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**Acronyms and Abbreviations**

CCCM ............................................................... Camp Coordination and Camp Management

DTM ............................................................. Displacement Tracking Matrix

GBV ............................................................. Gender-based violence

GoE .................................................................. Government of Ecuador

IDP .................................................................. Internally Displaced Person

IOM .................................................................. International Organization for Migration

MIES ............................................................ Ministerio de Inclusión Económica y Social
(Ministry of Economic and Social Inclusion)

MJDHC .......................................................... Ministerio de Justicia, Derechos Humanos y
Cultos (Ministry of Justice, Human Rights, and Culture)

WRC ............................................................. Women’s Refugee Commission
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Background

A 7.8 magnitude earthquake shook the northwestern coast of Ecuador in April 2016, resulting in 663 deaths, with 12 missing persons, and 4,859 injured. An estimated 720,000 people were affected by the earthquake and were in need of humanitarian aid. Over 3,550 registered aftershocks have reverberated across the pacific coast since the initial earthquake on April 16, strongest being 6.7 and 6.8 in the Richter’s scale through April 2017, by the National Geophysical Institute. The magnitude of the seismic event and aftershocks that accompanied it resulted in one of the largest internal displacement in Ecuador’s contemporary history.

The Canton of Pedernales, located in the province of Manabi, was among the hardest hit. At the height of the crisis, over 80,000 people were displaced, with the majority living in 26 official camps. The remaining people lived in informal settlements or with host families in urban and rural settings. Conditions in these displacement sites varied greatly; some having access to basic services while others, especially in rural areas, having very limited access to services. Poor sanitation conditions had increased the risks of mosquito-borne diseases such as Zika, Chikungunya, and Dengue fever, posed immediate health threats, particularly in rural, informal settlements. The government of Ecuador (GoE) addressed various gaps to ensure rapid response, with assistance from UN agencies and other International and local NGOs.

With regards to gender and violence, national statistics show that 60.6 percent of Ecuadorian women have experienced some form of violence and 1 in 4 have been a survivor of sexual violence. In Manabi province, the rate of gender-based violence (GBV) is slightly less than the national data. However, the communities most affected by the earthquake were already in vulnerable socioeconomic situations and GBV was of critical concern even before the earthquake, with prevalence rates as high as 58 percent in some locations and 37 percent of children between the ages of 5-17 having experienced household violence. The disaster exacerbated several contributing factors to GBV, including worsening perception of security, dignity and privacy as a result of lack of adequate shelters and multiple displacements many of the affected population have undergone. Moreover, protection partners had a particular concern for at-risk children and adolescents living in informal settlements that are not in school and live in crime-prone areas. Psychosocial support is still critical for the affected population, including children.

It is also worth noting that women’s participation in Ecuadorian society in the form of community spaces is very low. Among the total female population nationally, only 6.3 percent claim ever to have participated in such spaces; the data is even lower at around 3.2 percent with regard to women participating in producers, farmers and traders’ associations, while slightly being higher for their participation in savings cooperatives. These indicators show a complex reality

1 UNICEF Ecuador Humanitarian Situation Report No. 8, 22 July 2016
3 UN OCHA Ecuador Earthquake: Urgent Need at One Month 16 May 2016
4 SENPLADES, Tendencias de la participación ciudadana en el Ecuador, (Trends of Citizen Participation in Ecuador), page 70.
and challenges facing women's social participation, inclusion and representation, through which they can express their needs and solutions. While women may be active in political structures in the democratic electoral systems, this has not guaranteed their representation in local and national decision-making processes. According to the National Electoral Council, women's participation in governance account for only 7.8 percent of the mayoral positions at the sub-national level, and 39 percent of legislative positions at the national level.  

Against this backdrop, a pilot study was conducted in two internally displaced persons (IDP) camps of Pedernales I and Pedernales II in Manabi Province in June 2016 to explore how women, men, and marginalized groups participate in the camp life and camp governance structures and how women's participation may contribute to women and girls' perceptions on safety. Using qualitative methods, a baseline assessment was conducted to understand the barriers and facilitators to women's participation and to generate key strategies to foster women and girls' participation in the camp life and camp governance. Identified strategies from the baseline include strengthening women and girls' economic skills and creation of livelihood opportunities, building IDP leadership skills, and raising the awareness of the community on gender-related issues. These strategies have thus been piloted within the Pedernales camps since late 2016. This report outlines findings from an endline assessment, conducted from March 6 to 17, 2017.

At the time of the endline study in March 2017, a total of 235 IDP families with 949 individuals were residing at the two Pedernales camps. This included slightly over 51 percent of whom were females. Following the presidential elections in April 2017, the camps have been formally closed in May 2017. IDP families have transitioned out of the camps into permanent housing as they became available.

**Methodology**

IOM Ecuador's strategies to promote the participation of women and adolescent girls into camp governance and camp life included implementing a range of pilot activities to build their assets, including training in livelihoods skills and enhancing knowledge on their rights. The activities also worked with the wider community to raise awareness on participation and on prevention of GBV. Finally, security measures were implemented to respond to women and girls' safety concerns as identified during the baseline.

Overall goal of the pilot activities: To improve women's participation in governance structures in camps and camp-like settings to reduce women and girls' perceptions of risks to GBV.

Key activities undertaken:
- Training of women in handmade soap making
- Training of women and girls in production of handicrafts, i.e. artisan jewelry and accessories
- Related entrepreneurship and microenterprise training for women
- Workshops for adolescent girls to promote future livelihoods, including in cosmetics and

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5UN Women: http://ecuador.unwomen.org/es/que-hacemos/liderazgo-y-participacion-politica#sthash.myZ62M0.dpuf
aesthetics, i.e. nail painting, hair styling
- Establishment of a Women's Committee, including training on participatory approaches and building feedback mechanisms
- Workshops with adolescents focusing on the rights to participation and communication
- Sensitization of women, men and adolescents to address the prevention of GBV
- Workshops on leadership and self-esteem for women and girls
- Improving light fixtures around the camp to improve sense of safety

The WRC and IOM developed a study design with a mixed methods approach in order to examine if these activities contributed to fostering women and girls' participation in the camp life and camp governance and whether their participation led to any changes on perceptions of safety.

Objectives of the endline assessment:
1. To document change (positive, negative, or no change) in ways women and girls participate in the camp life and camp governance
2. To determine whether those changes were influenced by participation in the pilot activities
3. To better understand the connection between women and girls' participation and sense of safety
4. To generate recommendations to support future programming efforts that promote inclusive participation of women and girls

To reach these objectives, evaluation tools, inclusive of a Stories of Change activity, were developed to facilitate participatory focus group discussions among IDP women, men, adolescent girls and adolescent boys. Stories of Change activities (two meetings each) were held with three groups of women in each camp: those who had participated in the main IOM activity of soap making; those who had participated in more one-off activities such as jewelry making and/or the GBV trainings; and adolescent girls who had participated in a few of the one-off activities such as the jewelry making. Focus groups were held in each camp with adolescent boys and men (separately). Twelve key informant interviews with 13 interviewees were held with representatives from IOM Pedernales, Terre des Hommes (NGO partner), military, police, the health clinic, and government social services and child protection agencies including MIES, Dinapen and UIF. Participants were identified and recruited by the IOM Protection Officer in Pedernales.

Data collection took place in Pedernales I and Pedernales II from March 7 – 15, 2016, inclusive of data collection training. The assessment team consisted of 7 female and 2 male data collectors from IOM's national office who were trained and supervised by IOM HQ and WRC. Focus groups, stories of change activities and a short quantitative survey were conducted by the data collectors; key informant interviews were conducted by IOM HQ and WRC with an interpreter (for WRC staff). Interview tools were translated and revised for cultural appropriateness by the data collectors (IOM Ecuador staff), and further adjusted after pilot testing the tools among IDP community members. Verbal consent was obtained from participants over the age of 18, written parental consent and adolescent verbal assent was obtained for adolescents; written consent was obtained for photos for all participants. All activities were conducted in Spanish. Transcripts were translated and transcribed in English. Daily debriefings reviewed all transcripts with the data collectors. Transcripts were coded and analyzed using NVivo 10 by WRC staff in New York and survey data were analyzed using SPSS 22. A total of 14 adolescent boys, 10 men, 15 adolescent girls, and 40 women participated in the activities, and 13 key informants in 12 interviews.

An evaluation tool developed by WRC based on the Most Significant Change (MSC) Technique and Guide to Its Use, R. J. Davies & J. Dart (2004), to document what change matter most to children and youth. Refer to: GBV-Disability-Youth-Toolkit-3-Participatory-Assessment-3G-Stories.pdf
Findings

Governance Structure

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4. To generate recommendations to support future programming efforts that promote inclusive participation of women and girls

Participation in camp governance and camp life

Decision making and representation

As described earlier, IDP block leaders, represented by one female and one male leaders per block (totaling 7 blocks, with 14 IDP leaders) within the two Pedernales camps, were responsible for transferring information back to block residents. Although the endline study did not determine how effective they work in improving programs and security. Since the baseline study, feedback boxes had been established in the camps for several months for residents to provide suggestions, concerns and complaints on camp activities and management staff conduct. IDP leaders, and since the baseline, all IDPs have been invited to participate in camp governance mainly through attending weekly (or ad-hoc, based on need or situation) meetings, with little decision-making authority. Given the military structure of the governance

NVivo is software that supports qualitative and mixed methods research.
system at the camps, the study team found it challenging for IDPs, let alone IDP leaders, to meaningfully participate in decision-making. A repeated response on who makes the decision for the camps from all study respondents was that the “military and the MIES make all the decisions here”.

Examples of participation given by participants

When asked about how people participate in the camp life, cooking, cleaning and maintenance activities were high on the daily responsibilities of most study respondents. Adolescent girls and boys similarly shared that all they can do to participate is to “pick up the garbage, wash containers, clean the bathrooms”; although these examples of participation were primarily of their mothers. Adolescent girls help their mothers with cooking and household chores while adolescent boys reported participation through sports activities. Other examples of participation in the camp life shared by study respondents include engaging in camp-based programs, and attending weekly meetings (block leaders). While many examples were given about how women participate in the public sphere, notably, this was due to most men who leave the camps for work, and activities targeting adolescents were exceptionally limited. Inclusion of marginalized groups, including persons with disabilities, elderly, and or sexual minorities was weak across both day-to-day camp maintenance activities as well as camp-based programs implemented by service providers except for one program run by MIES working with the elderly and persons with disabilities.

Challenges to participation

Overall, as camps were still being run in a military-like efficient manner, there remained little room for participation from the IDPs themselves. Challenges to participating in the camp life shared by study respondents ranged from having competing responsibilities in household management, particularly child care, and lack of support from husbands. One key informant’s response exemplified the challenges women face, citing the cultural factors that prevent women from participating in camp governance and the camp life in general: “the husbands don't permit [their wives] to participate, there is machismo role in the family… and others, they can't leave their little children alone”.

Male and female respondents in group discussions also shared about challenges with favoritism that persisted in the camps. The study team heard several references to some camp residents receiving preferential treatment over others on basic supplies, food, and other assistance, notably, around women who may be in relationships with military personnel in charge of running the camps were reported to receive priority in assistance.

Participation in pilot activities

Changes in participation in camp governance and camp life

The study team conducted 6 group discussions with women and girls who participated in pilot activities to explore whether involvement in those activities resulted in outcomes (positive, negative, or neutral) for participation and perceptions on safety. The study team also spoke with the husbands of the women who participated in the pilot activities in group discussions to explore outcomes around women's participation. The findings demonstrate largely positive outcomes among women (and their husbands) who express various changes in their own self-esteem and self-confidence in their roles within the camp and within their households. Through the stories of change exercise, women highlighted their experiences and journey of self-realization:

“After the earthquake, I had lost all interest in having a business, but since day one here I started to regain that passion… I have learned many new things, I grew stronger with my friends in this project, and I started to think outside my own fears…”

– one female participant in the handmade soap making project

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8Camp Management Toolkit, IOM, UNHCR, NRC, June 2015, Chapter 3.
"The earthquake was very hard…. We survived and we learned to live as a community. In the project, I have learned to realize how much worth I have, I now know that I am valuable and that I have worth as a woman, as a mother, and I am independent, confident and strong. I have learned to trust in myself, learned different skills that makes me feel empowered."

– another female participant in the handmade soap making project

Women from other groups also shared a greater sense of solidarity and increased social support networks among them as a result of their participation in the pilot activities, that the project brought women to “work together... grow as friends” according to one woman while another woman acknowledged that they “feel really good as a group.” Indeed, there were plans for one of the groups of women that participated in the soap making activity to start a group business together after the camp closure, and expressed confidence in pursuing a viable business model. By June, the study team was informed that a women's association had been formed and were actively expanding their business into larger markets.

Among the husbands of the participating women, the study team noticed positive attitudes and high support for increasing women's participation in the camp life. As one man noted a change in his wife since participating in the project, that she was now “firmer on decision-making… it means that her word is valued, because she says what to do and it is done”. In another group, men remarked about changes at the community level, that women's participation increased in community decision-making processes, as “now the women are taken more in consideration...” and that “there have been changes... there are still problems because nothing is perfect, but things have improved.” The study team recognizes that the positive responses from the husbands may be biased and that there may be other factors besides the project itself, involved in the changes in the male perception on women's participation within the home and at the community level. Moreover, the women reported that the reason why their husbands agreed to let them participate in the pilot activities was primarily for the potential for additional income generation, as acknowledged by one man that there were “benefits that this [new livelihood skills] could bring when [they] leave the camp.”

The project outcomes among adolescent girls were less evident; most of the girls in the group discussions shared a range of issues unrelated to project activities, concerns they had, and lack of support for adolescents in general within the camp. It is however, worth noting that adolescent girls were highlighted at the baseline as among one of the most excluded groups in the camp life and collective decisions. The study team concluded that girls' responses were wide and varied due to the one-off nature of the pilot activities – nail painting, hair styling, only aimed to give girls a taste of a potential vocational path – and the limited space available for even those one-off activities. Many of the girls shared that they wanted to participate, but could not because there was not enough “slots” as activities were too few and accommodated a limited number of girls at a time. Despite these limitations, one girl shared the potential impact a longer-term activity focused on building girls' skills could have: “the activities helped to distract me and were interesting.... They can help us... but we [participated] for only two days and nothing more... but it could
help us to be more independent."

**Inclusion**

Although the project staff attempted to include more marginalized groups, such as persons with disabilities, elderly, and other social minorities into pilot activities, in the end, those individuals proved challenging to retain, if they were included from the start, throughout the pilot duration. As a result, the study team could not document experiences from women and girls from those marginalized groups. However, the study team identified those who did not participate in pilot activities to understand the barriers that continue to exclude some groups from participating. The team learned that most camp-based programs, including the pilot activities to promote participation, were less accessible for persons with disabilities, or strategies to intentionally engage and reach women and girls with disabilities were not thoroughly explored. Others who could not participate shared with the team that the barriers included lack of child care options, lack of support from their husbands to participate, and limits on the number of available space to participate (for adolescent girls' skills-building activities). There were also some reports from non-participants that perceptions of ineligibility based on education level or literacy, or financial capacity were barriers to participation. Finally, lack of wider dissemination on the opportunities to participate in the pilot activities and unclear messages around eligibility may have contributed to some groups, including adolescent girls and the elderly, to view that these activities were not open to them.

**Participation and safety**

The study determined, particularly through key informants, that there was a positive link between women and girls' participation in the pilot activities and their perceptions around safety. There was a general agreement that as women gain more confidence on their worth and become more aware of their rights to voice their views within their homes and in small groups, they feel more entitled to have opinions about life outside their homes and in the wider community. According to one key informant, the pilot activities created opportunities for “belonging to something [that] makes them [women] feel safe… the security of participating in the community's well-being, to build friendships, camaraderie… the security of belonging to something… helps them to have opinions on different things”.

The study team corroborated this link among one women's group discussion, when one female respondent remarked that participating in the pilot activity changed the way they view themselves, that she was now “a person who really has voice and vote… the right to give an opinion, to listen and be listened to.” While the majority of women shared about their increased confidence and empowerment through being equipped with new skills, it should also be noted that some women considered their participation having a negative impact on their children's safety. A few women shared with the study team that they were worried having to leave their children home without any supervision. Another shared of having a 14-year-old son and that although she trusts him, "but not all the other boys here are well behaved…. So we get a little worried when we are here [participating in the project]"; again highlighting the need to provide women with childcare options when promoting their participation. Multiple respondents (men and women) shared with the study team the parental fears and risks of having young daughters in a camp run by military men. However, the concept of participation that women referred to in this sense is notably less on decision-making or within camp governance structures, but in program attendance and making requests for assistance in the camp, and how these relate to the safety they perceive.

Finally, the study team heard in women's groups how their newly acquired skills could help them build prospects for future livelihoods and how this has increased their sense of security: “I know once I leave the camp, we will have the tools and skills to work on our own," as one woman shared. As men also acknowledged the positive aspect of their wives participating in gaining new livelihood skills that could be “useful in the future; these connections that study respondents made refer to the sense of economic security, rather than physical safety.
**Physical Safety**

The study team noted critical concerns from the study participants regarding physical safety. Key locations noted for safety concerns include bathrooms and showers, where men were reportedly using women's facilities and mentioned of showers having only curtains instead of doors with locks. There were also concerns of increased cases of theft and robberies due to deteriorating tent conditions. Police patrols have reportedly decreased in the months leading to the endline study, increasing feelings of insecurity. Many of these physical security concerns and changes in people's perceptions on safety may be due to the local government putting in measures to close the camps; as one key informant shared that there used to be more female police officers before and that “this time they have brought more men…. Because they are going to close the camp soon.”

Another critical safety concern for women and girls highlighted by study respondents was the presence of military personnel working as camp managers, as previously mentioned. It was reported by several respondents that the military gave preferential treatments to women they had relations with, and the new military contingent (as of December 2016) had relations with adolescent girls. Sexual advances and harassment were reported to be common, perpetrated by military personnel towards adolescent girls. Study participants also reported cases of sexual relations between military and adolescent girls, pointing out that military personnel were offering goods in exchange for sex, and calling women without their permission/without having obtained their phone numbers from them. All these concerns highlight the need to consider the implications for military structures governing the life of civilian camps, particularly around the safety of women and girls, around reporting of rights violations, accessing services and care, and for meaningful participation of women and girls that lead to changes in the camp life.

**Quantitative survey on pilot participants and non-participants**

A simple, 3 question survey was designed to generate some quantifiable information among women participants of the pilot activities in order to assess the following: 1) change in their perceptions of safety; 2) their opinions on whether women have a voice in how decisions are made in the camp; and 3) whether they agree or disagree that women have the space and voice to participate in the decisions made in this camp. The survey was conducted among women participants at the start of the pilot activities and again at the end along with the qualitative endline study. Women who did not participate in the pilot activities were also surveyed at the same time the participating women took the survey at the endline to provide a comparison of information between those who participated and those who did not participate.

A total of 128 women and adolescent girls were interviewed for the survey. In Pedernales I, 62 individuals (36 who participated, 26 who didn't) were interviewed and in Pedernales II, 66 (38 who participated, 28 who didn't) were interviewed. Women who did not participate were identified by convenience sampling; selecting a random tent and then going tent by tent at different hours over a period of 4 days covering all sections of the camps. Of those who did and did not participate, 6 respondents identified as having a disability and two more mentioned having family members with a
disability. Of those interviewed, only adolescents were interviewed who were participating, and had parental consent. Age segment of participants: Under 18 years = 9.4%; 18-29 years = 40.6%; 30-49 years = 39.8%; 50-64 years = 7.8%; 65 and over = 2.3%.

In the baseline, 95 people were interviewed and asked the same three questions. Age segment of participants: Under 18 years = 15.6%; 18-29 years = 30.2%; 30-49 years = 35.4%; 50-64 years = 11.5%; 65 and over = 6.3%. A total of 52 women were interviewed in Pederales I and 44 in Pedernales II. Men were also interviewed but as no pilot activities were implemented targeting them, their responses are not reported here.

**Survey Results**

<table>
<thead>
<tr>
<th>Question</th>
<th>Baseline - Participants</th>
<th>Endline - Participants (N=74)</th>
<th>Endline - Non-participants (N=54)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Generally, how safe do you feel around the camp?</td>
<td>Very safe: 3.2%</td>
<td>22%</td>
<td>22.2%</td>
</tr>
<tr>
<td></td>
<td>A little safe: 13.7%</td>
<td>35%</td>
<td>44.4%</td>
</tr>
<tr>
<td></td>
<td>A little unsafe: 46.3%</td>
<td>24%</td>
<td>20.4%</td>
</tr>
<tr>
<td></td>
<td>Very unsafe: 36.8%</td>
<td>19%</td>
<td>13%</td>
</tr>
<tr>
<td>Do you feel that the women here are represented in the camp decisions?</td>
<td>Well represented: 46.3%</td>
<td>21.6%</td>
<td>24.1%</td>
</tr>
<tr>
<td></td>
<td>Somewhat represented: 45.3%</td>
<td>55.4%</td>
<td>46.3%</td>
</tr>
<tr>
<td></td>
<td>Not represented at all: 8.4%</td>
<td>23%</td>
<td>29.6%</td>
</tr>
<tr>
<td>Do you agree or disagree with the statement, “Women can participate in the decisions made in this camp.”</td>
<td>Totally agree: 1.1%</td>
<td>37.8%</td>
<td>38.9%</td>
</tr>
<tr>
<td></td>
<td>Agree a little: 2.1%</td>
<td>39.2%</td>
<td>24.1%</td>
</tr>
<tr>
<td></td>
<td>Disagree a little: 20%</td>
<td>5.4%</td>
<td>14.8%</td>
</tr>
<tr>
<td></td>
<td>Totally disagree: 76.8%</td>
<td>17.6%</td>
<td>22.2%</td>
</tr>
</tbody>
</table>

Interestingly, participants and non-participants reported similar levels on their perceptions on safety, women's representation, and women's ability to participate in making decisions in the camps. This may seem to indicate there may not be important differences between the women who participated and those who did not. It is also interesting to note that among the women who participated, there are large positive changes in perceptions of safety and of women's ability to participate in making decisions. Given the findings and small sample sizes, the findings are worth noting but further research would be needed to find significant results.

On the question on perceptions on safety, women who did not participate actually reported slightly higher levels of safety than women who did participate. This could speculatively be because women who participated had more exposure to issues of safety in the camp and higher awareness of reporting options, but this needs to be further explored.

On the perception on women's representation, slightly higher proportion of participants reported feeling represented (well and somewhat represented) than non-participants although more non-participants reported feeling well represented than participants. One explanation may be that as women gained more knowledge about the meaning of participation and their rights to participate, their perspective about how women are represented in camp decisions changed over time and thus their perceptions were lower.

Finally, higher proportion of participants reported agreeing to the statement, “women can participate in the decisions made in this camp” than non-participants (totally agree and agree a little). This is understandable given women who participated in the pilot activities also tended

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9There are women-friendly spaces, called “IOM Houses”; where various programs targeting women and girls are implemented.
to be the women who participate in other camp activities.

Although these findings are important as preliminary learning, they are not statistically significant and more exploration is needed.

**Recommendations**

In order to advance women's participation in camp governance within displacement camps, further work must be done to enable women to participate in decision-making within their households and their communities. Increasing women and girls' economic prospects may be an important way to build their confidence and realize the value of their contributions and opinions on decisions within their households and in the wider economic life of the community. Women and girls also may face less resistance from the men in their household who may learn to appreciate the benefits to the entire household when earning power is increased. However, there is still a critical need to engage the wider community on gender equality, prevention of GBV, and meaningful participation of women in collective decisions to benefit all members of the community. Given that the Pedernales camps have been closed, the program recommendations to advance women and girls' participation must be extended to other sites, whether permanent or not, to sustain the outcomes observed by this pilot study and improve upon the efforts already undertaken in these camps. The following are key recommendations generated by this endline study for camp management stakeholders, including IOM, the military and MIES for other displacement sites, as well as for national/local government agencies responsible for integrating IDPs into local communities:

- Build capacity of national government agencies responsible for camp design and operations to consider security implications before military structures assume camp management responsibilities.
- Address community safety concerns—improve lighting fixtures and the physical conditions in communal areas within permanent or temporary sites. Explore community-based strategies for surveillance and ensure women are part of those mechanisms.
- Conduct sensitizations with all members of community – women, men, girls and boys – on gender issues, prevention of GBV, and benefits of participation.
- When promoting and implementing women's livelihood activities to increase their participation in the community's economic and social life, ensure the activities recognize their skills, experience and capacities, are market-based, and are safe and sustainable.
- Consider including financial literacy into livelihoods training activities as a holistic approach to enhance women and girls' capacities to make financial decisions, recognize and seize opportunities, and effectively manage money.
- Implement activities for adolescents that are accessible (particularly for girls) and continuous. Help make adolescents value their own contributions through activities that enhance their understanding of participation, leadership, and agency.
- Enable child care to allow women with young children to participate in training opportunities.
- Create programs to be more inclusive – consider different hours that may work better for women with caregiving responsibilities, tent-to-tent or house-to-house trainings to enable inclusion of persons with disabilities, adolescents, and women and girls who may be illiterate.