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REPORT OF THE SECRETARY GENERAL ON THE "IMPLEMENTATION OF THE  
INTER-AMERICAN PROGRAM ON THE PROMOTION OF WOMEN'S  
HUMAN RIGHTS AND GENDER EQUITY AND EQUALITY,"  
PURSUANT TO RESOLUTION AG/RES. 1941 (XXXIII-O/03)

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**Organización de los Estados Americanos  
Organização dos Estados Americanos  
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May 6, 2004

Excellency:

I have the honor of addressing Your Excellency to transmit the Report of the Secretary General on the "Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality," pursuant to resolution AG/RES. 1941 (XXXIII-O/03).

Accept, Excellency, the renewed assurances of my highest consideration.

César Gaviria  
Secretary General

His Excellency  
Ambassador Miguel Ruiz-Cabañas  
Permanent Representative of Mexico  
Chair of the Permanent Council of  
The Organization of American States  
Washington, D.C.

REPORT OF THE SECRETARY GENERAL ON THE "IMPLEMENTATION OF THE INTER-AMERICAN PROGRAM FOR THE PROMOTION OF WOMEN'S HUMAN RIGHTS AND GENDER EQUITY AND EQUALITY," PURSUANT TO RESOLUTION AG/RES. 1941 (XXXIII-O/03)

**I. BACKGROUND**

In April 2000, in fulfillment of the mandate issued in resolution AG/RES. 1625 (XXIX-O/99), "Status of Women in the Americas and Strengthening and Modernization of the Inter-American Commission of Women," the OAS convened a meeting of ministers or of the highest-ranking authorities responsible for the advancement of women in the member states. At that meeting, which was coordinated by the CIM, the ministers adopted the "Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality" (IAP or "the Program").

The IAP was presented to the session of OAS General Assembly held in Windsor, Canada, from June 4 to 6, 2000, which adopted it in resolution AG/RES. 1732 (XXX-O/00), "Adoption and Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality." In that resolution, the Secretary General is requested to present annual reports to the General Assembly on implementation of the Program.

The Program provides an unprecedented comprehensive approach to gender mainstreaming within both the inter-American system and the member countries. It is intended to support the efforts of OAS member states and inter-American organizations in the systematic integration of a gender perspective in their policies, programs, and strategies. Moreover, it is a tool for achieving gender equity and equality in all public policy arenas, such as the legal and judicial areas, and the areas of education, labor, politics, and health.

The IAP assigns to the Inter-American Commission of Women (CIM) the task of implementing it and designates the CIM as the principal forum for generating hemispheric policy to promote human rights and gender equity and equality. The Program also instructs the CIM to present a report to the Meeting of Ministers to be held in 2004, on initiatives taken to integrate the gender perspective and on the specific results obtained.

The IAP's objectives and lines of action contribute to fulfilling the mandates of the CIM Strategic Plan of Action, the Biennial Work Program of the Commission, and the Summits of the Americas. In that connection, it should be noted that resolution AG/RES. 1732 (XXX-O/00) is closely linked to resolution AG/RES. 1741 (XXX-O/00), "Integrating a Gender Perspective in the Summits of the Americas," in which specific recommendations are made for the Third Summit of the Americas and it is proposed to integrate a gender perspective as a cross-cutting theme in the Political Declaration and Plan of Action thereof.

The 2003 OAS General Assembly, in resolutions AG/RES. 1941 and 1952 (XXXIII-O/03) reiterated the mandates of the Secretary General and the OAS organs, agencies, and entities to report at the next regular session on implementation of the IAP.

The IAP also recommends that a meeting of ministers be held every four years to contribute to the follow-up activities of the Summit of the Americas. The next meeting will be convened for early 2004. The Plan of Action of the Third Summit of the Americas was the first to adopt a chapter on gender equality. That chapter endorses the Inter-American Program.

The prior initiatives adopted by governments that resulted in this important achievement are listed in Appendix I of this report.

## **II. ACTIONS TO IMPLEMENT THE INTER-AMERICAN PROGRAM**

### **1. CIDA-OAS/CIM PROJECT**

Section 2, paragraph 2.1.3 and 2.1.4 of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality establish the need to adopt measures to integrate a gender perspective into the execution of programs and activities by all organs, agencies identities of the OAS, and to provide them with the necessary training to attain that objective. In May 2001, the OAS Secretary General signed an agreement with the Canadian International Development Agency (CIDA) to develop the OAS Gender Mainstreaming Project, which is being coordinated by the OAS and the CIM.

That project was implemented, with great success, during the period from February 2002 to December 2003. Its objective was, on one hand, to ensure that the projects and programs carried out by the OAS benefit women and men, and girls and boys, in an equal, equitable, and appropriate manner so as to prevent the perpetuation of existing gender inequalities, and, on the other hand, to improve the compilation of relevant statistics, disaggregated by sex.

The executive committee of this project, comprising representatives of the Office of the Secretary General, the Permanent Secretariat of the Inter-American Commission of Women (CIM), and the Department of Human Resource Services, continues to hold meetings and to work on coordination in order to provide follow-up and support to OAS staff in fulfilling the program's objectives.

From February 2002 to May 2003, 200 persons receive training in analytical methods for integrating the gender perspective. Of these persons, 188 were OAS employees, five were working under contract, three belonged to the Pan-American Health Organization and three were from the Inter-American Development Bank. It was initially hoped to train a greater number, but in the end this was prevented by budgetary constraints, personnel limitations in each area, and travel schedules, which resulted in a number of cancellations.

From August 2002 to May 2003, eight training courses were held at OAS headquarters and two were held for field staff, one in January 2003 in Montevideo, Uruguay, and the other in February 2003, in Miami, United States. These courses provided training for professionals of other OAS areas, such as the Inter-American Children's Institute (IIN), the Unit for the Promotion of Democracy (UPD), and the Unit for Sustainable Development and Environment (USDE) who are assigned projects away from headquarters. Also participating were staff members of the Pan American Health Organization (PAHO) and the Inter-American Development Bank (IDB) who, when informed of the project, expressed an interest in an invitation to attend.

The results were evaluated during the course in order to benefit in future courses from the experience gained. In addition, a final evaluation of the results of all courses was made, and strategies for project follow-up were established.

To ensure the continuity of OAS staff training in the integration of a gender perspective in the projects, programs, and policies of the Organization, the firm Kartini International, as part of its contract, conducted a special course for the training of trainers, for a group of nine staff members from different General Secretariat areas. Upon completion of the first course, in light of concerns expressed by some trainers, a second seminar was held for the same staff members from September 30 to October 2, involving 13 OAS employees, two from IAP and two from the IDB.

The results of the courses have exceeded expectations; the enthusiasm of the participants and the comments received attest to the fact that the training project is of great practical utility in the work of OAS staff members. Kartini International also gained the participants' respect through its expertise, knowledge of the topic, teaching skill, and capacity to motivate course participants.

The participants in the training sessions already suggested specific activities that they would implement in their respective jobs to promote gender mainstreaming in OAS projects and programs.

To maintain the interest that this project has generated, another course of training for trainers is planned within the first six months of 2004. The purpose will be to deal not only with the issue of incorporating the gender perspective but also with the problem of harassment and abuse of power. Moreover, in light of the project's results and the fact that it is to run to the end of 2004, consideration is being given to conducting follow-up courses for staff who have already received training, and courses for new employees, as well as for those who were unable to participate in the first round of courses.

### **1.1 Interactive forum for information exchange**

One of the project's main objectives is to strengthen OAS capacity, through the CIM, to serve as a focal point and hemispheric forum for the exchange of information regarding best practices. It will also serve to guide and direct gender mainstreaming in the design of projects and/or policies in specific areas, and in an interactive forum where OAS staff members and individuals from all member states may seek answers to their questions on gender mainstreaming-related topics. This interactive forum has already been implemented and has produced concrete results, including greater visibility for the CIM within the OAS General Secretariat, and better working relations. Other OAS units and organs have begun to work with the CIM, and to request information, suggestions, and participation in events. A Web page has been developed and is now operating under CIM supervision, providing not only tools for gender analysis and information on its integration, but also links to other Web pages of interest in this area.

### **1.2 Results of the project**

The CIDA-OAS/CIM project is a work in progress: so far, staff have merely been introduced to what integrating the gender perspective means. Nevertheless, it has already shown impressive results that have exceeded expectations, and it may be anticipated that its influence will continue to grow, with the great interest and support of OAS staff members, who have shown that they understand the need to integrate the gender perspective into all OAS projects, policies and programs.

The program has also reinforced awareness that the gender component is an essential element for participatory democracy and development. There have in fact been some significant changes in attitudes toward gender issues, and the CIM has been asked to collaborate in various programs.

The training program has had a very positive impact from the outset. Results have included: amendments to the guidelines for preparation of proposals, at the initiative of the director who participated in the first training course; instructions from directors of agencies and units for the preparation of reports on how the gender perspective is being integrated into their work; CICAD has included gender indicators in the Multilateral Evaluation Mechanism (MEM) for member states to use in compiling, analyzing and evaluating information on drug abuse; the Inter-American Telecommunications Committee requested the CIM's assistance in preparing a virtual training course for its users; the Office of Science and Technology has begun work on preparing gender recommendations for submission to the meeting that will be held at the end of 2004; the Trade Unit has provided a steady flow of information to the CIM Executive Committee on ways of it integrating women into trade policy implementation, and facilitating technical assistance in other issues; the Staff Association has established a working group on sexual harassment; there was an interesting exchange of ideas among OAS employees participating in the courses; journalists with the Public Information Department are more sensitive to gender issues in their interviews, and in the way they produce their reporting.

### **III. ACTIVITIES CARRIED OUT BY OAS BODIES**

As mentioned at the beginning of this report, in 2003, the OAS General Assembly adopted resolutions AG/RES. 1941 (XXXIII-O/03), "Promotion of Women's Human Rights and Gender Equity and Equality" and AG/RES. 1952 (XXXIII-O/03), "Observations and Recommendations on the Annual Reports of the Organs, Agencies, and Entities of the Organization," which instruct the OAS organs, agencies, and entities to undertake follow-up and implementation for the Inter-American program, in particular for strategies that have to do with integrating a gender perspective, and to include in their reports to the General Assembly a detailed account of the measures taken to integrate a gender perspective into their programs, projects, and activities. It also expressed support for all the work undertaken to implement the Inter-American program, especially the OAS Gender Mainstreaming Project.

#### **INFORMATION RECEIVED FROM OAS ORGANS, AGENCIES AND ENTITIES**

On December 12, 2003, the General Secretariat sent out a memorandum to all organs, agencies and entities of the Organization, asking them to comply fully with Resolutions AG/RES 1993 (XXXII-O/02) and AG/RES. 1952 (XXXIII-O/03). The General Secretariat is pleased with the progress achieved in implementing the Inter-American program since its adoption in 2000, details on which are provided below.

##### **1.1 DEPARTMENT OF PUBLIC INFORMATION (DPI)**

The Office of External Relations (OER) collaborated with the CIM in hosting two videoconferences. The first was conducted jointly with the civil society organization "Women Waging Peace" and the Committee on Hemispheric Security, in preparation for the special conference. The objective was to examine integration of the gender perspective in matters dealing

with hemispheric security, and to analyze women's contribution to peace and reconstruction in the Hemisphere. The videoconference was broadcast simultaneously from Bogotá, Managua, San Salvador, Cambridge, and Washington DC, and was carried over the Internet.

The second videoconference dealt with the topic of "trafficking in persons in the hemisphere", and was held on November 20, 2003. The OER contacted the "news anchor" for the UNIVISION channel, Maria Elena Salinas, and enlisted her participation as moderator for that conference.

The Department of Public Information also publicized the February 18 message from the President of the CIM commemorating the anniversary of the CIM and Women's Day in the Americas, and has issued a steady flow of press releases updating information on the Commission's work.

### **1.2 INTER-AMERICAN DRUG ABUSE CONTROL COMMISSION (CICAD)**

In its work on the issue of transnational organized crime, CICAD has established a cooperative link with the CIM through its project on "trafficking in women and children for purposes of sexual exploitation in the Americas".

The CICAD statistics program on all aspects of the legal and illegal drugs problem collects data disaggregated by gender, which reveal very different patterns of behavior between men and women in terms of their involvement in producing, trafficking, and using drugs. This information helps member states to plan specific and differentiated interventions.

Under its Alternative Development program, CICAD is pursuing three projects in which women play a key role. In Bolivia, the project for modernizing organic cacao growing in Alto Beni, which seeks to diversify and increase the output and yield of organic cacao plantations as an alternative to coca crops, has trained and is providing employment for women in the micro-grafting of cacao clones. The project for rehabilitation and modernization of banana production in Alto Beni, the purpose of which is to make organic banana growing in Alto Beni ecologically sustainable and economically profitable over the long term and thereby improve living standards for local families, has trained a group of women in producing banana-leaf handicrafts; at the same time, around 50% of beneficiaries employed in production, packaging and marketing of bananas are women.

In the Province of Sucumbios, Ecuador, the project to foster alternative farming, designed to promote development and social peace in the northern frontier area by upgrading and diversifying farms and providing business and management training, is empowering women by making them managers of small enterprises and savings banks.

### **1.3 OFFICE OF SCIENCE AND TECHNOLOGY (SCI)**

The OAS Office of Science and Technology is working with the CIM to prepare recommendations on integrating the gender perspective into policies and programs in this field, for consideration at the First Hemispheric Meeting of Ministers and High-Level Authorities of Science and Technology, which will be held in Lima, Peru, November 10 and 11, 2004. The Director of the Office of Science and Technology attended the UNESCO/FLACSO conference on Gender and Science and Technology, held in Buenos Aires in November 2003.

#### 1.4 INTER-AMERICAN COMMISSION ON HUMAN RIGHTS (IACHR)

In keeping with the principles of equality and non-discrimination, fundamental elements of the inter-American human rights instruments, the Inter-American Commission on Human Rights (IACHR) is focusing specifically on women's human rights and gender equity and equality. Since its establishment in 1994, the Special Rapporteurship on Women's Rights has served as a focal point for progress in moving forward in fulfilling the IACHR's mandate in this area. Since its initial study and the resulting report, this Rapporteurship has played a vital part in the Commission's work to protect women's rights through the publication of thematic studies, assisting in the development of new jurisprudence in this area within the individual case system, and supporting the investigation of broader issues affecting the rights of women in specific countries of the region through on-site visits and country reports. One of the basic principles informing and reflected in such work on an ongoing basis is the need to integrate a gender perspective in both the planning and the implementation of the IACHR's initiatives and in formulation of public policy and decision-making in all member states.

More specifically, the Special Rapporteur on Women's Rights serves to raise awareness of the need for further action to ensure that women are able to exercise their basic rights; issue specific recommendations aimed at enhancing member state compliance with their priority obligations of equality and nondiscrimination; promote mechanisms—for example, the filing of individual complaints of violations—that the inter-American human rights system provides to protect the rights of women; conduct specialized studies and prepare reports in this area; and assist the Commission in responding to petitions and other reports of violations of these rights in the region. (For additional information on the Special Rapporteur on Women's Rights, including thematic and country reports and pertinent individual cases, visit [www.cidh.org](http://www.cidh.org), under the heading "Rapporteurships").

Among its recent activities, the Special Rapporteurship prepared, and the IACHR published, a report entitled, "The Situation of the Rights of Women in Ciudad Juarez, Mexico: the Right to Be Free from Violence and Discrimination", prepared on the basis of an *in situ* visit by the Rapporteur and a series of follow-up activities. The Rapporteur has also providing technical assistance to the IACHR Secretariat in a broad range of activities, as described above, and took part in various promotional activities. The obligations of equality and non-discrimination remain benchmarks for the selection of the topics to be addressed by the Rapporteurship, with special emphasis on the problem of violence against women, which is a manifestation of gender-based discrimination, as is recognized in the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, "Convention of Belém do Pará."

The current work program of the Rapporteurship is designed to address a priority challenge for the rights of women throughout the Hemisphere: how to ensure women effective access to justice, particularly women who have been subjected to violence. The priority nature of this challenge has been amply demonstrated in the Rapporteurship's thematic work and in the Commission's case system and country reporting. It has also been underscored in the challenges identified as priorities by member states, experts, and civil society representatives. The Rapporteurship's work program starts from the recognition that prompt access to effective judicial protection and guarantees is the first line of defense for the protection of basic rights, and takes as its challenge the fact that victims of gender-based violence and discrimination are often unable to obtain such access, and cannot therefore assert their rights. The fact that there is impunity for the perpetrators of most cases of violence against women serves to perpetuate this grave violation. The IACHR has received a grant from the Government of Finland to support further work on the project.

A large number of IACHR staff members participated in the training program on gender mainstreaming organized by the OAS.

### 1.5 INTER-AMERICAN TELECOMMUNICATION COMMISSION (CITEL)

CITEL continues to support initiatives under Resolution 44, "Mainstreaming Gender in ITU-D Programs," which resolved that the Telecommunication Development Bureau would include gender initiatives in each of the programs established under the Istanbul Action Plan in order to, *inter alia*: monitor and evaluate projects and programs to assess gender implications; include gender indicators within regulatory agencies and ministries and promote inter-organizational cooperation and gender-related initiatives in the telecommunication sector; and promote access to rural ITC facilities, such as telecenters operated and managed by women. In addition, resolution PLEN/3 of PP-02, "Bridging the Digital Divide," was adopted, as was resolution 70, "Gender Mainstreaming in the ITU," where it is resolved, *inter alia*, to incorporate the gender perspective in implementing the ITU's Strategic Plan and Financial Plan 2004-2007, and in the operations plans of the Bureaux and of the General Secretariat

Several CITEL staff members took courses during 2003 in order to become familiar with the Organization's programs and policies relating to the gender perspective. CITEL has incorporated the gender perspective into several of its activities.

CITEL has always encouraged full and equal participation by women in decision-making at all levels, as can be seen from reviewing the list of CITEL authorities and the number of women holding positions of leadership.

During the COM/CITEL meeting, a resolution was approved making the Human Resource Development Coordinator responsible for organizing activities to promote gender equality, including:

- a. Identifying a responsible contact point within each administration.
- b. Promoting the enforcement of countries' existing gender equity policies in the telecommunication sector.
- c. Compiling and publishing statistics disaggregated by sex, and introducing measurement tools to capture information on key issues for assessing the situation of women, "working with electronic media".
- d. Promoting equality of opportunity in training programs, requesting the OAS to hold distance training courses with contents on promoting gender equity that can be distributed to administrations through the "Centers of Excellence."

These activities will be conducted in coordination with the Inter-American Commission of Women.

### 1.6 UNIDAD DE COMERCIO (TU)

The Trade Unit has taken steps to incorporate the issue of gender into its work in several ways, including by having several of the Trade Unit staff members attend the gender mainstreaming educational sessions of the OAS, discussions of the issue among staff, incorporation of this issue in Trade Unit projects, and discussions of the issue in Trade Unit training programs. The main products of this effort in the past year have been the following:

**Comment [KL1]:** <http://www.itu.int/ITU-D/isap/WTDC-02FinalReport/Section4/Resolutions/Res044.pdf> KRL

**Comment [KL2]:** [http://216.239.39.104/search?cache=rfjm5HpCi24C;www.usitua.org/uploaded\\_files/ThePointDec2002.doc+%22Bridging+the+digital+divide%22+AND+%22Plenipotentiary+Conference%22+AND+Plen/3&hl=en&ie=UTF-8](http://216.239.39.104/search?cache=rfjm5HpCi24C;www.usitua.org/uploaded_files/ThePointDec2002.doc+%22Bridging+the+digital+divide%22+AND+%22Plenipotentiary+Conference%22+AND+Plen/3&hl=en&ie=UTF-8) KRL

- In recognition of the fact that the relationship between trade liberalization and gender equality requires further study and consideration by trade policymakers, the Trade Unit has prepared an annotated bibliography and a literature review of the issue, for use in Trade Unit research.
- The Trade Unit has prepared a paper entitled *Trade Liberalization, Gender and Development: What are the Issues and How Can We Think About Them?* The paper sets out some questions for trade policymakers to examine in order to better be able to understand the differential effect trade liberalizing measures may have on women and on men and describes some methods for addressing this within current trade liberalizing initiatives.
- A session addressing trade and gender equality, focusing on the differential impacts of trade liberalization on women, was incorporated into the two-week training course co-sponsored by the OAS, the World Trade Organization (WTO) and the University of the West Indies (UWI): Multilateral and Regional Trade Issues for the Americas: The Doha Development Agenda and the FTAA Process: Advanced Course for Government Officials held in June 2003.
- A presentation to the Inter-American Commission of Women (CIM) at their Executive Committee meeting on December 11, 2003, entitled *Liberalización comercial, género y desarrollo: temas clave y cómo enfrentarlo. ( Trade Liberalization, Gender and Development: What are the Issues and How Can We Think About Them? )*

#### **1.7. UNIT FOR SOCIAL DEVELOPMENT AND EDUCATION (UDSE)**

The Unit for Social Development and Education promotes women's rights and gender equity as a cross-cutting issue in its four areas of activity: labor, education, culture, and social development. At the various international conferences for which it serves as technical secretariat, it has promoted the inclusion of the gender perspective.

For the Thirteenth Inter-American Conference of Ministers of Labor (CIMT), which was held in Salvador da Bahia, Brazil on September 24-26, 2003, the UDSE presented a Permanent Portfolio of Consolidated Programs that includes a section on "Gender Equity." The programs presented in that portfolio, which is available on CD-ROM, represent government initiatives that support inclusion of women in the workforce in order to ensure equality of employment opportunity for men and women. This portfolio will be continuously updated with new programs, and will serve as a basis for horizontal cooperation activities. In this way, programs that have proven successful can be shared by countries of the Americas in order to support women who are already working or who seek to do so, throughout the Hemisphere.

The authorities of the Thirteenth CIMT held a planning meeting in December 2003 where they agreed that the gender perspective in labor policies must be a cross-cutting issue, both in terms of planning and conducting thematic seminars and in the agenda of the Conference's working groups. It also decided that the document containing the CIM's recommendations to Labor Ministers (SEPIA-2000) should be used as one of the inputs for the working groups in their discussion.

As well, the authorities of the Inter-American Committee on Culture (CIC) have agreed that one of the topics for discussion at the Second Inter-American Meeting of Ministers and High Authorities for Culture should be "Culture as an instrument for social cohesion and combating poverty". The focus of this discussion will be to develop programs designed to include all sectors of the population, in particular disadvantaged women.

In the context of hemispheric programs for education, the UDSE has prepared a program to develop policies and strategies to reduce the school dropout phenomenon, which is particularly severe among school-age girls. The intent of this program is to enhance the equity and the quality of basic education and lower the dropout rate by creating a system of "preventive actions" for dealing with challenges relating to overage students, repeaters, dropouts, and academic performance measurements.

Under the mandate from the hemispheric ministers of education, the UDSE is expanding the Portfolio of Consolidated Programs. In particular, it is identifying and systematizing programs focused on education for peace and human rights that include the gender perspective. One of the programs offered is designed to provide education opportunities to rural girls. In other cases, the gender issue is incorporated into the core objective of projects, such as teaching boys and girls about tolerance and respect for human rights.

Dr. Nelly Stromquist<sup>1/</sup> is a member of the UDSE's board of experts and advisers. Dr. Stromquist brings to the Unit her experience in ways of strengthening the relationship between education and gender in OAS projects. She has also worked on studies and publications commissioned by the OAS to identify the gender issue in the education context. The Unit hopes that with the help of experts like Dr. Stromquist the gender and education topic will feature more prominently on the hemispheric education agenda.

The UDSE is working with the Unit for the Promotion of Democracy to organize a special session of the OAS Permanent Council on "Promotion of a democratic culture through education" (April 12 and 13, 2004). That session will analyze the way education is now being used to promote a democratic culture, and how the gender perspective can make that process more effective. The session will also lay the basis for a "Hemispheric Program of education in democratic values, for peace and human rights" that will include the promotion of gender equity and equality.

#### **1.8. UNIT FOR SUSTAINABLE DEVELOPMENT AND ENVIRONMENT (USDE)**

a. PROCUENCA-SAN JUAN. Formulation of a Strategic Action Program for the Integrated Management of Water Resources and the Sustainable Development of the San Juan River Basin and its Coastal Zone, Costa Rica and Nicaragua

A gender diagnostic analysis was completed for the San Juan River Basin during the course of 2003. That analysis, which was prepared under the general supervision of the Chief Consultant on Gender with the assistance of two survey technicians, one in each country (Costa Rica and

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1. Nelly P. Stromquist is professor of international development education in the School of Education, University of Southern California. She specializes in gender issues, including education for empowerment, adult literacy, and government policies and practices in girls' and women's education. She has published widely and currently serves as the chief editor of *The Encyclopedia of Third World Women* (Garland Publishing, forthcoming).

Nicaragua), provided an assessment of the conditions in which men and women, boys and girls participate in managing the water resources of the basin. The diagnosis was based on the following working elements: (i) observation and monitoring of pilot projects, which provided direct information on roles, and on access to and control over water resources, broken down by sex, in specific productive activities; (ii) a review of census and survey data; and (iii) a review of data available in national institutions responsible for gender policies, as well as information from women's groups and other organizations involved with gender issues. The analysis provides the basis for incorporating a gender focus into the Strategic Action Program (SAP) now under preparation. The information on productive, reproductive and community activities, disaggregated by sex, makes it possible to identify target groups or beneficiaries of the program, and to pinpoint specific needs of each gender and each generational group. As part of the activities, training was provided to local executing institutions of the pilot projects. As well, training was offered to project staff. Around 200 persons took part in 61 events, including workshops, meetings and seminars. To supplement these activities, written papers and presentations prepared by USDE staff were reviewed to ensure that their language was gender-sensitive. A publication as planned, describing the results of the analysis and the incorporation of gender into the SAP

b. Inter-American Water Resources Network (IWRN) DELTAMERICA Project: Preparation and Execution of Mechanisms for Disseminating Experience and Lessons Learned in the Integrated Management of Transboundary Water Resources in the Americas

At the initiative of the Brazilian Government, and with the declared interest of several countries in Latin America and the Caribbean, the Global Environment Facility (GF), through the United Nations Environment Program (UNEP), has approved financing for a project on Preparation and Execution of Mechanisms for Disseminating Experience and Lessons Learned in the Integrated Management of Transboundary Water Resources in the Americas, known as the DELTAMERICAS project.

Among other activities, the project includes redesigning the IWRN web page to make it a dynamic instrument for managing information on water resources. Its design includes the architecture of a reference database that incorporates variables for disaggregating information by gender. The decentralized architecture of the new IWRN web site will also make it easier for traditionally marginalized groups or those with little access to discussion forums to take part, thereby fostering broader and more inclusive participation by both sexes.

### **1.9. INTERSECTORAL UNIT FOR TOURISM (UTUR)**

The Intersectoral Unit for Tourism is enthusiastic about the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality. The Unit has always considered this issue to be of great importance and was supportive of having all its staff participate in the OAS training seminars on integrating a gender perspective. Their participation has resulted in greater awareness of the issue. The Unit is continuing its active implementation of the IAP and is supporting gender-related initiatives in its programs, activities and projects.

The Unit included the topic on the agenda for the 18<sup>th</sup> Inter-American Travel Congress, the principal tourism forum in the hemispheric, which attracts the most senior representatives of the tourism industry from member states of the OAS. At the fourth plenary session, the CIM and the Casa

Alianza Guatemala were invited to give presentations on the serious problem of sexual tourism in the Americas, and the need to take urgent measures.

Through the "Declaration of Guatemala City", approved at the Congress, member states of the OAS recognized:

"The importance of tourism programs, projects and activities integrating, to the extent possible, in their formulation and implementation, the following elements: civil society participation; environmental considerations; development of human resources; and gender equality and equity;"

"That the trafficking and exploitation of adolescents, women and children for sex tourism is a serious scourge on our societies which negatively impacts the structure of families and the image of our countries as tourism destinations"; and they declared: "that actions must be implemented to prevent and combat the trafficking and exploitation of adolescents, women and children for sex tourism, as well as increase the efforts to seek and obtain financial resources to that end."

Participants at the 18<sup>th</sup> Congress reaffirmed their support for the "Plan of Action for Sustainable Tourism Development in Collaboration with the Private Sector, which, among "Initiatives to be implemented by authorities and relevant entities of the tourism sector", includes:

"Strengthen collaboration among authorities and relevant entities of the tourism sector, international, regional and sub-regional organizations, and representatives of the private sector and civil society in promoting and developing sustainable tourism by", among other things, "Designing a regional plan of action, in coordination with the Inter-American Commission of Women and the Inter-American Children's Institute, which would include standards of conduct for the tourism sector, aimed at preventing the trafficking and exploitation of adolescents, women and children for sex tourism."

In preparing its budget for 2005, the Intersectoral Unit for Tourism wishes to reiterate its mission: "to support member states of the Organization in their efforts to achieve the goals of sustainable tourism development through advisory services and technical cooperation for fostering institutional development, strengthening market research and promotion, assisting in the preparation and adoption of policies, best practices and relevant technologies, and measures to promote cooperation between the public and private sectors, gender equality, poverty reduction, and community development."

#### **1.10. UNIT FOR THE PROMOTION OF DEMOCRACY (UPD)**

As mandated by Article 28 of the Inter-American Democratic Charter and by the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality, UPD has pursued the following activities designed to promote the integration of a gender perspective:

At the request of the chair of the Interparliamentary Forum of the Americas (PIPA), the Executive Coordinator approached a committee of women parliamentarians during the second annual meeting of FIPA, held in Panama City, to discuss ways of incorporating the gender perspective into the work of the Forum and of strengthening the role and leadership of women parliamentarians in the

legislative branch, and the support that UPD/OAS might provide on these issues. As part of the advisory services that UPD provided for that meeting, it designed a critical path of action and coordination for these and other matters of interest to FIPA members.

As part of the Inter-American Forum on Political Parties (PFIAPP), UPD and other participating agencies have been examining mechanisms to facilitate and increase political participation by women in countries of the region, in accordance with Article 28 of the Inter-American Democratic Charter. During the annual meeting of the Forum, held in Cartagena, Colombia in November 2003, distinguished male and female political figures from the region (including a former female candidate for the presidency of her country) conducted a workshop in which they discussed the impact of political financing on women's participation. Following this initial discussion, which recognized that information on this issue is scarce, a second workshop was held in Washington in December, on the theme: "Is financing an obstacle for women's participation in politics?" Political leaders, academic experts, electoral authorities and representatives of the international community took part in a one-day workshop that examined this issue in-depth and provided input to the comparative analysis for the UPD/IDEA International study now underway on political financing systems in 34 member countries of the OAS. In addition to the information included in each of the national profiles, one of the five chapters of the study is devoted to this issue.

Under the UPD's Democratic Values and Political Management Program for strengthening political parties in Guatemala, a number of inter-party networks have been created for politically underrepresented groups, including women. During 2003 UPD continued to provide modular training for the Inter-party Women's Network, and helped in the initial formulation of a political agenda for the network, in preparation for the dialogue between women politicians, women's organizations, and senior party leaders.

The UPD Program for the Promotion of Democratic Leadership and Citizenship (PROLIDEM), in conjunction with the CIM and the Inter-American Development Bank's PROLID, organized the "First Andean Course on Democracy and Democratic Governance for Young Women Leaders", from August 17 to 24 in Quito, Ecuador. Recognized experts from around the region conducted four separate modules for the course, including: (i) Challenges to Democracy in the Andean Region; (ii) Political Participation by Women; (iii) Strategy and Political Communication; and (iv) Democratic Leadership and Negotiation Techniques. Thirty young women leaders from Bolivia, Colombia, Ecuador, Peru and Venezuela were selected through a competitive process to take part in the course. Graduates of that course are now part of a hemispheric network of young women dedicated to promoting democratic institutions, values and practices.

As part of the special programs in Nicaragua, UPD continued to pursue initiatives with a gender focus, including rotational funding projects, workshops and various activities under the Project for Consolidating the Network of Peace Commissions. Under the project on Participatory Management of Local Government, training seminars on gender issues were held for municipal councilors. Finally, the Program for Rural Judicial Facilitators has included a gender focus in an effort to stimulate thinking and encourage changers of attitude: as a result, for the first time, 30 women have been appointed as rural judicial facilitators in various communities within the project area.

The support program for the Supreme Electoral Tribunal of Guatemala conducted a study on women's participation in Guatemalan elections, and in September 2003 it published in "Ethnographic Study on Women's Participation: Practices and Perceptions Relating to Their Political Participation".

The Electoral Observation Missions (EOMs) that UPD organizes and conducts actively encourage equal participation by men and women as observers and support staff, and also seek out women for the positions of greatest responsibility within the missions. During 2003, there were several EOMs in which women held senior positions. For example, the Chief of the Observation Mission for the elections in Grenada was a Caribbean woman. The EOMs frequently examine and report on data regarding women's participation in elections, sometimes with comments or recommendations.

#### **1.11 LEO S. ROWE PAN AMERICAN FUND**

In 2001, this organization for the first time compiled sex-disaggregated statistics on the beneficiaries of its educational loans. The figures show a rising trend in the percentage of loans going to women: while the proportion was only 1/3 in 1995, it reached parity in 2001 and 2002. In 2003, for the first time in the history of Rowe Fund loans, women received more loans than men, accounting for 51.8% of all loans granted.

#### **1.12 INTER-AMERICAN COMMISSION ON WOMEN (CIM)**

**CIDA-OAS/CIM Project.** The CIM staff took part in OAS training courses on gender mainstreaming. The CIM's activities in implementing this project are described in the main part of this document, to which we hereby refer, so as not to duplicate information.

##### **Integration of a gender perspective in ministerial meetings**

The Inter-American Program declares that member states are to "incorporate a gender perspective as an integral part of the programs, actions, instruments and agendas of national and international events, especially ministerial-level meetings." It also specifically urges the OAS General Secretariat to "ensure that a gender perspective is consistently mainstreamed into the preparation and application of international instruments, mechanisms and procedures within the framework of the OAS, and particularly on the agendas of ministerial-level meetings." To fulfill this mandate, CIM carried out the following activities:

**SEPIA I – Gender and Labor.** In collaboration with the International Labor Organization (ILO), Pan-American Health Organization (PAHO), United States Department of Labor (DOL), American Federation of Labor – Congress of Industrial Organizations (AFL-CIO), the OAS Unit for Social Development and Education (USDE) and the OAS Summits Office, CIM prepared recommendations for integrating a gender perspective in the programs and policies of ministries of labor. These recommendations were presented at the preparatory meeting for the Twelfth Inter-American Conference of Labor Ministers (CIMT), and were considered by the ministers attending the Conference, which was held in October 2002 in Canada.

The CIM subsequently held a meeting of experts with representatives of governments, civil society and specialized organizations to consider the integration of a gender perspective in the Declaration and Plan of Action of the above-mentioned ministerial meeting and to make

recommendations for its implementation. The general recommendations and lines of action that emerged from this meeting emphasized the above-mentioned areas and proposed measures for their implementation (SEPIA I, Gender and Labor), and were approved by the CIM Steering Committee and sent to the ministers of labor, the Secretariat pro tempore of the Twelfth CIMT, the chairpersons of its working groups and national coordinators, among others.

The CIM presented the results of SEPIA I to the Meeting of Ministers of Labor of the Caribbean and of CARICOM, and participated in follow-up meetings to the Twelfth CIMT. In the second of these meetings, which was held in Montevideo, Uruguay on April 1-3, 2003, the CIM complied with the request that had been made earlier to submit a document on "Gender and Labor, Progress, Challenges, Best Practices and Strategies for Action" to Working Group 2, on Improving the Capacity of Ministries of Labor.

**SEPIA II – Gender and Justice.** A similar process was followed for submitting recommendations on the incorporation of the gender perspective at the Fourth Meeting of Ministers of Justice of the Americas (REMJA-IV), which took place in March 2002. In February 2002, a meeting of experts on justice and gender took place, with representatives of the Law School of American University in Washington, the Inter-American Commission on Human Rights, the Center for Justice and International Law (CEJIL), the International Foundation of Women Judges and the Inter-American Institute of Human Rights (IAIHR). Here, recommendations were prepared and subsequently submitted by the CIM Executive Secretariat for consideration by the ministers and attorneys-general, at REMJA-IV. ILANUD collaborated in preparing these recommendations.

In July 2002, there was a follow-up meeting to SEPIA II – Gender and Justice, in Washington, D.C., to study and promote strategies for the integration of a gender perspective in the REMJA-IV plan of action. Among others, CIM Principal Delegates, justice ministry experts and representatives of NGOs working in the field of justice, such as the Center for Justice and International Law (CEJIL), attended. The recommendations were sent to the ministers of justice and to all meeting participants. The CIM is currently participating in the process of follow-up to REMJA-IV.

**SEPIA III- Gender and Education.** In 2003, the CIM's recommendations for incorporating the gender perspective into programs and policies of the ministries of education were developed and presented at the Third Meeting of Ministers of Education, held in Mexico City on August 11-13, 2003. In December of 2003, the CIM convened a follow-up meeting (SEPIA III) of experts from all sectors to analyze the results of the Ministerial and to promote strategies for gender mainstreaming in ministries of education. Participants included experts from education ministries, NGOs and regional organizations working in the field of gender and education. The recommended strategies and lines of action from this meeting were forwarded to the Ministers of Education, the Inter-American Commission on Education, all CIM Delegates and all participants at the meeting. Follow up activities will be coordinated with the Inter-American Commission on Education and USDE/OAS.

The CIM is working with the OAS Office of Science and Technology to prepare recommendations on gender mainstreaming in policies and programs in this field, for consideration at the First Hemispheric Meeting of Ministers and High Authorities for Science and Technology, to be held in Lima, Peru, on November 10 and 11, 2004.

### **Women's human rights and elimination of violence against women**

#### *Monitoring implementation of the Convention of Belém do Pará*

Pursuant to the mandate from the Thirty-first Assembly of Delegates of the CIM (CIM/RES. 224/02), which was subsequently approved by the OAS General Assembly [AG/RES. 1942 (XXXIII-O/03)], the CIM is now engaged in preparatory work to create a follow-up mechanism for the Convention of Belém do Pará in order to ensure systematic and continuous evaluation of progress towards achieving its objectives. The Permanent Secretariat drafted a working paper with a proposed follow-up mechanism that was reviewed by the Executive Committee. The Permanent Secretariat then began the process of consultation with governments and civil society. It received responses from several countries and various organizations. Mexico will be the site of an expert meeting in July 2004 to prepare recommendations on the follow-up mechanism. As the next step, the Secretary General, in coordination with the CIM, will convene a conference of States parties to decide the most appropriate means of follow-up to the Convention, with participation by member states that are not parties to the Convention, as well as the Inter-American Commission on Human Rights (IACHR).

#### *Trafficking in women and children for purposes of sexual exploitation in the Americas*

As noted in previous reports, the CIM undertook in 1999 to prepare a research project on the trafficking of women and children for purposes of sexual exploitation in the Americas, in order to provide a broad overview of this problem, and recommendations for eliminating it. Phase I of the project, which covered Belize, Brazil, Costa Rica, the Dominican Republic El Salvador, Honduras, Guatemala, Nicaragua, and Panama, was concluded in 2002. During the period covered by this report, the CIM acted in coordination with the International Organization for Migration (IOM) to launch phase II of the project in Mexico, Bolivia, and Belize. It has received financing from the United States Agency for International Development, and Mexico has contributed supplementary funding. In addition, the Bureau of Population, Refugees and Migration of the US State Department has promised to sponsor a joint CIM/OIM project on trafficking in the Caribbean, for which the IOM will have implementation responsibility. The CIM has also worked with the international community to publicize and attract attention to the worldwide trafficking phenomenon. In an effort to publicize information on trafficking, the CIM, the OAS Department of Public Information and the Inter-American Children's Institute sponsored a videoconference on "Trafficking in Persons, Especially Women, Adolescents and Children: Sharing Best Practices for Preventing and Protecting Victims and Punishing Traffickers." Several NGOs and governmental organizations made contributions. The conference was moderated by Maria Elena Salinas, a prominent newscaster with TV UNIVISION.

Finally, following a meeting with the editorial board of the New York Times organized by the CIM Executive Secretariat on January 9, 2004, that newspaper published an editorial on the problem of trafficking in the Americas, and on the initiatives taken by the CIM and the OAS to deal with it

The CIM has been working with other organs, agencies, and entities of the OAS, as detailed in the respective areas of this report, to which we refer for the sake of brevity.

### **1.13. INTER-AMERICAN CHILDREN'S INSTITUTE (IIN)**

The Directing Council of the Inter-American Children's Institute adopted resolution CD/RES. 08 (78-R/03) in June 2003, in which it recognized that gender should be an ever-present subject matter in the policies and programs of the IIN and, considering that the IIN has designed and conducted a Training Seminar on "Human Rights, Gender, Children and Citizenship", addressed to managers and operators of child and adolescent-related programs, resolved:

1. To request the IACI to extend this training activity to any interested OAS member state.
2. To recommend to those member states that deem it necessary and suitable, to request the Institute for advice on the inclusion of the gender perspective and a rights-based approach in their programs, projects and activities.
3. To recommend that the IACI keep the OAS General Secretariat and the Inter-American Commission of Women informed on the developments that take place within the framework of the implementation of the Inter-American Program on the Promotion of Women's Rights and Gender Equity and Equality.

In its annual report to the OAS General Assembly, the Institute reports changes that have occurred, in institutional or programming terms, with respect to gender mainstreaming in its programs and projects. In the communications area, a new line has been adopted and has already succeeded in recasting the image of children from a gender perspective and reaffirming boys and girls as the key focus of the IIN's work. Consistent with this retesting, it has completely updated its institutional documents.

In terms of gender equity and equality, the appointment of women to senior management positions is the central theme of AG/RES. 1954 (XXXIII-O/03) and is reflected in CD/RES. 08 (78-R/03) of the IIN, referring to the design and implementation of a Training Seminar on "Human Rights, Gender, Children and Citizenship", addressed to managers and operators of child and adolescent-related programs.

The Program for Promotion of Children's Rights (PRODER) includes components on training in children's rights and the gender focus, and a seminar on protecting the rights of child victims of sexual violence, conducted jointly with the NGO "Voces" and the BICE.

Finally, representatives of the Canadian International Development Agency (CIDA), Delmer Bjorklund, Pascal Médieu and Isla Paterson, visited the IIN's headquarters, held working and coordination meetings, and examined the results of the first phase of cooperation and the possibility of a second phase in the following areas: skills for life, human rights, dispute settlement, gender focus, resilience, family violence, and trafficking in children.

### **1.14 DEPARTMENT OF HUMAN RESOURCE SERVICES (DHRS)**

Resolution AG/RES. 1790 (XXXI-O/01), "Appointment of Women to Senior Management Positions at the OAS," resolved: "To request the Secretary General to monitor closely the progress made by OAS organs, agencies, and entities in meeting the goal of having women occupy 50% of the

posts at each level in the OAS by the year 2005, to keep the Permanent Council informed with respect to the implementation of this resolution, providing it every year with relevant statistics from the Department of Human Resource Services, and to report thereon to the General Assembly at its thirty-second regular session.”

*Report*

The proportion of women in the OAS General Secretariat has increased steadily for the past three decades due, almost exclusively, to the steady growth of the proportion of females in professional positions. This has gone from approximately 17%, during the 1972-75 period, to 45% at the end of 2003.

Within the professional category, parity by gender has been surpassed at grades P-1 to P-4. Women in these levels represented only 26.6% in July of 1978. By December 1990 that proportion had increased to 38.0% and it represents 53% at the moment. That is: the percentage of women in the professional categories has doubled in about 25 years, slightly surpassing parity.

During that same period, the proportion of women in the higher professional echelons (grades P-5 and above) increased by 19 percentage points. In relative terms this rise has been stronger than in the rest of the professional categories: between July of 1978 and December of 1990, women, as a proportion of staff in grades P-5 and above more than doubled (went from 5.8% to 12.9%), and since December 1990 has almost doubled again, from 12.9% to 27%. Briefly: while the proportion of females in posts P-1 to P-4 has approximately doubled since 1978 that in grades P-5 and above has multiplied fourfold.

In absolute terms, while the number of males in grades P-5 and above declined from 194 in 1978 to 115 in 1990 and to 90 in December of last year, the number of women in grades P-5 and above rose steadily from 12 in 1978, to 17 in 1990, and 34 in 2003.

Notwithstanding those remarkable achievements of the policy efforts geared towards gender parity, given the present pace of generation of vacancies in the General Secretariat, the mandated goal of having at least 50% women in all professional grades, may take longer to reach than 2005. It seems therefore advisable that said deadline be extended and that the Secretariat renews and enlarges policies and practices oriented to the achievement of that goal.

**1.15. INTER-AMERICAN AGENCY FOR COOPERATION AND DEVELOPMENT (IACD)**

The Strategic Plan for Partnership for Development, which was approved in 2002 and governs the Organization’s cooperation activities, states that empowering women and promoting their full and equal participation in the development of our societies, as well as promoting equality of opportunity for women to exercise leadership, are fundamental for integral development and for eliminating the broad range of current inequalities.

The Strategic Plan also states that the partnership programs, projects and activities for development in the priority areas specified in the Plan must integrate gender equality and equity in their design, implementation and evaluation to the extent possible.

To meet this requirement, the general guidelines issued by the Executive Secretariat of the Inter-American Agency for Cooperation and Development for presentation of project profiles for funding by the 2003 Special Multilateral Fund of the Inter-American Council for Integral Development (FEMCIDI) stipulate that a number of elements specified in the Strategic Plan must be taken into account. Given their importance, these are enumerated individually.

The first is the question of horizontal issues, one of which is that cooperation activities funded by FEMCIDI must, to the extent possible, include gender equality and equity in their design, implementation and evaluation. This element is taken into account in evaluating project profiles.

Given FEMCIDI's programming cycle, this important element of the funding process will first be implemented for project profiles presented by the May 31, 2003 deadline, with implementation beginning in January 2004.

Similar consideration is to be given by the Department of Fellowships and Training when it comes to granting fellowships. The department always seeks to ensure that there is a balance between men and women in the distribution of fellowships.

#### **1.16. JUSTICE STUDIES CENTER OF THE AMERICAS (CEJA)**

With support and financing from the German cooperation agency GTZ, CEJA has been engaged since March 2003 in a project to evaluate Chilean experience with women's courts, as a mechanism for symbolically retrying cases of importance for women's rights where the State courts have failed to apply international and local instruments properly.

This project has produced an evaluation of Chilean experience, and a manual on women's courts (both prepared by Lidia Casas, an expert with Chile's Universidad Diego Portales, and Natasha Molina), as well as a regional workshop for dissemination and discussion of the manual, organized by CEJA and GTZ. The evaluation and the manual were published in November 2003 in English and Spanish, in hard copy and on the Web ([www.cejamreicas.org](http://www.cejamreicas.org)). The workshop attracted representatives from 40 organizations in 20 countries of the region, and was held in conjunction with the Inter-American Seminar on Gender and Justice, on November 12 and 13 in Viña del Mar, Chile. This event will be described at the corresponding point.

As a result of the workshop, GTZ is considering setting up a regional court on women's rights, as well as a research project on gender and justice in the region, in order to delve further into some of the issues raised at those events.

On March 8, 2004, as a result of that workshop, local NGOs in Ciudad Juarez, Mexico, will hold a "Court of Conscience" on women's rights, dealing with murders of women in that city over the last 10 years.

#### *Gender and Criminal Procedure Reforms*

Based on the result from the study for monitoring criminal procedure reforms, we have begun implementation of the project in Ecuador, Chile, Guatemala and Honduras. The objective is to assess the impact of criminal procedure reforms on the handling of crimes involving sexual violence, and cases of violence in general, where the majority of victims are women, boys and girls. The study is

financed by the William and Flora Hewlett Foundation, and started in April 2003 in Chile. That stage involved research in Chile and the development of research tools and methodology for application to the study as a whole. The final results for Chile will be ready in March 2004. They will be published together with the Universidad Diego Portales. Meanwhile, preliminary results have been distributed to the Inter-American Commission of Women, and to local authorities at a seminar organized by the Attorney General's Office and the National Secretariat for Women of Chile, and at the Inter-American Seminar on Gender and Justice held in Viña del Mar in November 2003.

That seminar was attended by more than 150 representatives of civil society organizations from 32 countries, who engaged actively in debate. The seminar addressed two issues: promoting judicial reform in countries of the region, and including a gender perspective in the design and implementation of public policies in this area. It considered the need to create a forum for discussion about ways of incorporating gender issues into the major efforts that our countries are making to improve their justice systems. We are still seeking financial support so that we can repeat that successful experience in 2004.

In September 2003, research began in Ecuador, Guatemala and Honduras, sponsored and funded by CIDA.

#### **1.17 INTER-AMERICAN INSTITUTE FOR COOPERATION ON AGRICULTURE (IICA)**

This report covers the Institute's actions, and the results obtained, in response to the following mandates:

- IABA Resolution 342 (1999), which calls for the integration of a gender perspective into the IICA institutional system, by making all necessary legal, regulatory, and operating changes, and into its actions and instruments for technical cooperation.
- AG/RES. 1853 (XXXII-O/02), on "Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality."
- The Quebec City Summit, which reiterates the principles of gender equality and recognition of cultural diversity.

Accordingly, the general activities and outcomes described below address two levels: IICA's activities in technical cooperation for development, in the context of regional processes and country demands; and activities within the institution, referring specifically to human resource policies and procedures.

#### **ACTIONS AND OUTCOMES IN TECHNICAL COOPERATION**

On the basis of the activities described in point 1.1 of the full report, we cite below the principal areas of technical cooperation, and the outcomes and progress achieved.

*Construction of a policy framework for technical cooperation and gender mainstreaming in IICA.* During 2003, efforts were made to construct and disseminate the vision of IICA on this issue, based on the intersection between the "gender inconclusive" focus and the territorial or "rural

development" focus. Based on the international seminar that the Institute conducted in Natal, Rio Grande do Norte, Brazil, a small network of IICA professionals was established to pursue the intersection of these two focuses, and to support the development of instruments for mainstreaming gender in rural development programs and policies.

***Strengthening development policies by incorporating the gender focus and promoting rural women.*** IICA has promoted the incorporation of the gender dimension into the public policy framework relating to agriculture in Bolivia and Guatemala. In the latter country, it is working to create gender units within the Ministry of Environment.

***Support for incorporating the gender focus into programs and instruments for entrepreneurship development and for access to productive assets.*** IICA prepared and published a study on access to credit for rural women in Costa Rica and Nicaragua. It created a training methodology, validated by rural entrepreneurs and microenterprises, which includes a self-teaching guide. In terms of mainstreaming gender in territorial development, a training methodology was prepared in Brazil. Support was provided for generating and strengthening programs and projects for enterprise development for rural women in Costa Rica, Colombia (PADEMUR), as well as in the Caribbean, working with networks of rural women producers in Barbados, Trinidad and Tobago, Jamaica and Guyana (The Caribbean Network of Rural Women Producers, CNWRP), the CIDA/CPEC Project on organic farming, Dominican Republic (PADEMUR), Chile (IICA-INCAP agreement), and Bolivia. In Mexico, IICA assisted in preparing a chapter on credit for rural women within the rural banking sector; in Colombia it is helping to develop regulations and operating procedures for FOMMUR (Development Fund for Rural Women). In the Caribbean, IICA is following up on the PWOTOKOL project in Haiti, which seeks to foster the creation of revolving funds under the KrediFanm credit approach.

***Instruments for handling and updating statistical information.*** Efforts in Colombia have produced proposals for conducting a regional study with other institutions. However, a satisfactory partnership has yet to be established for this process, which by its nature is demanding but very important for establishing a framework for policies and strategies.

***Strengthening networks and creating partnerships.*** In this area, the Institute has pursued two objectives: to strengthen agricultural institutions through training for gender units in policy-setting bodies, and to establish partnerships to promote capacity-building initiatives and projects, with an emphasis on rural women. Three general agreements on technical cooperation have been signed with Spanish institutions.

#### ACTIONS AND OUTCOMES IN TERMS OF INCORPORATING GENDER INTO THE INSTITUTION'S OPERATING POLICIES

Internal discussions have been launched among the institution's various areas to assess the complexity of mainstreaming gender in institutional policies. Those discussions have provided feedback and have encouraged the exchange of information among areas on the issue of gender and the institution's conduct of its business. These are necessary prior steps to designing proposals that will transform the way IICA operates.

A survey of basic information was conducted to map the human resources available to the Institute in the Hemisphere. This must all be systematized and analyzed so that it can serve as input for improving the recruitment process, with a few to correcting the gender balance while maintaining the insistence on excellence.

## RECOMMENDATIONS

### Technical cooperation:

Strengthen technical cooperation and exchange between IICA country offices in order to mainstream gender in the design of strategies and policy instruments in a variety of fields (rural entrepreneurship, environmental management, training, citizenship etc.). This will require establishing structures to promote the exchange and management of know-how, and design and lobbying for proposals to secure adequate funding.

### Institutional policies

The Department of Human Resources needs to be given the technical wherewithal (professional time) to make substantive progress in systematizing information on the human resources situation, the review of policies, and the preparation of proposals.

## **1.18 SUMMITS OF THE AMERICAS SECRETARIAT**

The Summits of the Americas Secretariat has worked in collaboration with the Inter-American Commission on Women (CIM) to assist in integrating gender issues into the ministerial meetings that are part of a broad Summit process that includes labor, justice, and education.

As part of its responsibilities for supporting the Summit Implementation Review Group (SIRG), and at the request of member states, the Secretariat prepared a draft Pilot Project and a thematic analysis of the national and international reports on mandates from the Quebec City Summit relating to gender equality. The objective of this analysis was to help countries and institutions identify any gaps in the reports submitted or in the work of implementing Summit mandates. While the Quebec City Plan of Action devotes an entire section to gender equity, there are in fact 26 mandates relating to women and gender in the new thematic areas of the Plan of Action. The draft of the Pilot Project was submitted to the 28<sup>th</sup> meeting of SIRG on April 2, 2003, in Washington DC.

Senior officials of the General Secretariat also participated in training courses for OAS personnel in the spring of 2003, dealing with gender trends in all aspects of OAS programs and policies.

In developing proposals for dissemination to civil society, the private sector and other partners, the Summit Secretariat has incorporated the gender perspective as part of the preparation and execution of its projects.

## **1.19 OAS STAFF ASSOCIATION**

As a direct result of the gender training course conducted in 2003, the Association decided to create a subcommittee on gender issues. The CIM Executive Secretariat is providing technical

assistance. The subcommittee includes personnel from different areas of the General Secretariat, such as Public Information, the Office of the Secretary General, the Office of Summit Follow-Up and CICAD, staff from the Office of the Assistant Secretary General and the Secretariat for Management, among others.

The subcommittee will concentrate on support and follow-up for the work carried out by the General Secretariat, in order to ensure that gender becomes a part of the institutional policy, with practical measures that ensure full and equal access to positions of all types for women and men, as well as other measures to address issues that may arise in connection with integrating a gender perspective.

The subcommittee is now addressing issues such as the General Assembly mandate to increase the number of women in senior executive positions in the OAS, and is developing proposals to make the General Secretariat a more "family friendly" place to work.

#### **IV. BUDGET**

Resolution AG/RES. 1941 (XXXIII-O/03), operative paragraph 8, instructs the Permanent Council to consider increasing the resources allocated to the CIM in the program-budget, enabling it fully to carry out its mandates. (Those resources are described in general terms in resolution AG/RES. 1853 (XXXII-O/02) as the human and financial resources the CIM needs to act as an organ for follow-up, coordination, and evaluation of the Inter-American Program.) Resources that might be allocated to that end were not identified. In respect of remaining resources for training, approval is pending for funding of approximately \$35,000 to cover the next period of activities.

Apart from the above, there are no budgetary allocations of resources to carry out this mandate and, therefore, to implement the Program.

APPENDIX I

OAS GENERAL ASSEMBLY RESOLUTIONS  
RELATED TO GENDER EQUALITY AND EQUITY

- AG/RES. 1422 (XXVI-O/96), "Cooperation within the Inter-American System to Ensure Full and Equal Participation by Women in the Development Process," invited the organs, agencies, and entities of the inter-American system to work with the CIM by drawing up joint action programs within their respective spheres. Moreover, it requested the Secretary General to establish the mechanisms required to ensure coordination, as necessary, of women's issues between the various areas of the General Secretariat and the Executive Secretariat of the CIM regarding women's issues.
- AG/RES. 1432 (XXVI-O/96), "Status of Women in the Americas," recommended that member states strengthen existing mechanisms or create new ones for the advancement of women. It further recommended that they take gender analysis into account when devising and executing public policies. It urged the Inter-American Council for Integral Development (CIDI) to consider a gender perspective in designing and executing development projects and reiterated the importance of full compliance with the Strategic Plan of Action of the Inter-American Commission of Women.
- AG/DEC. 18 (XXVIII-O/98), "Declaration on Equal Rights and Opportunity for Women and Men and Gender Equity in Inter-American Legal Instruments," declared that all inter-American legal instruments relating to the rights of individuals should be applied by the member states of the OAS as well as by its organs, specialized agencies, and departments, in such a way as to ensure equality of women and men before the law, equal opportunity for women and men, and gender equity. It called upon the member states to take concrete steps to promote equality of women and men before the law, equal opportunity for men and women, and gender equity, at both the national and international levels, and recommended that any relevant inter-American instruments adopted in the future on the rights of individuals expressly ensure the equality of women and men before the law, equal opportunity for men and women, and gender equity.
- AG/RES. 1625 (XXIX-O/99), "Status of Women in the Americas and Strengthening and Modernization of the Inter-American Commission of Women," called a meeting of ministers or of the highest-ranking authorities responsible for the advancement of women in the member states, for the first quarter of 2000, and requested the CIM, acting as coordinator for the aforementioned meeting, to prepare a draft agenda that would include approval of the "Draft Inter-American Program on the Promotion of Women's Rights and Gender Equity" and consideration of the commitments adopted by the Summits of the Americas. It reiterated to the General Secretariat and the Permanent Council the contents of its resolution AG/RES. 1586 (XXVIII-O/98), with a view to improving the financial condition of the Inter-American Commission of Women, decided to include on the agenda of the thirtieth regular session of the General Assembly the item: Approval of the "Inter-American Program on the Promotion of Women's Rights and Gender Equity," and requested the Permanent Council to report on the implementation of this mandate to the General Assembly at its thirtieth regular session.

Comment [ejy3]: EJYoder

Comment [ejy4]: EJYoder

- AG/RES. 1635 (XXIX-O/99), "American Declaration of the Rights and Duties of Man," extended the mandate given to the Permanent Council in resolution AG/RES. 1591 (XXVIII-O/98) to study and propose, if appropriate, changing the title "American Declaration of the Rights and Duties of Man" to "American Declaration of the Rights and Duties of Persons," or any other agreed term, and replacing the word "man" in the text with "person," or any other agreed term, where appropriate. It requested the Permanent Council to report on the implementation of this mandate to the General Assembly at its thirtieth regular session.
- AG/RES. 1669 (XXIX-O/99), "Observations and Recommendations on the Annual Reports of the Organs, Agencies, and Entities of the Organization," requested that the organs, agencies, and entities of the Organization include in the annual report to be presented to the General Assembly at its thirtieth regular session the draft resolutions they saw fit to transmit to the Assembly, and that they include in their annual reports, if appropriate, consideration of a gender equity approach.
- AG/RES. 1732 (XXX-O/00), "Adoption and Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality," approved that Program and instructed the CIM to serve as the organ for follow-up, coordination, and evaluation of the said Program and the actions taken to implement it. It urged the OAS General Secretariat to see that a gender perspective was incorporated in all work, projects, and programs of the organs, agencies, and entities of the OAS, in fulfillment of the Program. It instructed the Permanent Council to propose to the OAS General Assembly, at its thirty-first regular session, the allocation of technical, human, and financial resources, within the program-budget of the Organization, so that both the General Secretariat and the CIM might implement this Program. Moreover, it urged the General Secretariat to allot to the CIM, in the program-budget for 2001, the human and material resources needed to implement the Inter-American Program and resolution AG/RES. 1592 (XXVIII-O/98), "Status of Women in the Americas and Strengthening of the Inter-American Commission of Women," and urged the organs of the OAS and specialized organizations of the inter-American system to provide the support necessary to implement the Inter-American Program.
- AG/RES. 1741 (XXX-O/00), "Integrating a Gender Perspective in the Summits of the Americas," requested that the member states in the Summit Implementation Review Group (SIRG) take concrete action to integrate a gender perspective as a cross-cutting theme in the Proposed Political Declaration and Plan of Action for the Third Summit of the Americas. It requested that the SIRG consider including a specific section related to women's issues within the area of "democracy and human rights." It recommended that the Meetings of Ministers or of the Highest-ranking Authorities Responsible for the Advancement of Women in the Member States be held every four years in order to contribute to the preparatory and follow-up activities of the Summits of the Americas. It encouraged governments to consider the recommendations of the Inter-American Commission of Women in the process of preparing the Political Declaration and Plan of Action of the Third Summit of the Americas. The CIM should prepare recommendations and provide technical support for this purpose. It instructed the General Secretariat and the CIM to transmit this resolution to all the organs, agencies, and entities of the inter-American system to ensure that they would take it into account in the preparation and implementation of their work plans and programs and instructed the OAS General Secretariat to allocate the necessary resources to the CIM for the

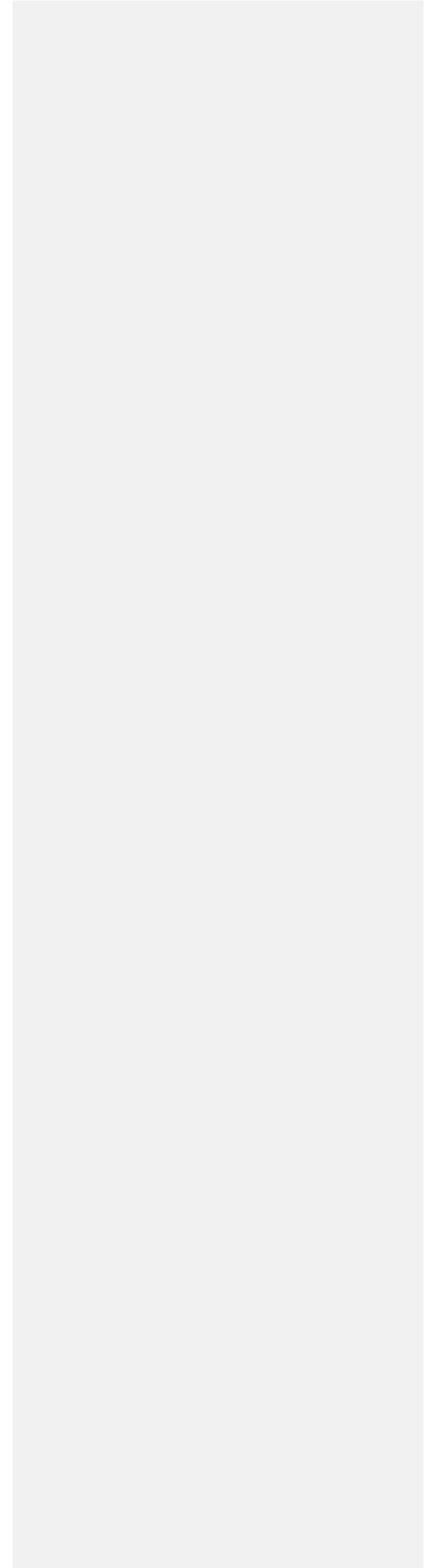
implementation of these mandates, within the resources allocated in the program-budget and other resources.

Comment [KFC5]:

- AG/RES. 1777 (XXXI-O/01), “Implementation of the Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality,” received with satisfaction the first report on the implementation and promotion of the Inter-American Program; reaffirmed governments’ commitment to integrate a gender perspective into their national programs and policies; and urged the Secretary General to continue his efforts to implement the objectives of the Inter-American Program and to promote the integration of a gender perspective in the Organization’s activities, policies, programs, projects, and agendas. It instructed the Secretary General and the Permanent Council to assign to the CIM, in the program-budget for 2002, the human and financial resources it needs to act as an organ for follow-up, coordination, and evaluation of the Program and of actions taken to implement that Program, and requested voluntary contributions to accelerate the implementation of the Inter-American Program. It requested the Secretary General to report to the General Assembly, at its next regular session, on activities undertaken by all organs, agencies, and entities of the OAS to implement the Inter-American Program and to present pertinent recommendations.
- AG/RES. 1790 (XXXI-O/01), “Appointment of Women to Senior Management Positions at the OAS,” urged the Secretary General to reaffirm the goal that women should occupy, by the year 2005, 50% of posts at each level within the OAS system, particularly at the P-4 level and above, and invited him to appoint qualified women as representatives and special envoys and to actively seek and support the nomination, election, or appointment of qualified women to all vacant positions in the OAS. It also requested him to continue his work to establish policies of gender equality in the workplace and to monitor closely the progress made by OAS organs, agencies, and entities in meeting the goal and to report thereon to the General Assembly at its thirty-second regular session. It urged the member states to support those efforts.
- AG/RES. 1853 (XXXII-O/02), “Implementation of the Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality,” received the second report on the implementation and promotion of the Inter-American Program; reaffirmed governments’ commitment to integrate a gender perspective into their national programs and policies; and instructed the Permanent Council: (1) to continue allocating to the CIM, in the program-budget for 2003, the human and financial resources it needs to act as an organ for follow-up, coordination, and evaluation of the Inter-American Program; (2) in the 2003 budget, to assign the funds needed to hold meetings to follow up on the Program, including meetings of the ad hoc Inter-Institutional Forum on Gender Equality; and (3) to take into account, in the budget to be approved for 2004, the Second Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States, which should be convened in April 2004. It also requested the Secretary General: (1) to instruct the OAS organs, agencies, and entities, through the appropriate channels, to include in their reports to the General Assembly an account of the measures taken to implement the Inter-American Program; and (2) to report to the General Assembly at its thirty-third regular session on the implementation of this program.

- AG/RES. 1872 (XXXII-O/02), “Appointment of Women to Senior Management Positions at the OAS,” urged the Secretary General to reaffirm the urgent goal that women should occupy, by the year 2005, 50% of posts at each level within the OAS organs, agencies, and entities, particularly at the P-5 level and above; to appoint qualified women as representatives and special envoys; and to actively seek and support the nomination, election, or appointment of qualified women to all vacant positions in the OAS. It also asked him to continue his work to establish policies of gender equality in the workplace; and to monitor closely the progress made by OAS organs, agencies, and entities in meeting that goal, and to report thereon to the General Assembly at its thirty-third regular session. It also urged all member states to support the efforts of the Secretary General and of the President of the CIM by identifying, and regularly submitting, through their permanent missions to the OAS, the most highly-qualified women candidates to occupy positions of trust within the OAS and to encourage more women to apply for vacant positions, which will have been widely publicized in all member states.
- AG/RES. 1883 (XXXII-O/02), “Observations and Recommendations on the Annual Reports of the Organs, Agencies, and Entities of the Organizations,” instructed the OAS organs, agencies, and entities to include in their reports to the General Assembly a detailed account of the measures taken to implement the Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality and to integrate a gender perspective into their programs, projects, and activities.
- AG/RES. 1941 (XXXIII-O/03), Promotion of Women's Human Rights and of Gender Equity and Equality, requested the Permanent Council to integrate a gender perspective into its resolutions, activities, and initiatives, to ensure that they benefit women and men on an equal basis. It requested the Secretary General to continue to give full support to the Inter-American Program, in keeping with resolution AG/RES. 1853 (XXXII-O/02) and the priorities established in the First Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States (REMIMI I). It also requested that he continue to integrate a gender perspective into all programs and policies of the Organization, and that he reiterate the request to the organs, agencies, and entities of the Organization to include in their annual reports to the General Assembly information on their efforts to integrate a gender perspective into their policies, programs, projects, and activities.
- AG/RES. 1952 (XXXIII-O/03), Observations and recommendations on the annual reports of the organs, agencies and entities of the Organization, reiterated to all the organs, agencies, and entities of the Organization that, in presenting their annual reports, they must take into account the provisions of prior General Assembly resolutions, including AG/RES. 1883 (XXXII-O/02) [which calls for them to provide a detailed account of the measures taken to implement the IAP and to integrate a gender perspective into their programs, projects, and activities.] It specifically expressed support for the CIM’s collaboration on the gender mainstreaming project in the OAS General Secretariat.
- AG/RES. 1954 (XXXIII-O/03), "Appointment of Women to senior management positions in the OAS", instructed the Secretary General to bear in mind its previous resolutions on “Appointment of Women to Senior Management Position at the OAS”, such as AG/RES. 1790 (XXXI-O/01) and AG/RES. 1872 (XXXII-O/02), so as to establish a new institutional culture in the Organization that gives priority to gender equity and equality. It

requested that he take this resolution into account in decisions affecting the staff structure of the General Secretariat. It called upon the organs, agencies and entities of the OAS to meet the target for 2005, to include the objective of improving gender balance in their human resource management action plans; and to undertake specific activities to address gender issues within the workplace. It also requested the Secretary General to monitor closely the progress made by those organs and agencies, and to provide continuous information on compliance with the resolution, and detailed reports on measures taken to apply it.





DRAFT RESOLUTION  
PROMOTION OF WOMEN'S HUMAN RIGHTS  
AND GENDER EQUITY AND EQUALITY

THE GENERAL ASSEMBLY,

HAVING SEEN the report of the Secretary General (CP/doc./04);

BEARING IN MIND:

Resolution AG/RES. 1732 (XXX-O/00), "Adoption and Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality," the adoption of which represented, in addition to a firm political commitment, a highly important instrument of consensus for the member states in promoting women's human rights and achieving equal rights and opportunities for women and men;

Resolutions AG/RES. 1777 (XXXI-O/01), AG/RES. 1853 (XXXII-O/02), AG/RES. 1941 (XXXIII-O/03), with which the General Assembly received the successive reports of the Secretary General on the fulfillment of the Program and issued mandates for its implementation; The commitment made by the Organization of American States, in particular through the Inter-American Commission of Women (CIM), to facilitate integration of the gender perspective into the work of all its organs, agencies, and entities by developing training programs and disseminating information on women's human rights, and to support governments in the systematic compilation and dissemination of statistical data disaggregated by sex;

That in the four years since the adoption of the Inter-American Program, the OAS has made important progress in its implementation, especially the training courses for its staff, conducted in coordination with the CIM, which is reflected in progress by 20 organs, agencies, and entities in incorporating a gender perspective in their areas; and

That the CIM has performed important work as the principal forum for generating hemispheric policy on gender equity and equality, as well as in cooperation between the OAS and the different regional and subregional agencies and entities, and in the implementation of recommendations for promoting sector-wide incorporation of the gender perspective in the areas of labor, justice, education, and science and technology;

RECALLING:

That the Heads of State and Government, in the Plan of Action of the Third Summit of the Americas, endorsed the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality; and that it is necessary to promote stronger initiatives at the next Summit of the Americas, to be held in Argentina in 2005;

That at that Summit the Heads of State and Government expressed their support for efforts to address the challenges associated with globalization, to protect the most vulnerable, and reaffirmed the importance of having the benefits of globalization widely and equitably distributed to all regions and social sectors of our countries;  
and

That at the Special Summit of the Americas (Nuevo León, 2004) the Heads of State and Government reiterated "that the empowerment of women, their full and equal participation in the development of our societies, and their equal opportunities to exercise leadership are fundamental for the reduction of poverty, the promotion of economic and social prosperity, and for people-centered sustainable development" and also reaffirmed their commitment to continue promoting gender equity and equality and the mandates of the Summits of the Americas in this area; and

CONSIDERING that, in April 2004, the Second Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States (REMIM II) was held in coordination with the CIM, and that the Meeting adopted a declaration and five resolutions, all oriented toward continued promotion of the implementation of the Inter-American Program, which was adopted at the First Meeting of Ministers,

RESOLVES:

1. To take note of the fourth report of the Secretary General on the implementation and promotion of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality, presented in fulfillment of resolution AG/RES. 1941 (XXXIII-O/03); and to urge him to continue to give it his full support, with special emphasis on the priorities set by the Second Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States (REMIM II), held in April 2004.

Comment [6]:

2. To reaffirm its support for the work of the Inter-American Commission of Women (CIM) as the principal forum for generating hemispheric policy on gender equity and equality and the promotion of women's human rights.

3. To continue to support the CIM's efforts to:

- a. Follow up on and implement the Inter-American Program,
- b. Integrate a gender perspective as a decisive strategy for developing the programs and actions of each of the Organization's organs, agencies, and entities;
- c. Implement activities and programs for integrating the gender perspective into the results of ministerial meetings on labor, justice, education, and science and technology;
- d. Continue developing the topic "women, free trade, and economic integration," in keeping with the decisions issued by the Second Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States (REMIM II), with a special focus on women's economic empowerment.

4. Again to request the Permanent Council, in fulfillment of the mandates of the Summit of the Americas and the Inter-American Program, to:

- a. Persist in its efforts to integrate a gender perspective into its resolutions, activities, and initiatives, as the case may be, to ensure that they benefit women and men on an equal and equitable basis, drawing upon the expertise of the CIM;
- b. Convene a yearly joint meeting of the CIM and the UPD, with participation by civil society organizations, to advance the implementation of the Inter-American Program and women's participation in the political process, in follow-up to the special meetings held in November 2002 and April 2004;
- c. Consider increasing the resources allocated to the CIM in the program-budget, enabling it fully to carry out its mandates.

5. To request that the Permanent Council, in its preparations for, and follow-up to, the Meeting of Ministers of Justice or of Ministers or Attorneys General of the Americas, carried out by its Committee on Juridical and Political Affairs (CAJP), coordinate with the CIM on topics VI, VII, and VIII of the Conclusions and Recommendations of REMJA V, pertaining to trafficking in persons, especially women and children, violence against women, and gender and justice.

6. To urge member states to:

- a. Continue their efforts to develop public policies and strengthen institutional mechanisms for the advancement of women and to enforce laws that promote women's human rights and gender equity and equality, including equal opportunity for women and men at all levels;
- b. Proceed, as requested by REMIM II, to:

- i. Gather and analyze data disaggregated by sex in all sectors of the economy, so as to better understand and address the different impact of trade liberalization on women and men;
    - ii. Analyze and create programs of support that take into account the different impact of macroeconomic policies on women and men and might bring about positive outcomes and help to mitigate the possible negative impact on specific populations, including, among others, women who may be affected disproportionately because of their socioeconomic role;
    - iii. Include assessment of the gender impact of implementing national policies and positions connected with the negotiation of bilateral and regional trade agreements; and include gender equity and equality as a priority topic in trade capacity-building strategies at the national and regional levels.
  - e. Promote the development of project profiles that take into account the potential gender impact of trade liberalization within the Hemispheric Cooperation Program (HCP) of the Free Trade Area of the Americas process;
  - f. Encourage the diversification of employment opportunities available to women and develop and strengthen policies and programs that will help women benefit from international trade as a tool for combating poverty and encouraging equitable and sustainable development in the Hemisphere.
7. To urge the Secretary General to:
- a. Continue to foster the incorporation of a gender perspective into all programs and policies of the Organization, promoting new follow-up and support activities for all staff who participated in the OAS gender analysis training program, especially new staff, and training for trainers;

- b. Reiterate the request to the organs, agencies, and entities of the Organization to include in their annual reports to the General Assembly information on their efforts to mainstream the gender perspective into their policies, programs, projects, and activities;
- c. Report to the General Assembly at its thirty-fifth regular session, in coordination with the CIM, on the implementation of the Program and of this resolution by the organs, agencies, and entities of the inter-American system.