RESPONSIBILITIES: IADB Gender & Diversity Division

Organize working session on female employment in the transport sector

TIMELINE: From 2022 to 2026

TARGET: Base: 0- Goal: 6 working sessions organized

RESPONSIBILITIES: IADB Gender & Transport Divisions

Create a gender committee represented by private and non-profit sectors involved in transport operations

TIMELINE: From 2022 to 2026

TARGET: Base: 0- Goal: 1 gender committee created

RESPONSIBILITIES: IADB Gender & Transport Divisions

Set a target among construction firms to include female labor force in transport market and hire female camp sites managers

TIMELINE: From 2022 to 2026

TARGET: Base: 0- Goal: 1 target set

RESPONSIBILITIES: IADB Gender & Transport Divisions, Gender Committee

Identify G&T champions

TIMELINE: From 2022 to 2026

TARGET: Base: 0- Goal: 8 G&T champions identified

RESPONSIBILITIES: IADB Gender & Transport Divisions

INDICATORS:

- Number of companies and CSOs trained on G&T
- Number of organized G&T working sessions
- Gender committee created
- Target to include female labor force in transport market and hire female camp sites managers in construction firms set
- Number of identified G&T champions

OUTPUT 4: SEX-DISAGGREGATED DATA GATHERED

ACTIVITIES

Organize trainings for IADB, MTPTC, Executing Unit and other stakeholders, on the design and collection of sex-disaggregated indicators

TIMELINE: From 2021 to 2023

TARGET: Base: 0- Goal: 5 trainings organized

RESPONSIBILITIES: IADB Gender Division

Conduct gender assessment during project's preparation**TIMELINE:** From 2021 to 2026**TARGET:** Base: 0- Goal: At least 1 gender assessment conducted per project**RESPONSIBILITIES:** IADB Gender & Transport Divisions**Include sex-disaggregated indicators in IADB's project results framework****TIMELINE:** From 2021 to 2026**TARGET:** Base: 0- Goal: At least 1 sex-disaggregated indicator included per project**RESPONSIBILITIES:** IADB Gender & Transport Divisions**Provide technical and advisory assistance to the MTPTC to gather sex- and gender-disaggregated data****TIMELINE:** From 2021 to 2026**RESPONSIBILITIES:** IADB Gender & Transport Divisions**INDICATORS:**

- Study to analyze MS and MPT's main productivity routes conducted
- % of transport operations' resources invested on secondary and tertiary roads
- Number of rehabilitated/constructed secondary and tertiary roads
- % of rehabilitated roads utilized by MS and MPT
- % of MS and MPT's participation during community consultations and meetings
- % of projects using female labor force
- % of used female labor force
- Number of GBV, STIs, HIV/AIDS and road security trainings

FOCUS 2: INVEST IN PRODUCTIVITY CORRIDORS**OUTPUT 1: REHABILITATED/ CONSTRUCTED SECONDARY AND TERTIARY ROADS****ACTIVITIES****Conduct a study and community consultations to analyze MS and MPT's main productivity routes in the project's selected areas****TIMELINE:** From 2022**TARGET:** Base: 0- Goal: 1 study conducted**RESPONSIBILITIES:** IADB Transport Division, MTPTC**Integrate secondary and tertiary roads rehabilitation/construction in IADB transport operations****TIMELINE:** From 2022 to 2026**TARGET:** Base: 0- Goal: 1 rehabilitated/constructed secondary or tertiary road**RESPONSIBILITIES:** IADB Transport Division**Ensure that roads' investments prioritize MS and MPT's business routes and access to markets****TIMELINE:** From 2022 to 2026**RESPONSIBILITIES:** IADB Transport Division, MTPTC

Ensure at least 50% of MS and MPT's participation during community consultations and meetings

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: 50% of MS and MPT's participation

RESPONSIBILITIES: IADB Transport Division, MTPTC

Include provisions in bidding documents to hire at least 30% of women during construction/rehabilitation phases

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: 30% of used female labor force

RESPONSIBILITIES: IADB Transport Division

Conduct GBV, STIs, HIV/AIDS and road security trainings to campsite workers & surrounding communities

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: 1 training conducted per project

RESPONSIBILITIES: IADB Gender & Transport Divisions

Establish shared vans stops along the roads

TIMELINE: From 2021 to 2026

TARGET: Base: 0 - Goal: Will depend on each project

RESPONSIBILITIES: IADB Transport Division

INDICATORS:

- Study to analyze MS and MPT's main productivity routes conducted
- % of transport operations' resources invested on secondary and tertiary roads
- Number of rehabilitated/constructed secondary and tertiary roads
- % of rehabilitated roads utilized by MS and MPT
- % of MS and MPT's participation during community consultations and meetings
- % of projects using female labor force
- % of used female labor force
- Number of GBV, STIs, HIV/AIDS and road security trainings

OUTPUT 2: REHABILITATED BRIDGES

ACTIVITIES

Incorporate a gender-sensitive design and selection of bridges to be rehabilitated

TIMELINE: From 2021 to 2026

TARGET: Base: 0 - Goal: Will depend on each project

RESPONSIBILITIES: IADB Transport Division, MTPTC

Add a clause in the bidding documents and contracts that sets a minimum target of 20% to hire local women for construction works

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: 20% of used female labor force

RESPONSIBILITIES: IADB Transport Division

INDICATORS:

- Gender-sensitive design and selection of rehabilitated bridges implemented
- % of used female labor force in bridge rehabilitation

FOCUS 3: FOCUS ON WOMEN AS TRANSPORT SERVICE USERS

OUTPUT 1: TRANSPORT PROJECTS' DESIGN ENGENDERED

ACTIVITIES

Conduct gender analysis on MS and MPT's mobility needs in the project's preparatory studies (surveys, feasibility studies and assessments)

TIMELINE: From 2022

TARGET: Base: 0 - Goal: 1 gender analysis conducted

RESPONSIBILITIES: IADB Transport Division, MTPTC

Revise the pipeline of transport projects and draft gender screenings

TIMELINE: From 2021 to 2026

TARGET: Base: 0 - Goal: All pipeline projects revised

RESPONSIBILITIES: IADB Gender Division

Assign a gender specialist per project

TIMELINE: From 2021 to 2026

TARGET: Base: 0 - Goal: 1 gender specialist assigned

RESPONSIBILITIES: IADB Gender Division

Conduct gender assessments during projects' preparation

TIMELINE: From 2021 to 2026

TARGET: Base: 0 - Goal: 1 gender assessment conducted per project

RESPONSIBILITIES: IADB Gender Division

Include sex-disaggregated indicators in projects' results framework

TIMELINE: From 2021 to 2026

TARGET: Base: 0 - Goal: 1 sex-disaggregated indicator included per project

RESPONSIBILITIES: IADB Gender & Transport Divisions

Assure at least 50% of MS and MPT's participation during consultations phases

TIMELINE: From 2021 to 2026

TARGET: Base: 0 - Goal: 50% of women participation during consultations

RESPONSIBILITIES: IADB Gender & Transport Divisions

INDICATORS:

- Study on women's transport needs conducted
- % of revised projects
- Number of proposed gender screenings
- % of projects with assigned gender specialist
- % of projects including gender assessment
- % of projects including sex-disaggregated data
- % of women during consultations

OUTPUT 2: IMPLEMENTED GENDER-SENSITIVE SUB-COMPONENTS

ACTIVITIES

Focus on rehabilitating/ constructing transport infrastructures promoting MS & MPT's access to mango plots, markets and other places related to their business

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: 5 transport infrastructures rehabilitated/constructed

RESPONSIBILITIES: IADB Transport Division

Subsidize MS and MPT's transport costs through voucher schemes mechanisms

TIMELINE: From 2023 to 2026

TARGET: Base: 0 - Goal: 500 women benefitted

RESPONSIBILITIES: IADB Transport Division

Encourage specific tariffs for MS & MPT's daily multiple travels

TIMELINE: From 2023 to 2026

TARGET: Base: 0 - Goal: 500 women benefitted

RESPONSIBILITIES: IADB Gender & Transport Divisions

Implement child care measures to support MS & MPT mothers while working

TIMELINE: From 2020 to 2023

TARGET: Base: 0 - Goal: 500 women benefitted

RESPONSIBILITIES: IADB Gender & Transport Divisions

Establish cooperatives focusing on women's transportation

TIMELINE: From 2020 to 2023

TARGET: Base: 0 - Goal: 2 cooperatives established

RESPONSIBILITIES: IADB Gender & Transport Divisions

Standardize costs of products' transportation

TIMELINE: From 2020 to 2021

RESPONSIBILITIES: IADB Transport Division, MTPTC

INDICATORS:

- Number of infrastructures promoting MS & MPT access to plots and markets
- Number of MS and MPT benefitting from voucher schemes
- Number of MS and MPT benefitting from special tariffs
- Number of MS and MPT benefitting from child care measures
- Number of established cooperatives

FOCUS 4: SUPPORT WOMEN'S ACCESS TO CREDIT

OUTPUT 1: IMPROVED MS AND MPT'S ACCESS TO CREDIT

ACTIVITIES

Establish a TF to support women's access to credit in informal market

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: 1 TF created

Build partnerships with implementing agency to identify access to credit mechanism and implement it locally (UNDP)

TIMELINE: From 2021 to 2026

TARGET: Base: 0 - Goal: 1 partnership established

RESPONSIBILITIES: IADB Transport Division

Promote strategies among CSOs, private sector, IOs to facilitate women's access to credit

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: 2 workshops conducted

RESPONSIBILITIES: IADB Gender & Transport Divisions

Hire a specialist on micro-credit in informal market

TIMELINE: From 2022 to 2023

TARGET: Base: 0 - Goal: 1 specialist on micro-credit in informal market hired

RESPONSIBILITIES: IADB Gender & Transport Divisions

Design a national strategy to boost MS and MPT's access to credits

TIMELINE: From 2022 to 2023

TARGET: Base: 0 - Goal: 1 national strategy designed

RESPONSIBILITIES: IADB Gender & Transport Divisions

Implement strategy measures

TIMELINE: From 2023 to 2026

TARGET: Base: 0 - Goal: 70% of strategy measures implemented

RESPONSIBILITIES: IADB Gender & Transport Divisions

Organize workshop for local banks on credits for informal business

TIMELINE: From 2023 to 2025

TARGET: Base: 0 - Goal: 3 workshops organized

RESPONSIBILITIES: IADB Transport Division

Promote the creation of MS and MPT's cooperatives

TIMELINE: From 2023 to 2026

TARGET: Base: 0 - Goal: 5 cooperatives created

RESPONSIBILITIES: IADB Transport Division

Train MS and MPT's on access to loans and saving mechanisms**TIMELINE:** From 2023 to 2026**TARGET:** Base: 0 - Goal: 500 women trained**RESPONSIBILITIES:** IADB Gender & Transport Divisions**Train MS & MPT's on financial literacy, business administration, access to markets & mango production, & merchandise trading****TIMELINE:** From 2022 to 2025**TARGET:** Base: 0 - Goal: 500 women trained**RESPONSIBILITIES:** IADB Gender & Transport Divisions**INDICATORS:**

- Trust fund to support women's access to credit created
- % of strategy measures implemented
- Number of banks workshops
- Number of local banks with credit lines for informal business
- Number local bank with credit line for informal business
- Number of established cooperatives
- Number of MS and MPT trained on access to loans and saving mechanisms
- Number of MS and MPT trained on financial literacy, business administration, and merchandise trading

FOCUS 5: STRENGTHEN WOMEN'S PERSONAL SECURITY**OUTPUT 1: ENHANCED WOMEN'S PERSONAL SECURITY WHILE TRAVELING****ACTIVITIES****Pass legislative actions and promote effective law enforcement to reduce rates of GBV, including the adoption of the new law on the prevention and punishment of violence against women****TIMELINE:** From 2021 to 2022**TARGET:** Base: 0 - Goal: 1 law adopted**RESPONSIBILITIES:** Haiti Government**Conduct a study to map hot spots where attacks are more frequent; investigate attacks' modalities and type of violence; and identify attackers and survivors' typologies****TIMELINE:** From 2022 to 2022**TARGET:** Base: 0 - Goal: 1 study conducted**RESPONSIBILITIES:** IADB Gender & Transport Divisions**Conducts a study to establish a baseline on GBV cases related to transport issues****TIMELINE:** From 2022 to 2022**TARGET:** Base: 0 - Goal: 1 study conducted**RESPONSIBILITIES:** IADB Gender Division

Collaborate with the IADB Citizen Security Division to integrate GBV measures in transport operations

TIMELINE: From 2021 to 2026

RESPONSIBILITIES: IADB Citizen Security, Gender & Transport Divisions

Partner with local organizations to support measures and interventions to combat GBV

TIMELINE: From 2022 to 2026

RESPONSIBILITIES: IADB Transport Division

Promote structural interventions, such as street lightning, and improvement and creation of safer public baths in areas intervened by the project

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: TBD

RESPONSIBILITIES: IADB Gender & Transport Divisions, MTPTC

Establish vans' stops close to communities and in well-lighted places

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: TBD

RESPONSIBILITIES: IADB Gender & Transport Divisions, MTPTC

Conduct self-defense trainings for women who travel often

TIMELINE: From 2023 to 2026

TARGET: Base: 0 - Goal: 500 women trained

RESPONSIBILITIES: IADB Gender & Transport Divisions

Train women on reporting mechanisms and available services

TIMELINE: From 2023 to 2026

TARGET: Base: 0 - Goal: 500 women trained

RESPONSIBILITIES: IADB Gender & Transport Divisions

Promote male behavior change interventions to combat GBV

TIMELINE: From 2023 to 2026

TARGET: Base: 0 - Goal: 500 people trained

RESPONSIBILITIES: IADB Gender & Transport Divisions, MTPTC

Train local police officers and health care personnel on procedures and approaches to attend to survivors of GBV

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: 500 local police officers and health care personnel trained

RESPONSIBILITIES: IADB Gender & Transport Divisions, MTPTC

Support the creation of MS and MPT's groups to travel together

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: TBD

RESPONSIBILITIES: IADB Gender & Transport Divisions, MTPTC

INDICATORS:

- Adopted law on the prevention and punishment of violence against women
- Women's increased perception of safety in 4 pilot targeted areas
- Reduction of women victimization in 4 pilot targeted areas
- % of areas with improved street lightning

- % of projects promoting structural interventions to address women's insecurity
- Number of trained women on self-defense
- Number of trained women on reporting mechanisms and available services
- Number of reported cases of violence
- Number established van stops
- Number of trained local police officers and health care personnel

OUTPUT 2: RAISED AWARENESS ON WOMEN'S PERSONAL SECURITY AMONG COMMUNITIES AND DRIVERS

ACTIVITIES:

Train drivers on attack modalities and measures to avoid/face them

TIMELINE: From 2023 to 2026

TARGET: Base: 0 - Goal: 300 drivers trained

RESPONSIBILITIES: IADB Gender & Transport Divisions, MTPTC

Train male population on different male identities and on GBV risks and consequences

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: 500 men trained

RESPONSIBILITIES: IADB Gender & Transport Divisions, MTPTC

Train community members on the risks and consequences of attacks while travelling

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: 100 community members trained

RESPONSIBILITIES: IADB Gender & Transport Divisions, MTPTC

Identify male gender champions in communities to sensitize men against GBV

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: 100 male gender champions identified

RESPONSIBILITIES: IADB Gender & Transport Divisions, MTPTC

Identify and provide needed assistance to existing community female and male groups to promote advocacy work against GBV

TIMELINE: From 2023 to 2026

TARGET: Base: 0 - Goal: 50 female and male groups supported

RESPONSIBILITIES: IADB Gender & Transport Divisions, MTPTC

Identify and provide needed assistance to already existing communities' focal points to support survivors of violence

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: 50 focal points supported

RESPONSIBILITIES: IADB Gender & Transport Divisions, MTPTC

Appoint a female focal point in each community to support survivors of violence, including to report attacks liaising with police forces

TIMELINE: From 2022 to 2026

TARGET: Base: 0 - Goal: At least 1 female focal point per community appointed

INDICATORS:

- Number of trained drivers
- Number of men trained on different male identities
- Number of trained community members on the risks and consequences of attacks
- Number of identified male gender champions
- Number supported female and male groups to advocate against GBV
- Number of supported focal points
- Number of appointed female focal points to support survivors of violence

FOCUS 6: IMPROVE ACCESSIBILITY TO HEALTH CARE SERVICES THROUGH TRANSPORT INFRASTRUCTURE

OUTCOME 1: IMPROVED ACCESSIBILITY TO HEALTHCARE SERVICES

ACTIVITIES:

Develop a gender-sensitive transport–health study to analyze mobility/transport challenges related to access to health

TIMELINE: From 2022 to 2024

TARGET: Base: 0 - Goal: 1 gender-sensitive transport–health study developed

RESPONSIBILITIES: IADB Transport and Health Divisions

Draft a common strategy between the health and transport division to improve health accessibility through transport infrastructures and services

TIMELINE: From 2024 to 2024

TARGET: Base: 0 - Goal: 1 common strategy between the health and transport division drafted

RESPONSIBILITIES: IADB Transport and Health Divisions

Construct/rehabilitate transport infrastructure to facilitate health access

TIMELINE: From 2024 to 2026

TARGET: Base: 0 - Goal: 20% of transport infrastructure

RESPONSIBILITIES: IADB Transport Division

Integrate services to facilitate health access in transport operations

TIMELINE: From 2024 to 2026

TARGET: Base: 0 - Goal: 20% of services to facilitate health access in transport operations integrated

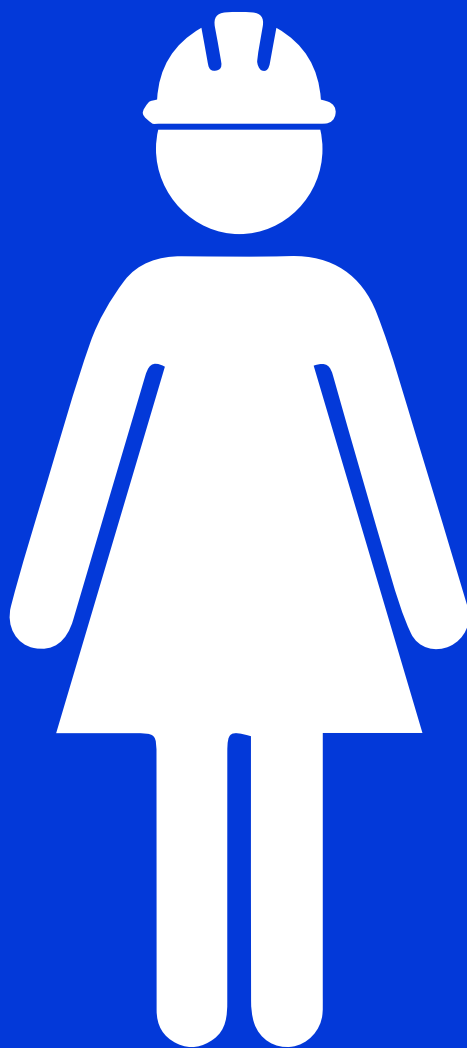
RESPONSIBILITIES: IADB Transport and Health Divisions

INDICATORS:

- % of transport infrastructures constructed/rehabilitated to facilitate health access
- % of transport services conceived to facilitate health access

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