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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. 2709 (XLII-O/12)**

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EXECUTIVE SUMMARY

The “Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality” was adopted by the General Assembly of the OAS in Windsor, Canada, in June 2000, pursuant to resolution GA/RES. 1732 (XXX-O/00) “*Approval and Implementation of the Inter-American Program on the Promotion of Women’s Rights and Gender Equity and Equality*,” wherein the Secretary General is asked to submit annual reports to the General Assembly on fulfillment thereof. This report, prepared by the Executive Secretariat of the CIM with input from the departments and other organs of the OAS General Secretariat and Autonomous and Decentralized Agencies, covers the period from March 2012 through February 2013.

The Executive Secretariat of the CIM sent a communication to all the organs, agencies, and entities of the General Secretariat reminding them of the need to comply with the provisions of the General Assembly resolutions, and requesting them to send the information that has allowed the drafting of this report. To this end, as with last two years, the Secretariat attached a questionnaire to this request, prepared by the CIM specifically designed to collect the inputs for this report.

Response rates by OAS agencies to the questionnaire have been increasing, climbing from 78.9% in 2010 to 88% in 2012. In these same years, trends have scarcely varied in terms of percentages as far as Country Offices are concerned.

The main conclusions of this questionnaire are summarized below:

- 12 of the GS departments and 5 Autonomous and Decentralized Agencies responded affirmatively when asked whether in addition to the IAP, they have (a) specific mandate(s) to advance gender equality and women’s rights. 41.5% answered yes, they had a specific mandate. The answer was no for 43.9% (18), while 12.2% (5) did not respond.
- 24 bodies (19 departments of the GS and 5 Autonomous and Decentralized Agencies), in other words, 58.5% of all of the bodies queried, responded that their department/unit/agency has any strategy to integrate a rights-based and gender approach into its activities, compared to 64.3% and 60% for the previous periods; 26.8% (11) claimed to not have any and 14.6% (6) did not specify anything or respond.
- Of all the departments of the OAS/GS and the Autonomous and Decentralized Agencies surveyed, 46.3% (19 bodies) indicated that they act as the Technical or Executive Secretariat of Inter-American commissions or committees and/or ministerial or similar meetings. Of these bodies, all except for four responded that the issue of gender equality and women’s rights is also present in the Inter-American commissions/committees or ministerial or similar meetings for which they act as the Secretariat.
- 48.8% (14 departments and 6 Autonomous and Decentralized Agencies) responded that they have policy(-ies), program(s) and/or project(s) that promote gender equality and women’s rights. Of the Country Offices, 14.3% (4) responded that they did.
- Of the departments of the GS and Autonomous and Decentralized Agencies, 56.1% (23) responded that they do have the technical capacity to implement a gender and women’s rights perspective; 24.4% (10) said they did not, and 19.5% (10) did not respond or offer specifics. Of the National Offices, 28.6% (8) stated they did have this technical capacity, 17.9% (5) said they did not, 50.0% (14) did not answer the question, and 3.6% (1) did not offer specifics.
- The majority of bodies responding to the questionnaire stated that they wished to continue receiving technical support and assistance and training from CIM/OAS in order to advance the implementation of the IAP.

This report reflects the ongoing commitment and concrete actions of the bodies making up the OAS General Secretariat and the various Autonomous and Decentralized Agencies to advance a rights-based and gender equality approach in their policies, programs and projects, in keeping with the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP or Inter-American Program).

Especially noteworthy is the qualitative advance in the work of the departments of the OAS/GS and the Autonomous and Decentralized Agencies. This work is visible not only in their efforts to mainstream a gender perspective in projects and programs, but also in the formulation and implementation of initiatives, projects, and programs specifically designed to improve the situation of women and contribute to their empowerment in different areas. This process has generated, internally, an increased collaboration among the departments of the OAS/GS and the CIM.

I. BACKGROUND

In accordance with the mandate emanating from resolution GA/RES. 1625 (XXIX-O/99) "Status of Women in the Americas and Strengthening and Modernizing the Inter-American Commission of Women," a meeting was convened in April 2000 of women ministers or the highest-ranking authorities responsible for policies for the advancement of women in the member states. At said meeting, coordinated by the Inter-American Commission of Women (CIM), the Ministers approved the "Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality" (hereinafter IAP or Program).

The Program was approved by the General Assembly of the OAS in Windsor, Canada, in June 2000, pursuant to resolution GA/RES. 1732 (XXX-O/00) "*Approval and Implementation of the Inter-American Program on the Promotion of Women's Rights and Gender Equity and Equality*," wherein the Secretary General is asked to submit annual reports to the General Assembly on fulfillment thereof. In accordance with the mandate emanating from resolution AG/RES. 1625 (XXIX-O/99) "Status of Women in the Americas and Strengthening and Modernizing the Inter-American Commission of Women," a meeting was convened in April 2000 of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States. At said meeting, coordinated by the Inter-American Commission of Women (CIM), the Ministers approved the "Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality" (hereinafter referred to as IAP or Program).

The Program was approved by the General Assembly of the OAS in Windsor, Canada, in June 2000, pursuant to resolution GA/RES. 1732 (XXX-O/00) "*Approval and Implementation of the Inter-American Program on the Promotion of Women's Rights and Gender Equity and Equality*," wherein the Secretary General is asked to submit annual reports to the General Assembly on fulfillment thereof.

This report, prepared by the Executive Secretariat of the CIM with input from the departments and other organs of the OAS General Secretariat and Autonomous and Decentralized Agencies, covers the period from March 2012 through February 2013.

Approval of the IAP represented the achievement of a political consensus by the OAS Member States on the topic of discrimination against women, and its acceptance meant recognition of the conditions of inequality, discrimination and violence to which women are subjected, as well as the need to promote actions for the advancement of their rights, to combat all forms of discrimination and to promote equity and equality between women and men from a gender perspective. Since its approval, the member states, in the framework of the General Assembly, have reiterated their commitment to implementation of the IAP.

The CIM was tasked with implementation of the Program and the Commission was also recognized as the main policy-generating forum for the promotion of women's rights and gender equity and equality. The objectives and lines of action of the IAP have been consistent with the mandates of the CIM Strategic Plan of Action, its Biennial Program of Work, and Summit of the Americas Action Plans. This report, prepared with inputs from the departments and other organs of the OAS and its Autonomous and Decentralized Agencies, covers the period from March 2012 through February 2013.

More recently, in keeping with the mandates of the CIM and based on recent evaluations conducted on the IAP (CIM/doc.7/10) ten years after its approval and on the Mechanism to Follow Up on Implementation of the Convention of Belém do Pará, and taking into account the internal consultations on institutional priorities with the OAS Secretariats, the CIM has prepared its 2011-2016 Strategic Plan. With this Strategic Plan, adopted by the CIM's 2011-2012 Executive Committee in its first regular session (April 7 and 8, 2011), the CIM seeks not only to strengthen its fundamental role as a hemispheric

political forum regarding gender equality and equity, and the human rights of women, but also to contribute to the operationalization of the IAP in the light of current institutional and regional challenges. This plan, as well, provides the foundation for management by results.

The principal strategies of the 2011-2016 Strategic Plan and the recently adopted 2013-2015 Triennial Program of Work of the CIM are the coordination and harmonization of CIM actions with those of the OAS, and the institutionalization of a rights-based and gender equality approach in the main forums, programs and institutional planning of the Organization.

Noteworthy is the close relationship between the aforementioned resolution AG/RES. 1732 (XXX-O/00) and resolution AG/RES. 1741 (XXX-O/00) "Integrating a Gender Perspective in the Summits of the Americas," which provides specific recommendations for the Third Summit and recommends 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 follow-up activities of the Summit. The last Meeting of Ministers (REMIM-IV) was held in November 2011, in San Salvador, El Salvador. At this meeting a resolution (CIM/REMIM-IV/doc.6/11 Rev.1) was adopted that recommends specific language to be included in the document emanating from the Sixth Summit to ensure that women's needs and demands are considered in the final conclusions of the Summit; such language was forwarded to the Chair of the Summit Implementation Review Group (SIRG) and to the national coordinators in charge of each member state.

In the context of the summit process, since it was approved, the IAP has been backed by the Heads of State and Government of the Americas. For the first time ever, the Plan of Action of the Third Summit (Quebec, 2000) included a gender perspective in some of its chapters, and one whole chapter devoted to gender equality. Similarly, the Declaration of Nuevo Leon of the Special Summit of the Americas (Monterrey, 2004) reiterated the commitment to continue to promote gender equity and equality; while the Fourth Summit (Mar del Plata, 2005), focused on the creation of decent work and strengthening democratic governance, it reaffirmed the will to combat gender discrimination at the workplace. The Fifth Summit (Port of Spain, 2009) affirmed the commitment to reinforce institutional mechanisms for the advancement of women, including the "Convention of Belém do Pará" and the funding thereof, as well as fostering full and equal participation of women in political life and in decision-making structures, at all levels, by means of laws and public policies that promote respect for human rights and fundamental liberties of women, and gender equality and equity.

At the Sixth Summit (Cartagena, 2012), the Heads of State and Government committed to implementing citizen security and transnational organized crime policies aimed at preventing, investigating, punishing, and eradicating sexual and gender violence; to enhancing public security through government agencies by promoting citizen and community participation, institutional coordination, and the training and instruction of civilian and police personnel, with full respect for the rule of law, gender equality, and human rights; and to bolstering efforts to prevent and combat the smuggling of migrants and human trafficking, particularly of women, children, and teens. With respect to poverty, inequality, and inequity, they committed to intensifying inter-American cooperation on development and social protection in order to build institutional and human capacity and create a skilled work force, with a gender perspective and attention to vulnerable groups; and to taking measures to enhance access to quality education for girls, especially in rural areas, and promoting capacity building in schools in order to reduce barriers to regular attendance for women and girls.

Under Heading 2, sections 2.1.3 and 2.1.4, the IAP establishes that it is necessary to adopt the measures needed to integrate a gender perspective into the execution of programs and activities by all organs, agencies, and entities of the OAS and to provide them with the necessary training. In May 2001 the OAS Secretary General signed an agreement with the Canadian International Development Agency (ACDI/CIDA) to carry out a "Project on Integration of Gender Perspective within the OAS," to be coordinated by the OAS and the CIM. Two hundred members of the General Secretariat's staff were

trained in a first phase of this project from February 2002 to December 2003, particularly those charged with the execution of programs and policies. In a second phase, from October 2005 to August 2006, seven workshops were held in specific areas, in which 125 staff received training. This stage provided tools in response to specific needs in different areas of the Secretariat. A handbook on the integration of a gender perspective was written for the organization's personnel, with tools for gender analysis. Document CIM/doc.13/06 "Report on the Implementation of the IAP," provides details regarding the first two phases of this effort.

Subsequently, in 2008, as part of the 2008-2011 OAS/CIDA Cooperation Plan, Canada approved funding to implement the project "Integrating Gender Analysis and Gender Equality and Equity as Crosscutting Themes and Objectives of all OAS Programs," which constituted the third phase of the prior initiative (OAS Gender Program). Project components include on-site and virtual training, and development of a community of practice and gender indicators. The first three components were to be executed by CIM and the fourth component, by the Department of Planning and Evaluation (DPE).

On-site training was conducted in 2010 with the assistance of the Latin American School of Social Sciences (FLACSO), in particular its Department of Society and Gender Policies. Preparation for this training included a survey on training needs in the field of gender for OAS staff, the preliminary results of which were distributed to the Secretariats for comment. This survey was also useful to learn the extent of progress and sensitivity in the areas with regard to integration of this perspective in their everyday tasks. This training stage was launched in February 2010 at the OAS headquarters, and was attended by the President of the CIM, the Secretary General, the Permanent Representative of Canada, the CIM Executive Secretary, other OAS secretaries and directors, and FLACSO experts.

On-site training was conducted in 2010 in the form of gender workshops for Department of Human Resources staff and for prospective facilitators, and three sessions were held on specific topics aimed at professionals from the Secretariat for Integral Development, on the topic of competitiveness; from the Secretariat of Political Affairs, on the topic of civil registries and electoral observation; and from the Secretariat for Multidimensional Security, on the topic of trafficking in persons. Eighty-four staff members (62 women and 22 men) received training. The DPE also participated; over this period it cooperated in the preparation of a manual to integrate a gender approach into the OAS project cycle.

Based on the on-site training provided in 2010 and the training materials prepared as part of the program, a training manual on gender was prepared in 2011 for participants and facilitators with FLACSO's support. This training manual, together with the aforementioned DPE manual, has served as the foundation for the preparation of the online course, "Rights-based and Gender Equality Approach in the Policy, Program, and Project Cycle," launched in January 2013 in the OAS's virtual classroom. The first edition of this course is designed for OAS staff—including consultants—involved with policy, program, and project development and implementation. Professionals from the five OAS secretariats, as well as from four Country Offices, are taking part in the course, which includes a community of practice. At the same time, an OAS Gender Community of Practice is being prepared; this community debuted—on the occasion of the launch of the online course—via a discussion and experience-sharing session on the mainstreaming of a gender perspective and rights-based approach at the OAS, which was streamed live on December 12, 2012. During this session, a video welcome by Secretary General José Miguel Insulza was played, and opening remarks were given by the Executive Secretary of the CIM, Ambassador Carmen Moreno Toscano; in addition, two OAS officials gave presentations.

II. BASIC INDICATORS

Resolution AG/RES. 2709 (XLII-O/12) "Promotion of Women's Human Rights and Gender Equity and Equality," passed by the OAS General Assembly in 2012, entrusts the Secretary General with

requesting the organs, agencies, and entities of the Organization to include in their annual reports to the General Assembly their initiatives to mainstream a gender perspective into their policies, programs, projects, and activities; and to forward that information to the CIM so that it may be included in the annual report on the implementation of the IAP and this resolution.

On December 9, 2012, the Executive Secretariat of the CIM sent a communication to all the organs, agencies, and entities of the General Secretariat reminding them of the need to comply with the provisions of the General Assembly resolutions, and requesting them to send the information that has allowed the drafting of this report. To this end, as with last two years, the Secretariat attached a questionnaire to this request, prepared by the CIM specifically designed to collect the inputs for this report.

As can be seen below, the eleven-question questionnaire was sent to the directors of 32 departments¹ of the General Secretariat and 9 to Autonomous and Decentralized Agencies. An abbreviated version of the questionnaire, with seven questions, was sent to the OAS national offices. (The questionnaires can be found in Annex 4). Twenty-seven departmental responses were received, and 9 from the Autonomous and Decentralized Agencies. The percentage of responses from the national offices was 50%.²

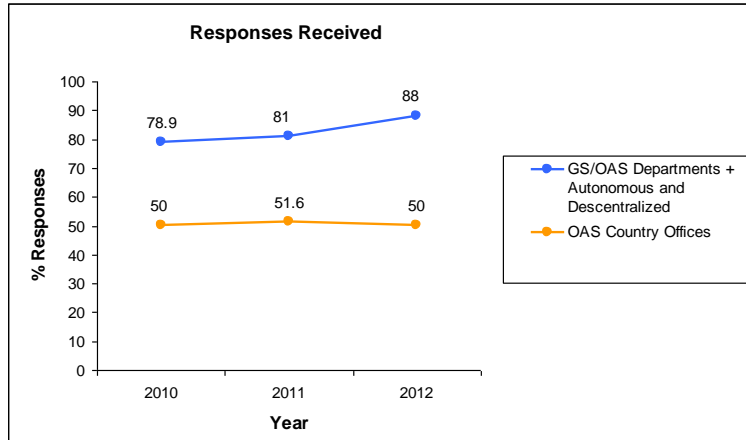
Body	No. of Questionnaires sent			No. of Questionnaires returned			% Responses		
	2010	2011	2012	2010	2011	2012	2010	2011	2012
Departments of the GS	33	34	32	25	26	27	75,8%	76,5%	84,4%
Autonomous and Decentralized Agencies	5	8	9	5	8	9	100,0%	100,0%	100,0%
<i>Total Questionnaire 1</i>	38	42	41	30	34	36	78,9%	81,0%	88,0%
Country Offices	30	31	28	15	16	14	50,0%	51,6%	50,0%
<i>Total Questionnaire 2</i>	30	31	28	15	16	14	50,0%	51,6%	50,0%

As shall be seen below, of the 36 responses received from both the departments and Autonomous and Decentralized Agencies, 19 indicated that they act as a technical or executive secretariat of an inter-American commission and/or ministerial or similar meetings. Among these, all except four answered that the topics of gender equality and the rights of women are in some measure present in their work. (*See page 12.*) (*Annex 1 contains a summary of all the responses received.*)

Response rates by OAS agencies to the questionnaire have been increasing, climbing from 78.9% in 2010 to 88% in 2012. In these same years, trends have scarcely varied in terms of percentages as far as Country Offices are concerned.

¹ Figure includes 29 GS/OAS departments and three other agencies: FEMCIDI, YABT, and Trust for the Americas.

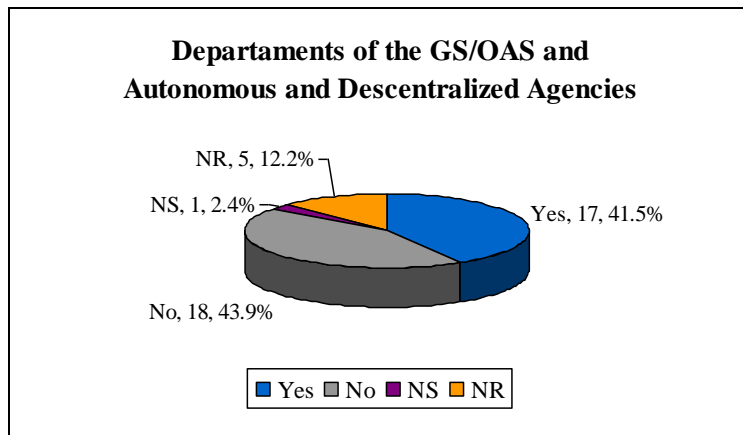
² After the completion of this Report, the Secretariat received additional questionnaires from two other National Offices (Paraguay and El Salvador). These would bring the total responses to 57.14%.



A. Specific mandates on gender equality and rights

When asked whether *in addition to the IAP, do you have (a) specific mandate(s) to advance gender equality and women's rights in the areas of the department/unit/agency under your responsibility*, 12 of the GS departments and 5 Autonomous and Decentralized Agencies responded affirmatively, i.e., 41.5% answered yes, they had a specific mandate. The answer was no for 43.9% (18), while 12.2% (5) did not respond.

Do you have (a) specific mandate (s) to advance gender equality and women's rights?



The following bodies have specific mandates on gender:

- The departments of the *Executive Secretariat for Integral Development (SEDI)* follow the “Strategic Plan for Partnership for Integral Development, 2006-2009,”³ which will remain in force until December 2013, and in which gender equity and equality is a cross-cutting theme that should be considered in all programming of development cooperation. The plan also addresses the empowerment of women, their full and equal participation in the development of our societies, and equal opportunities for them to exercise leadership are all central to integral development and the elimination of the broad range of inequalities that still exist. In addition to the Strategic Plan, SEDI’s four departments have more specific

³. According to AG/RES. 2741 (XLII-O/12), the CIDI Strategic Plan 2006-2009 is in effect until December 2013.

mandates, adopted at ministerial meetings and at the OAS General Assembly: the Department of Social Development and Employment (DSDE), the Department of Economic Development, Trade, and Tourism (DEDTT), the Department of Human Development, Education, and Culture (DHDEC), and the Department of Sustainable Development (DSD). The Inter-American Committee on Ports (CIP), which also falls under this secretariat, has specific mandates as well.

In 2012, in the framework of the GA/OAS, mandates on gender emanating from the 2011 ministerial meetings on labor (XVII IACML, El Salvador) and science and technology (III Ministerial, Panama) were reaffirmed. Likewise, in 2012, meetings of the highest level on ports and tourism were held that generated specific mandates on gender. Under the DEDTT, the area of competitiveness also stands out, to wit, in the context of the Fifth Annual Americas Competitiveness Forum (Santo Domingo, 2011), the Competitiveness Authorities and Councils of the Inter-American Competitiveness Network (RIAC) adopted, among the principles for advancement toward a more competitive and prosperous region—as part of the Consensus of Santo Domingo—the principle of promoting gender equality. The DSD has specific mandates on gender in disaster management that have come from sustainable development sector authorities as well as from the CIM.

- Within the *Secretariat for Multidimensional Security*, the Inter-American Drug Abuse Control Commission (CICAD) has a direct mandate regarding gender since 2010 in its Hemispheric Drug Strategy, adopted by the OAS General Assembly in its 40th regular session in Lima: “3. Policies, measures, and interventions to address the world drug problem should take gender issues into account;” this is also the case with regard to treatment models (point 21), which are to consider the needs of different population groups, taking into account factors such as gender, age, cultural context, and vulnerability. Regarding public security, the Meeting of Ministers of this sector (MISPA), for the first time, in their third meeting (Trinidad and Tobago, November 2011), discussed the gender perspective. The “Port of Spain Recommendations for Police Management” were approved, underscoring the need to continue promoting police reform processes in the Americas from a gender perspective; this is a step forward, politically, since the launch of the MISPA process in 2008.
- At the *Secretariat for Political Affairs*, the Department for Effective Public Management references the Inter-American Program for a Universal Civil Registry and the Right to Identity. In response to this Program, efforts of the Department have mainly been through the Universal Civil Identity Program of the Americas (PUICA), into which attempts are being made to integrate the gender perspective.
- At the Secretariat for Administration and Finance, both the Department of Human Resources (DHR) and the Department of Planning and Evaluation (DPE) have specific gender mandates. The DHR references mandates emanating from the General Assembly asking the GS to submit to the Committee on Administrative and Budgetary Affairs (CAAP) quarterly reports including information on human resource management, gender distribution and geographic representation; and to distribute to the member states an updated register of staff members that includes statistics disaggregated by sex, level, etc., as well as mandates that instruct the GS to present the updated and revised version of the human resource strategy previously submitted to the CAAP, for which a series of principles are to be considered, including non-discrimination, equitable geographic representation, and gender balance in all areas of the OAS, as well as the methodology for personnel management and performance evaluation. For its part, the DPE places emphasis on GA mandates pertaining to the IAP that call for the systematic incorporation of a gender perspective into international instruments and mechanisms and procedures in the framework of the OAS, and into ministerial agendas; and those in which the GS is urged to continue promoting and working on, with the support of the CIM, the full implementation of the IAP in order to achieve the integration of the gender perspective into all OAS programs, actions, and policies.

- In addition to the CIM, four of the nine Autonomous and Decentralized Agencies surveyed by CIM/OAS responded that they have specific mandates:

The Inter-American Commission on Human Rights has designed a strategy to address matters pertaining to gender equality from a human rights perspective, as part of its mandate to promote and protect human rights in the Americas. In order to implement this strategy, the IACHR created the Special Rapporteurship on Women's Rights in 1994 to review the extent to which the legislation and practices of the OAS Member States impair women's rights and uphold the general obligations of equality and non-discrimination enshrined in international and regional human rights instruments such as the American Convention and the Convention of Belém do Pará. Specifically highlighted among the mandates/commitments, besides this last one, are those emanating from the IACHR, the American Convention on Human Rights, the American Declaration of the Rights and Duties of Man, and other instruments and decisions of the IACHR in individual cases.

The Pan American Health Organization (PAHO) has a gender equality policy related to health and sanitary development, which is followed through research, policies and programs that attend to gender differences and health, and to their determining factors. This has been ongoing in the implementation of the 2009-2014 Plan of Action, in all the countries of the region.

The Inter-American Telecommunications Commission has two specific mandates. The first one was issued in 2011 by the 19th Meeting of the Permanent Consultative Committee, on Gender Issues in the Americas, which resolved to create a "Program for the Inclusion of Women and Girls in ICTs," and charged the Secretariat with forwarding this resolution to international agencies and other organizations specialized in this matter in order to link this proposal with the current and emerging context related to the gender perspective. This mandate complements the one adopted by the Permanent Executive Committee, which entrusts its Coordination Center for the Development of HR with the organization of the necessary activities, by identifying specific actions, to promote gender equality. Since 2003, the CITELE has had guidelines in place aimed at promoting gender equality.

The Inter-American Institute for Cooperation on Agriculture (IICA) has a mandate to "Incorporate the Gender Perspective into Institutional Policies", which was approved in 1999 within the framework of the Inter-American Board of Agriculture (IABA), whereby it resolves to incorporate the gender perspective into the IICA institutional system, and requests the Director General to make the legal, regulatory and operational changes to make it possible to fulfill this mandate. It further requests of the IICA General Director that the Institute's gender policy also be expressed in the actions and instruments of technical cooperation of the Institution. More recently, in 2010, its Executive Committee approved a 2010-2014 Medium-term Plan, adopting among its principles, that of equity and social inclusion through capacity building and knowledge management.

The Inter-American Children's Institute (IIN), despite claiming it lacks specific mandates with regard to gender, indicates that this subject is part of the crosscutting and rights-protection approach of its 2011-2015 Action Plan. The Pan-American Institute of Geography and History (PAIGH) fails to specify whether or not it has specific mandates.

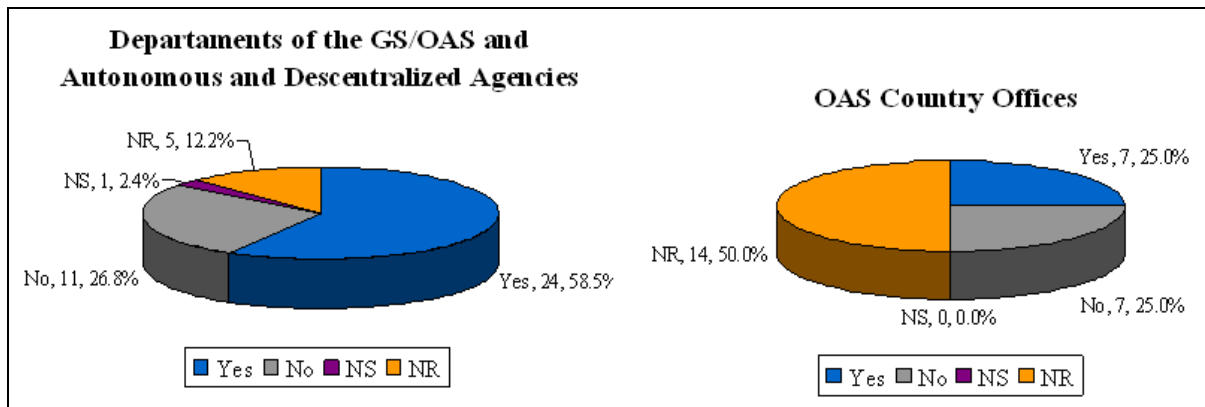
B. Strategies to integrate a rights-based and gender equality approach

When asked the question whether their *department/unit/agency has any strategy to integrate a rights-based and gender approach into its activities*, as shown in the graph, 24 bodies (19 departments of the GS and 5 Autonomous and Decentralized Agencies), in other words, 58.5% of all of the bodies queried, responded in the affirmative, compared to 64.3% and 60% for the previous periods; 26.8% (11)

claimed to not have any and 14.6% (6) did not specify anything or respond. On the other hand, 25% (7) of the Country Offices said they did, 25.0% (7) said they did not, and 50.0% (14) did not respond or specify anything. It must be clarified that a great deal of the bodies stated that the strategy they have is not formal and that it has been taking place gradually in their activities.

The percentage drop in affirmative responses to this question between 2010 and 2012 is due primarily to an increase in the number of OAS agencies that responded to the questionnaire for the first time and that, generally speaking, lack strategies or specific efforts to follow up on the IAP, including four departments under the Secretariat for Administration and Finance (all except the Department of Planning and Evaluation and the Department of Human Resources).

Do you have any strategy to integrate a rights-based and gender equality approach into your entity's activities?



The bodies that have more formal strategies, though not necessarily a formulated one, which in some instances address specific mandates or commitments approved by the sector, are as follows: the Department of Social Development and Employment (DSDE) (strategic guidelines adopted by its ministerial Conference for the advancement of the integration of the gender perspective at ministries of labor); the Department for Electoral Cooperation and Observation (DECO) (incorporating the gender perspective into the election observation methodology and the methodology for observing political financing models in elections in the countries of the region); the Department of Planning and Evaluation (incorporating the gender perspective into the OAS project cycle); the Department of International Law (DIL) and the Department of Economic Development, Trade and Tourism (DEDTT) (through specific projects); the IACHR (through the work of the Special Rapporteur on the Rights of Women); CITEI (coordination of efforts, as mandated by its Executive Committee) and CIP (through the Subcommittee on the Participation of Women in Port Affairs).

The responses provided by all bodies are summarized below:

- The Summits Secretariat promotes the inclusion of a gender perspective in all its activities, including the preparation for and the follow up to the Summit of the Americas as well as in its events and activities with social actors, and political dialogs. It likewise promotes the dissemination of gender-related initiatives by the member states, the OAS, and the CIM.
- In the Secretariat for Political Affairs, the DECO has a policy for the promotion of awareness in gender topics for its staff and for the members of the OAS Electoral Observation Missions (EOMs). A gender perspective is being included in the formulation and implementation of projects. Efforts are being made to disaggregate the information about the EOMs by sex and to expand the participation of women in the

structure of the EOMs, especially in decision-making positions. It has methodologies for both electoral observation and the observation of political financing models in elections—each with a gender approach—that have already been implemented in the region. The Department of Democratic Sustainability and Special Missions, via the OAS Mission to Support the Peace Process in Colombia (MAPP/OAS), is executing a 2011-2013 strategic plan, which contains a gender approach that was included during its development. The MAPP/OAS's gender area, created in 2012, provides support to the Mission's different thematic areas for incorporating a gender and women's rights-based approach into the Mission's support, monitoring, and verification activities. For its part, in 2012, the Department for Effective Public Management initiated efforts to integrate a rights-based and gender approach into all its programs.

- In SEDI, all of the bodies indicate that they have some kind of strategy: the Department of Human Development, Education and Culture monitors gender distribution in its programs for education, scholarship/fellowship and student loan programs it has in order to ensure fair distribution. It supports scholarship and education programs that advance a gender perspective in a variety of fields. The Rowe Fund gathers statistics disaggregated by sex and monitors the gender balance among applicants. The Department for Economic Development, Trade, and Tourism is mainstreaming the rights-based and gender equality approach in its programs and projects, and has projects specifically oriented to strengthening the economic empowerment of women through Micro, Small and Medium Enterprises (MSMEs). The Department of Social Development and employment, with the aim of promoting social development with equity, emphasizes the protection of the rights of vulnerable groups due to age, gender, disability, and/or ethnic or geographic origin. Regarding labor, strategic guidelines were adopted by the Ministerial Conference for the purpose of making progress in the inclusion of gender as a crosscutting theme in this sector. In ports, the strategy is contained in the Work Plan of the Inter-American Commission on Ports.

The Department of Sustainable Development promotes public participation and decision-making by key actors that ensure open access to environmental information, political processes, and the judicial system. It fosters gender equity, diversity and inclusion, referring to the basic principles of the Inter-American Strategy for the Promotion of Public Participation in Decision-Making for Sustainable Development. FEMCIDI tries to incorporate gender equality into project formulation, implementation, and evaluation. Lastly, the Young Americas Business Trust (YABT) seeks to empower women as entrepreneurs by means of entrepreneurial development training programs, and the promotion of entrepreneurship and employment opportunities for young people, including young women and women of indigenous communities.

- The Secretariat for Legal Affairs (SLA), through the judicial facilitators' service coordinated by the Office of the Secretary, seeks to increase the number of women facilitators and to provide training related to women's and gender issues. The Department of International Law implements the policy of incorporating a gender perspective into its programs, projects and activities, and into its technical assistance. It has prioritized gender as one of its crosscutting themes. This policy is reiterated in planning and follow-up meetings, involving staff and independent contractors. The Department of Legal Cooperation underscores that the OAS's fight against corruption, by means of the operations carried out by the Follow Up Mechanism for the Implementation of the Inter-American Convention Against Corruption (MESICIC) promotes equal gender rights, given the fact that the pernicious effects of corruption disproportionately harm more vulnerable sectors, including women. Beyond that, it does not specify any strategy.
- In the Secretariat for Multidimensional Security, the Inter-American Committee against Terrorism (CICTE) maintains an open policy for the participation of women in all of its courses and programs, recognizing the vital role that women play in States Members' efforts to prevent, combat and eliminate

terrorism. CICAD has a mandate to draft and evaluate policies and projects based on scientific evidence, in which one of the central parameters is gender, in light of the fact that drug use often follows different trends depending on age, gender, social class, etc. It seeks to advance this approach in its horizontal and international cooperation, and to identify gender gaps, as part of its training follow-up. The Department of Public Security states that although it does not have a specific mandate to consciously and actively incorporate gender into its work, it does promote a gender perspective in its projects and activities, as evidenced by the important achievements in gender matters within the framework of MISPA-III.

- In the Secretariat of External Relations, the Department of International Affairs (DIA) brings a gender perspective to the Lecture Series of the Americas, the Policy Roundtable Series, and in activities with civil society, promoting the participation of women as panelists/participants, and including this topic area in these events. In addition, in the Model OAS General Assembly it includes topics related to women's issues and/or promotes the inclusion of the gender perspective, by providing documents for its study and analysis; as a consequence, it is included in the resolutions issued in this venue. In the mobilization of resources with the Permanent Observers a particular effort is made to present projects and initiatives of the CIM. Regarding inter-institutional relations, the inclusion of gender-related topics in memorandums of understanding and other strategic partnerships is promoted. For their part, the Press Department and the Department of Strategic Communication and Image state that the rights-based and gender equality approach is one of their central topics, for which they disseminate and promote activities and events related to it using diverse mechanisms. The Trust for the Americas is striving to provide incentives for the equal participation of women in its activities and to offer women economic opportunities as well as opportunities for political participation.
- In the Secretariat for Administration and Finance, the DHR notes that it endeavors to strike a gender balance by providing the OAS/GS with information on its current status regarding geographic and gender distribution in its Quarterly Resource Management Report, and by issuing recommendations on nationality and gender regarding persons who come to work with the OAS/SG in the future, with the objective of introducing gender balance. The Department of Planning and Evaluation, as the department responsible for the development of tools and procedures to facilitate performance-based project management, is tasked with promoting the incorporation of the gender perspective into the processes of project formulation, design, monitoring and evaluation.
- In the Secretariat for Administration and Finance, the DHR notes that it endeavors to strike a gender balance by providing the OAS/GS with information on its current status regarding geographic and gender distribution in its Quarterly Resource Management Report, and by issuing recommendations on nationality and gender regarding persons who come to work with the OAS/SG in the future. The Department of Planning and Evaluation, as the department responsible for the development of tools and procedures to facilitate performance-based project management, is tasked with promoting the incorporation of the gender perspective into the processes of project formulation, design, monitoring and evaluation.
- *The Autonomous and Decentralized Agencies listed the following among their strategies:*

In the IACHR, the Special Rapporteurship on the Rights of Women deals with topics related to gender and women's rights in the implementation of the inter-American system's human rights mechanisms: the processing of individual petitions with cases specifically related to gender; the processing of precautionary measures; the litigation of cases before the Inter-American Court; the preparation of in loco visits; the convening of thematic hearings, and the publication of country and regional reports on different topics related to the rights of women. Likewise, PAHO, through its Gender, Diversity and Human Rights Office, has a strategy to mainstream gender in the Secretariat and member states. This strategy includes various instruments used for planning at all levels of the Organization. It is accompanied, *inter alia*, by a

policy of gender parity in recruiting and by a special team that advocates for mainstreaming horizontal themes and participation in important strategic areas of the Organization. One of PAHO's significant achievements has been the creation of a Gender Technical Advisory Group (Gender TAG), which provides guidance to the Director on matters of gender equality and gender mainstreaming at the Organization. Civil society also participates in PAHO governing bodies via the Latin American and Caribbean Women's Health Network (LACWHN). The LACWHN, together with PAHO, helps to implement the Organization's Gender-Equality Policy Action Plan.

The IIN has a 2011-2015 Plan of Action that includes the topic of gender as part of its crosscutting and rights-based approach, and has resolved to include a gender perspective in all the stages of each thematic area of the plan. In addition, the IIN seeks gender parity in all its spheres of work, including the top echelons. With respect to communications, the IIN has a policy that endeavors to incorporate and promote a gender perspective in its communications.

The ideas expressed in CITEC's mission, as adopted in 2010, and which are based on the principles of universality, solidarity, transparency, equity, reciprocity, nondiscrimination, technological neutrality, and resource optimization, taking into account the environment and sustainable human development to benefit society in every country of the region, permeate all of its activities. IICA endeavors that all its technical cooperation activities are carried out taking into consideration gender equity and social inclusion, which are part of its principles. It has the political will to develop an institutional strategy on gender-related technical cooperation in its different areas of responsibility and has created an Inter-agency Gender Group that is part of the Regional Platform for Technical Support for the Central American Strategy for Rural Territorial Development. The PAIGH indicates that within its technical cooperation and scholarship selection activities, it promotes a gender perspective, and that there are a considerable number of women responsible for its scientific activities.

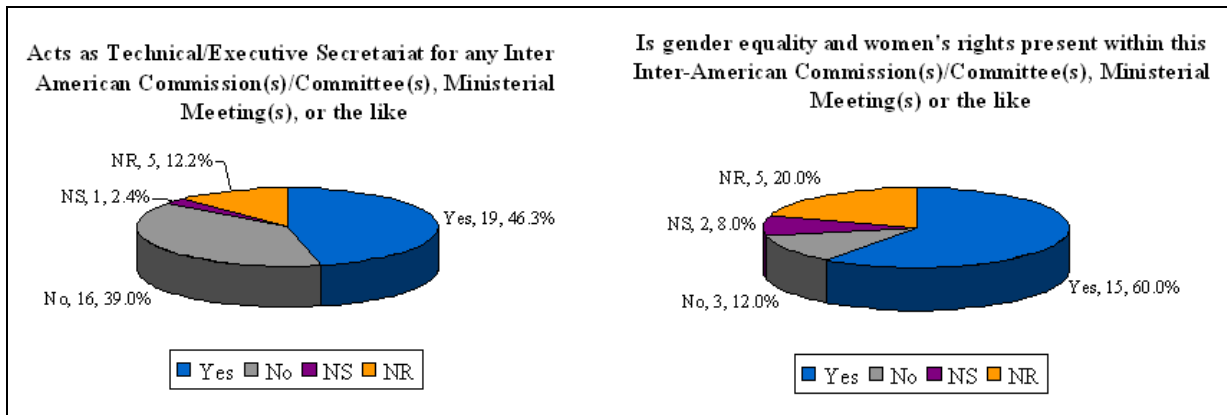
Country Offices: Twenty-five percent (7) of the Country Offices indicated that they have some type of strategy to further gender equality and rights although such strategies are not formal and unfold as these ideas are promoted and this perspective is integrated in the projects and activities in which the Country Offices are involved. Of this group, six offices demonstrate a greater commitment to these efforts. (*Details in Annex 2*).

C. Rights-based and gender equality approach in sectoral meetings at the ministerial and Inter-American committee level

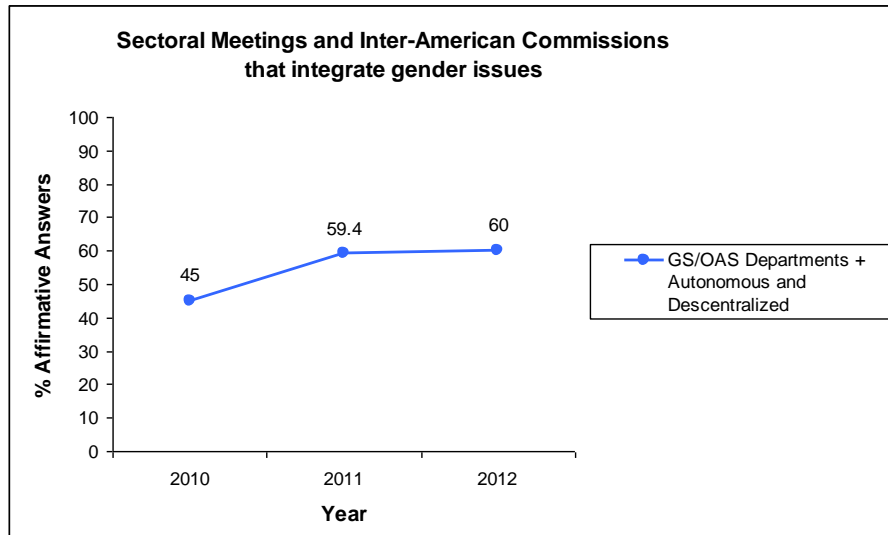
Out of all the departments of the OAS/GS and the Autonomous and Decentralized Agencies surveyed, 46.3% (19 bodies) indicated that they act as the Technical or Executive Secretariat of Inter-American commissions or committees and/or ministerial or similar meetings. It is noteworthy that of these bodies, all except for four⁴ responded that the theme of gender equality and women's rights is also present in the Inter-American commissions/committees or ministerial or similar meetings for which they act as the Secretariat. Of the 19 bodies, 9 stated that they acted as the Technical or Executive Secretariat of at least two forums at the ministerial level; three of these bodies were under SEDI. This aspect shows us the potential impact that the OAS can have at the Inter-American level, through these sector forums, to advance a rights-based and gender approach at the inter-American level. A deeper analysis is required to identify the level at which this has been taking place in each one of these forums.

⁴ These agencies are: The Department of Legal Cooperation, CICTE, the Department of International Affairs, and the Department of Administrative and Financial Management Services

Departments of the OAS/GS and Autonomous and Decentralized Agencies



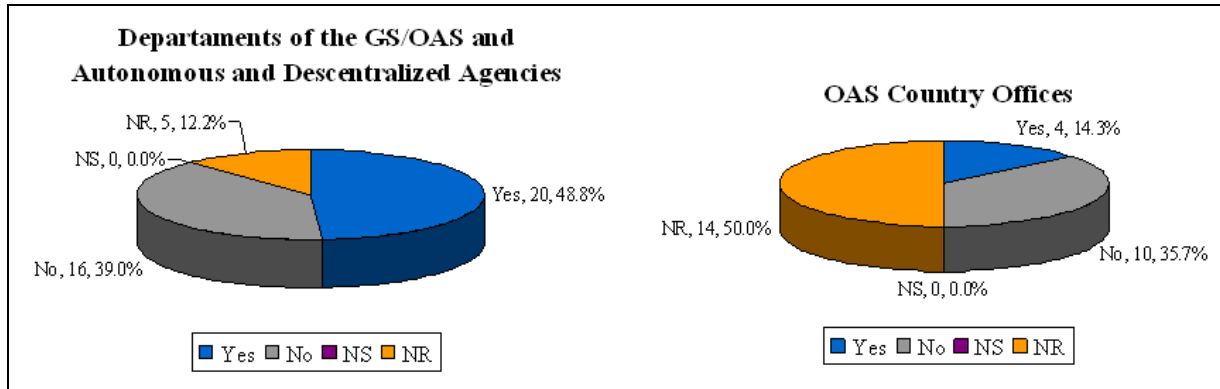
In addition, as can be seen in the graph below, between 2010 and 2012 there was an increase in the number of entities—committee or ministerial/inter-American meeting secretariats —showing they have a gender perspective.



D. Specific efforts to implement the IAP (policies, programs and projects)

In response to the question asked to the OAS/GS departments and Autonomous and Decentralized Agencies as to *whether or not they have policy(-ies), program(s) and/or project(s) that promote gender equality and women's rights*, 48.8% (14 departments and 6 Autonomous and Decentralized Agencies) responded that they did. This question was also asked to the Country Offices of which 14.3% (4) responded that they did. Some of the Autonomous and Decentralized Agencies and Country Offices clarified, with regard to these efforts, that they were not necessarily all designed for the purpose mentioned in the question. In addition, despite the fact that the departments and agencies have reported a greater number of gender and women's rights-based projects and initiatives, in percentage terms there was only a slight increase in 2012 (48.8%) compared to the previous year (47.6%). This is due to the fact that several departments responded to the questionnaire this time that had not done so in the past and to the fact that they have done no projects nor do they have initiatives on these matters.

Do you have any policy (ies), program(s) and/or project(s) that promote gender equality and women's rights?



Based on the responses that were provided, (*see breakdown in Section III*), the departments and agencies that reported having polices, projects or programs to promote gender equality and women's rights are listed below. Compared to the previous period, there is notable progress. This report, however, does not include an analysis of the extent to which this is being achieved.

Secretariat	Departments	Project/Program Names
Executive Secretariat for Integral Development (SEDI)	Dept. Social Development and Employment	<ul style="list-style-type: none"> - Gender Component in the framework of the Inter-American Network for Labor Administration (RIAL) - Program for the Protection of Vulnerable Groups - Project for the Development of an Integral Care Model for Women Victims of Violence in the Tijuana Area - Gender Audits in the Ministries of Labor Project - Gender Audit in Social Development Ministries Project in the framework of the Inter-American Social Protection Network - ILO Project on Gender-Sensitive Migration Policies
	Dept. Economic Development, Trade, and Tourism	<ul style="list-style-type: none"> - Economic Empowerment and Trade Program - Establishment of Small Business Development Centers (SBDCs) in CARICOM Member States" - Training of the Trainers in Information and Communications Technologies (ICTs) for MSME Development Centers Program - Small Tourism Enterprise Network (STEN) - Inter-American Port Network of Women
	Dept. Human Development, Education, and Culture	<ul style="list-style-type: none"> -Armando and Amanda Paz Project: Building a Culture of Peace with Youth in Central America through the Arts, Media, and Social Dialogue - Horizontal Cooperation Fund for Technical Assistance Missions in the area of Citizen Education - Launching of online courses on gender, including the first CIM/OAS course - Preparation of the OAS Gender Community of Practice
	Dept. Sustainable Development	<ul style="list-style-type: none"> - Project Strengthening the Public Participation Mechanisms for Sustainable Development - Regional Project Profile for Integrating a Gender Equality and Rights-based Perspective into Comprehensive Risk and Disaster Management (to be presented to donors)
	YABT	<ul style="list-style-type: none"> - Youth Forum of the Americas – for young businesswomen and indigenous women - Business Laboratories
Secretariat for Legal Affairs (SLA)	Executive Office of the Secretary	<ul style="list-style-type: none"> - Inter-American Program of Judicial Facilitators - Certification course in Access to Justice for operators of justice (gender module)
	Dept. International Law	<ul style="list-style-type: none"> - Program of Action on Indigenous Peoples in the Americas. Component: Training - Project Leadership Development for Afro-Descendants - Network of Hemispheric Legal Cooperation in the Area of Family and Child Law - Program on International Humanitarian Law

Secretariat for Political Affairs (SPA)	Dept. of Electoral Cooperation and Observation (DECO)	- Project on Incorporating the Gender Perspective into the OAS Election Observation Missions (EOMs) - Project: Methodology for the Observation of <i>Political Financing Models in Elections</i> in Electoral Observation Missions (EOMs) - Women's participation as chiefs of EOMs
	Dept. for Effective Public Management	- Strengthening the Hospital Records System in el Salvador and Guatemala Project - Campaigns for the Registry of Persons in Bolivia, Guatemala, Haiti and Peru - Program to Build Public Sector Capacity in Latin America and the Caribbean
	Dept. Sustainable Democracy and Special Missions	- Mission to Support the Peace Process in Colombia - MAPP/OAS Subcommittee -Women's Organizations - Initiative on Gender and Mediation
Secretariat for Multidimensional Security (SMS)	CICAD	- Intervention Project for Girls and Female Adolescents in Conflict with the Law in El Salvador - Project to Create Standards for the Development of Best Practices for Drug Abuse Treatment Aimed at Women and for the Development of Protocols
	CICTE	- Training Program for Women on Security and Law Enforcement - Projects on tourism safety and border security with a gender approach are being developed
	Dep. Seguridad Pública	- Initiatives on women's safety and security and gender (cooperation begun with CICTE and SEDI)
Secretariat for Admin. and Finance (SAF)	Dept. Planning and Evaluation	- Project to Build Capacity at the OAS for the Implementation of Results-based Management - Ongoing cooperation with the CIM to advance a gender equality and women's rights-based perspective in projects and programs
Secretariat for External Relations (SER)	Dept. International Affairs	- It promotes gender equality through its programs (Lecture Series, Policy Roundtables, dialogues with civil society and the MOAS)
	Press Department	- Promotes gender equality and issues communiqués and press releases on this topic
	Dept. Strat. Comm. and Image	- Promotes gender equality on the OAS website, through live webcasts and social networks
Autonomous and Decentralized Agencies		
IACHR	Carries out important actions through its Rapporteurship on the Rights of Women	
PAHO	Program on Integrating a Gender Perspective	
CITEL	Program for the Inclusion of Women and Girls in ICTs - Program to Address the Existing Digital Divide Issue	
IIN	- Through the various lines of deliverables contained in the framework of the IIN 2011-2015 Plan of Action	

Several of the Country Offices referred to the support that they provide to OAS projects or programs that are implemented in-country, or to their participation to related national activities (see breakdown in Section III.C).

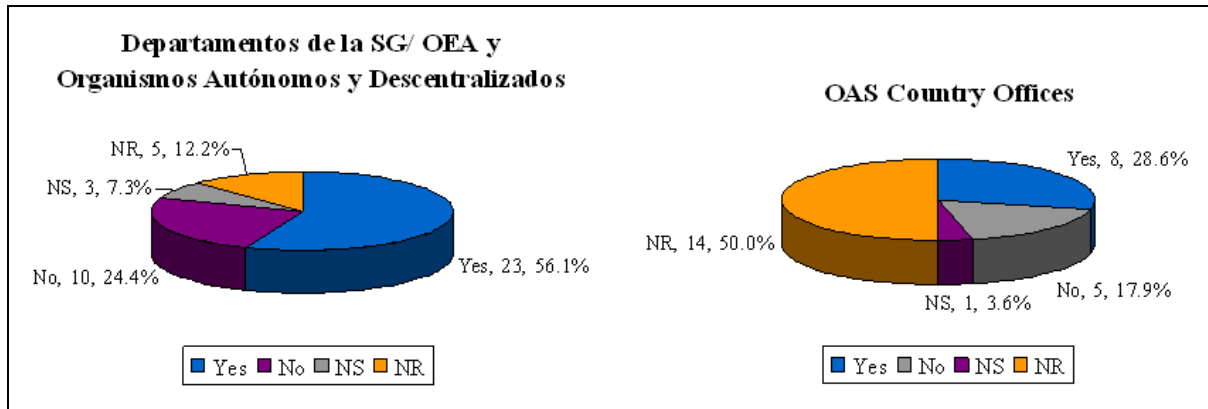
E. Technical capacity to implement a rights-based and gender equality approach

Among the departments of the GS and Autonomous and Decentralized Agencies participating in the survey, 56.1% (23) responded that they do have the technical capacity to implement a gender and women's rights perspective; 24.4% (10) said they did not, and 19.5% (10) did not respond or offer specifics. Among the National Offices responding, 28.6% (8) stated they did have this technical capacity, 17.9% (5) said they did not, 50.0% (14) did not answer the question, and 3.6% (1) did not offer specifics.

In referring to the nature of their technical capacity, responses included: a) having professional staff who have been trained on the subject of gender through courses offered by the OAS, personnel that had more in-depth education and greater experience in the field of gender (for example, the Department of Planning and Evaluation – DPE, DECO, the Department of Public Security – DPS, the Department of International Law – DIL), and departments that have gender experts belonging to the ranks of staff or contract employees (for example, DECO, THE Department of Social Development and Employment – DSDE, the Department of Democratic Sustainability and Special Missions – DSDSM – since the beginning of 2012, MAPP/OAS has had a formally constituted Gender Area – DPS, and DPE. Emphasis was placed on gender training in thematic areas conducted during this period by several departments with

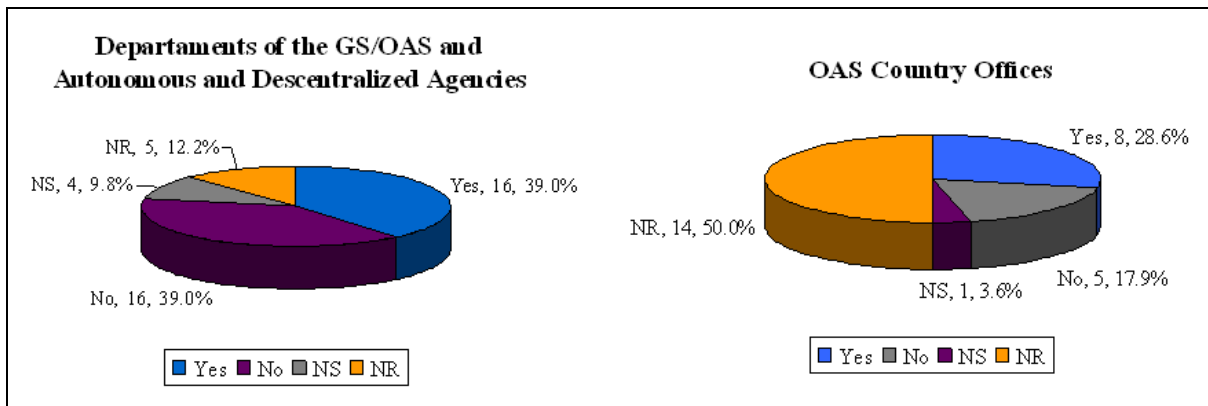
the support of experts, as was the case with the departments that comprise the Secretariat for Political Affairs. Among the agencies, PAHO has advisors on gender and health; b) having access to partner institutions with experience in the subject (for example, DSDSM-MAPP; c) having materials or methodologies available for reproduction (for example, DECO, DPE, and DIL), and d) having an institutionalized mechanism, such as the IACHR (Rapporteurship on the Rights of Women).

Do you have the necessary technical capacity to implement a rights-based and gender equality approach?



Country Offices: they include, as part of their capacity in gender issues, guidance and training provided by the GS, prior training that some of the representatives had before being appointed, and access to the experience of local partner institutions. Eight Country Offices report that at least one of their officials has participated in gender training or in related courses/seminars, including representatives of eight Country Offices (the Bahamas, the Dominican Republic, Ecuador, Guatemala, Peru, Saint Kitts and Nevis, Saint Lucia, and Uruguay).

Some Official Has Participated in a Gender-related Training Course or Workshop



Currently, more than 50 participants of both sexes from the GS/OAS, from all the secretariats, and even from four Country Offices, have been receiving training through the online course, “Gender and Equal Rights Approach in Policies, Programs, and Projects,” offered by CIM/OAS.

F. Type of technical support required to move forward in implementing the IAP

Most of the bodies that responded to the questionnaire stated that they would like to continue receiving technical support and advice from the CIM/OAS to move forward in implementing the IAP. (*More details in Annex 3*). A summary of the responses follows below:

Departments of the OAS/GS and Autonomous and Decentralized Agencies: In their responses, the departments expressed their interest in continuing to receive gender training, and to the extent possible, pass it on to project staff in the field (e.g. PUICA and Judicial Facilitators); ongoing technical assistance and support for the inclusion of the rights-based and gender equality approach in its projects and activities; the keeping of an open dialog and the strengthening of existing cooperation and alliances. Additionally, some bodies noted that they would require specific technical support in the framework of their programs or projects; that they are interested in undertaking joint initiatives and projects with the CIM; and that it would be very useful to them to have good practices within the OAS and the region, as well as a list of contacts, experts, and institutions that work on specific matters using a gender and rights-based perspective. The Autonomous and Decentralized Agencies, for their part, emphasized that they would like to strengthen their current cooperation with the CIM and continue to receive the assistance that it has been providing up to now.

Country Offices: The predominant responses were receiving gender training; exchanging information and best practices; having materials made available to them for dissemination and outreach; sharing strategies. They also expressed their interest in enhanced communication with the CIM. The representatives likewise expressed their interest in having greater communication and cooperation with the CIM in order to promote the implementation of the IAP in the country in question. At least one Country Office demonstrated interest in having the CIM evaluate the projects and programs executed in the country in order to determine whether or not they integrated a gender and rights-based approach throughout the entire cycle.

III. ACTIONS TAKEN BY OAS ORGANS, AGENCIES AND ENTITIES

Based on the information submitted by the different bodies, this section covers the specific actions taken by them in implementing the IAP between March 2012 and February 2013.

A. OAS ENTITIES AND AGENCIES

1. Department of Legal Services

In its capacity as legal counsel, this Department addressed several questions raised by the CIM and provided legal assistance at different meetings of the Commission, including during the process of amending the CIM's legal instruments.

2. Summits of the Americas Secretariat (SAS)

The SAS has a standing policy to promote equitable participation between men and women in its activities with social actors. This applies to the selection of both funded partners and speakers/moderators. Additionally as part of the Summit process, it facilitates the incorporation of the results of the high level CIM meetings at the Summits of the Americas. Over the period covered by this report, the following should be highlighted: the conclusions and recommendations issued by the Fourth Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women of the Member States (REMIM IV) (El Salvador, November 1, 2011), which were conveyed to the Sixth Summit Preparation

process through the Summit Implementation Review Group (SIRG), as were those from civil society, which came from the virtual consultation coordinated by CIM and the SAS; the consultation sessions and policy dialogues held in preparation for the Sixth Summit – from the “Road to Cartagena” series; and the Second Virtual Consultation: “Women’s Leadership for a Citizens’ Democracy” held from February 27–March 30, 2012. The SAS likewise promotes and disseminates initiatives and programs on gender among the Summits Process’ actors, including CIM initiatives and programs under the “Summits of the Americas Follow Up System – SISCA,” which makes it possible to publicize outcomes and progress, including those related to gender and women’s rights, to an inter-American and global audience.

3. Secretariat for Legal Affairs (SLA)

The Executive Office of the Secretary executes the Inter-American Judicial Facilitators Program (PIFJ), which contributes to the promotion of gender equity and equality and human rights. Within this framework, through the “National Judicial Facilitators Service Project,” as of 2006, access to justice for segments of the population under vulnerable conditions has been promoted. The idea is to train judges, prosecutors, police, and other operators in the justice system to manage the National Judicial Facilitators Service and provide them with the skills to manage their offices, bearing in mind the distinctive characteristics of different sectors’—particularly women’s—access to justice. During the follow up to the meeting between the PIFJ team and the CIM held in December 2011 in Washington, DC, in which possibilities for collaboration were explored, the program received technical assistance from the CIM in the form of a review of the gender module of the aforementioned training and the training of their program managers via the CIM/OAS online course, “Gender and Equal Rights Approach in Policies, Programs, and Projects.”

a) Department of International Law

As of 2009, the DIL is executing a Program of action to strengthen the participation of indigenous peoples in the Inter-American system, Component: Training,” which is designed to strengthen indigenous women’s leadership skills, by promoting greater participation in citizenship building processes in the Americas. Nearly 100 people have been trained since 2009, and the goal is to double this number before 2013. Two training exercises were organized in 2011 on women’s political participation and the inter-American system. Out of all the 53 participants, 70% were women. It was carried out in collaboration with indigenous NGOs, the Indigenous Fund for Latin America and the Caribbean, the Inter-American Court of Human Rights, the Inter-American Institute of Human Rights, and the Inter-American Commission on Human Rights. In addition, as part of the project for the “Training of Afro-descendant Leaders,” started in 2011, the IACHR endeavors to improve the coverage of aspects related to gender, particularly the greater discrimination of which women are victims. A module on gender was also included in the training handbook as well as in the programmed workshops. This effort is being carried out in partnership with NGOs related to the topic of Afro-descendants and human rights, the Rapporteurship on the Rights of Afro-Descendants, the Summits Secretariat, and the Department for Effective Public Management.

The Department also endeavors, pursuant to the four inter-American conventions on international family law, to make the Network of Hemispheric Legal Cooperation in the Area of Family and Child Law operational, in order to facilitate the protection of families and children through access to the inter-American system, as well as promote international cooperation in this matter (including child support and alimony, as well as topics related to kidnapping). A number of different entities are involved, including ministries of foreign relations, Country Offices specializing in children and family matters, OAS Permanent Missions, the IIN, and the OAS’s Department of Information and Technology Services. Lastly, the ongoing Program on International Humanitarian Law (IHL) supports the progress and

dissemination of ILH in the Americas, assists the Permanent Council and its Commissions, as well as States, in the drafting and negotiation of resolutions on the promotion of and respect for IHL and other related topics. Activities are also coordinated with the International Committee of the Red Cross. In the debates related to this program, the necessity of protecting women in light of their condition of vulnerability during armed conflicts is emphasized, along with the importance of taking into account their needs, challenges, and contributions when an intervention is carried out. The first three projects/programs are financed by the Spanish Fund for the OAS and the last by the Regular Fund.

b) Department of Legal Cooperation

The DLC acts as the Technical Secretariat to the Mechanism for Follow-up on the Implementation of the Inter-American Convention against Corruption (MESICIC) and to the Meeting of the Ministers of Justice or Attorneys General of the Americas (REMJA), including issues of mutual assistance in criminal matters, extradition, and cybercrimes. The department indicates that gender perspective is an important element in all its activities; a crosscutting theme in combating corruption. It also indicates that women are an integral part of MESICIC activities given their participation as members of the Committee of Experts. Of the 31 expert members, 17 are women, as are 9 alternate representatives.

4. Secretariat for Political Affairs (SPA)

a) Department of Electoral Cooperation and Observation (DECO)

The DECO continued to implement the project on *Incorporating the Gender Perspective into OAS Electoral Observation Missions (EOMs)*, which aims to improve the OAS's election observation work by integrating a gender perspective into the observation methodology. This will enable the OAS to systematically analyze the involvement of men and women in electoral processes at all levels. The project's achievements include: (i) The development of a handbook on incorporating a gender perspective into OAS Electoral Observation Missions (EOMs); (ii) the implementation of a gender methodology in OAS/EOMs in Paraguay (2010), Guyana, Colombia, Peru, Guatemala (2011), the Dominican Republic, Nicaragua, and Mexico (2012); and, (iii) the systematic compilation of quantitative and qualitative data on the participation of women in electoral processes as voters, candidates, election authorities, representatives at polling stations during elections, prosecutors, and electoral body officials. The project is being executed in partnership with the CIM, OSCE/ODIHR, UNEAD, IPU, Commonwealth Secretariat, and IDEA International. Support has come from the governments of Germany, Canada, and Spain. Currently, the DECO is developing the second phase of the project, which is expected to continue building professional and institutional capacity in both the OAS and in the election authorities of the member states in order to intensify mainstreaming a gender perspective in their functions and work.

During the 2012 OAS/EOMs, the policy of having observer teams comprised of at least 50% women as international observers continued. On average, women constituted 46% of the international observers in the seven missions deployed over the course of the year. In the future, the strategy will be geared toward also integrating women from particularly vulnerable groups, such as indigenous women and afro-descendants.

With regard to the *Methodology for the Observation of Political Financing Models in Elections in the Electoral Observation Missions (EOMs)* project, executed between July 2010 and July 2012 with financing from Canada and the United States, a manual on observing political financing models in elections in the countries of the region was developed. The methodology includes a gender perspective and criteria that make it possible to compile data on how the components of the system for political financing of elections support or undermine women's participation in elections. In 2012, the methodology was implemented in the framework of the OAS/EOMs in El Salvador, the Dominican Republic, Mexico, Nicaragua, and Honduras. The impact of existing political financing systems on women in each of these

countries was observed and documented. This enabled the DECO team to make recommendations on preparing press releases and preliminary, verbal, and final reports specifically on the relationship between women's political participation and the existing political financing system in the countries observed. The DECO has also been able to deepen its analysis and identify practices within political parties that hinder the effective participation of women as candidates and their access to popular elected office. Phase one of this project has concluded and during the first quarter of 2013, the *Manual on Observing Political Financing Models in Elections in the Electoral Observation Missions (EOMs)* is to be published; this constitutes another key tool that is expected to contribute significantly to assessing conditions of equity in the electoral match between men and women.

b) Department of Democratic Sustainability and Special Missions (DDSSM)

The *Mission to Support the Peace Process in Colombia (MAPP/OAS)* has been carried out since 2010, and through it a contribution is made to the building of a firm and lasting peace in Colombia, alongside the government, communities, and civil society organizations (CSOs). This is done by means of actions of support, accompaniment, verification and monitoring, the facilitating of spaces for dialogue and the promotion of confidence measures, within the framework of the current peace processes in that country. From its inception and its presence in Colombia (2004), MAPP has recognized the importance of including the gender perspective in its work and has been working towards that end. The MAPP/OAS, through coordination and organization, has promoted the incorporation of a gender approach, with emphasis on women's rights, in public policy, as well as an increase in the participation of victims and civil society—especially women's organizations—in developing, implementing, and monitoring such public policies.

Since early 2012, the MAPP/OAS has had a *Gender Area*, which is establishing the guidelines for implementation of a gender and women's rights-based approach in the Mission's support, monitoring, and verification work. The Gender Area provides support to the different MAPP/OAS thematic areas for incorporating a gender and women's rights-based approach into their work. It works at two levels: Internally, the expected outcome is mainstreaming a gender perspective and women's rights-based approach into the Mission's monitoring and verification work; while externally, the MAPP/OAS works to promote the incorporation of these two approaches into public policy and increase the participation of victims and civil society. In order to achieve the latter, in early 2012, the MAPP/OAS approved an *Internal Handbook on Analysis Using a Gender Perspective*; this handbook is designed for MAPP/OAS verifiers and includes guidelines on the implementation of these approaches.

Additionally, the MAPP/OAS prepares special regional and central reports on matters related to the rights of women and conducts research with a gender perspective. For example, the Medellin Regional Office prepared a report entitled, "*Mujer y contextos de ilegalidad y violencia: Caso de Medellín*" [Women and Contexts of Illegality and Violence: the Case of Medellin], while centrally, the following document was prepared: "*Mujer, Género y Reparación Integral en el marco de la Ley 975 de 2005*" [Women, Gender, and Comprehensive Reparations under Law 975 of 2005].

The MAPP/OAS created a forum with women's organizations (*MAPP/OAS Subcommittee-Women's Organizations*) for purposes of providing support to their processes and promoting the inclusion of a women's rights-based approach in public policy. The women's subcommittee addresses issues like the restitution of lands and protection from a women's rights perspective. The work, using this approach, was determined by the organizations themselves, which through their experiences, knowledge, and contributions are redoubling their efforts in order to effectively assert women's rights; they are also working to promote gender equality in public policies having to do with the rights of victims of the Colombian armed conflict.

What also stand out, as far as the 2012–2013 Work Plan is concerned, are cooperation activities between the UN's Mediation Support Unit and the OAS DSDME/SAP between September 2012 – September 2013, aimed at supporting the development of a gender and mediation strategy for the DSDME/OAS in the framework of UN Resolution 1325. A workshop on “*gender and mediation*” was held in November 2012 in the framework of said Resolution, with the support of the UN Mediation Unit (MSU/UN) and the CIM; the purpose of the workshop was to launch activities for developing a strategy for the DSDME on this issue.

c) Department for Effective Public Management

The *Strengthening the Hospital Records System in El Salvador and Guatemala Project*, which has been ongoing since 2008, is aimed at implementing a hospital records system that will allow the immediate registration of newborns and thus reduce under-registration of births on a permanent basis. Through the development and implementation of a records system in Sonsonate National Hospital, more than 11,149 children have been registered to date; 500 mothers per month have been made aware of the importance of the right to an identity; expansion of the National Registry of Persons in El Salvador and the National Registry of Persons (RENAP) in Guatemala to three more hospitals nationally was promoted; and, as a result of the project, legislation has been passed to institute the hospital registry nationwide. This effort is supported by the National Registry of Persons [*Registro Nacional de las Personas Naturales*] and the Public Health Network [*Red de Salud Pública*] of El Salvador.

Additionally, *Campaigns for the Registry of Persons in Bolivia, Guatemala, Haiti and Peru* have been conducted since 2007 in order to facilitate access to civil registries of vulnerable groups of people through mobile registration campaigns. More than 4.9 million persons have been beneficiaries, many of them girls and women. The Department indicates that it has contributed to the strengthening of a culture of registration and to increasing awareness regarding the importance of registering at the civil registry to facilitate for the people the exercise of their rights. Regional civil registries and civil society organizations are participating.

The *Program to Build Public Sector Capacity in Latin America and the Caribbean*, sponsored by CIDA-Canada seeks to enhance the institutional capacity of government agencies for a more effective, transparent, and participatory public management in the region. As a consequence, public institutions will be expected to have sound structures and effective and transparent management practices so they may promote/implement sensible laws, strategies, public policies, programs, and projects that have a positive impact on the creation of conditions that boost confidence for investments, reduce the cost of doing business, and promote competitiveness and innovation in the private sector. The program, which is to last three years and have a US\$2,000,000 budget, will provide technical assistance in areas that play a significant role in building institutional capacity in government agencies and enhancing citizen participation in public management. These areas include: transparency and access to public information, e-government, organizational development, model local government, gender, civil registries, and effective legislative capacities and functions.

5. Executive Secretariat for Integral Development (SEDI)

a) Department of Social Development and Employment (DSDE)

The DSDE continued making headway in the implementation of the IAP, particularly in the framework of the Inter-American Conference of Ministers of Labor (IACML), as well as in the areas of migration and social development.

With regard to decent work, the *gender component in the framework of the Inter-American Network for Labor Administration (RIAL)* is being used to build capacity in labor ministries for mainstreaming a gender and women's rights-based approach in their operations, policies, and programs. The joint efforts of the DSDE, IACML, and CIM in this process, primarily since 2007, stand out. For 2012, the implementation of the *Gender Audits in Ministries of Labor Project* stands out.

The study entitled "*Gender Equality for Decent Work: Proposals for Mainstreaming Gender in Labor and Employment Policies in the Framework of the IACML*," prepared by the DSDE in collaboration with the CIM and the ILO, served as the basis for preparation of the "*Strategic Guidelines of the XV IACML for Advancing Gender Equality and Non-Discrimination within a Decent Work Framework*" adopted in 2007 as a general framework for action. Based on these strategic guidelines, joint activities have been undertaken with these organizations, including studies and sub-regional and hemispheric workshops as well as the *First Inter-Ministerial Hemispheric Dialogue between Ministers of Labor, Ministers of Women's Affairs or Highest-Level Authorities for Women's Policies*, in the framework of the XVII IACML (El Salvador, November 1, 2011), and as part of the CIM/OAS hemispheric project on gender and decent work (2009-2011), which constituted a milestone in the OAS, IACML, and the CIM by being the first inter-sectoral dialogue of this nature.

More recently, through the *Gender Audits in Ministries of Labor Project* (November 2010 to July 2013), with Canadian financing, the DSDE sought to conduct an assessment of the status, in three ministries of labor, of the incorporation of a gender dimension into their operations, policies, and programs and to develop specific measures for strengthening and improving institutional capacity in these ministries for incorporating a gender perspective into their strategic and operational functions. Three hands-on gender audits were conducted, which provide an exhaustive analysis of the incorporation of a gender perspective in the Ministries of Labor of Barbados (October 2011), El Salvador (February 27–March 9, 2012) and Peru (November 12–23, 2012). Teams of four or five specialists and consultants from the OAS and ILO conducted the audits, which included two weeks of intense work in the field. Subsequently, two plans of action drawn up within each ministry were developed; such plans contain specific activities, timelines, and the individuals responsible for continuing to promote a gender approach in the Ministries of Labor of Barbados (May 7-11, 2012) and El Salvador (July 23-27, 2012). These plans of action were developed during practical workshops and meetings in each ministry led by ILO-OAS specialists who had taken part in the audits. The plan of action for the Ministry of Labor and Job Promotion (MTPE) of Peru is currently being developed, as is a final report that will share what was learned and make recommendations for improving these "audit" exercises. This report is expected to offer good input for providing training—via the CIM—on the OAS's own audit methodology to national mechanisms for the advancement of women.

The *ILO Project on Gender-Sensitive Migration Policies*, underway during the 2012–2013 period, endeavors to help develop and manage gender-sensitive migration policies in the Haiti-Dominican Republic and Costa Rica-Nicaragua and Panama corridors. It further seeks to support the development of a number of components related to the management of temporary employment, consular protection, and labor inspection programs in activities with a strong migrant presence, such as domestic help.

The *Gender Audit in Ministries of Social Development Project in the framework of the Inter-American Social Protection Network (IASPN-RIPSO)*, planned for the first and second quarters of 2013, is expected to yield an assessment of the status, in three ministries of social development, of the incorporation of gender in their operations and in their social promotion and protection policies and programs. It is also expected to develop plans of action for each participating social development ministry using specific measures to build and enhance institutional capacity in order to incorporate a gender perspective into their strategic and operational functions.

b) Department of Economic Development, Trade, and Tourism (DEDTT)

Between 2010-2012, the *Economic Empowerment and Trade Program* promoted MSMEs' ability to make the most of business opportunities linked to international trade and tourism, with a specific focus on fostering the economic inclusion of MSMEs run by women and vulnerable groups (small farmers, small tourism enterprises, indigenous groups, and young people). It provided support for institutional and human strengthening with regard to the negotiation, implementation, and management of trade agreements. Its achievements include the creation of the Dialogue for Authorities Responsible for Trade and for MSMEs; the II Inter-American Dialogue of High-Level MSME Authorities—"Public Policies to Enhance the Competitiveness, Innovation, and Internationalization of MSMEs," held September 10-12, 2012 in New Orleans. During one of the panels of the II Inter-American Dialogue, successful experiences in the area of MSMEs were shared, which opened up the possibility for horizontal cooperation activities, specifically between Chile and Guatemala on a SERCOTEC Chile program designed to provide support for micro-entrepreneurship for women deprived of their liberty, via training courses designed to promote social reinsertion. Partners include: CIDA–Canada, the member states, CABEL, CAF, IDB, CARICOM, CENPROMYPE, SBDCs, Nasbite International INC., Mexican Association of Small Business Development Centers (AMCDPE), University of Texas at San Antonio, and the CARICOM Development Fund

In the framework of this program, institutions that support MSMEs in the CARICOM countries are to be strengthened through the project "Establishment of Small Business Development Centers (SBDCs) in CARICOM Member States." This program, based on the successful U.S. SBDC model, runs from January 2012 to January 2014. The first SBDC in Belize was opened in November; one objective is to build capacity in these centers to address the needs of women entrepreneurs who are starting new businesses or who hope to expand or make their existing businesses more competitive, through specialized advisory services, training, and mentoring programs. In addition, implementation of this pilot model is moving forward in four CARICOM countries (Barbados, Dominica, Jamaica, and Saint Lucia). Partners include the government of the United States (U.S. Mission to the OAS), Caribbean Export, and the University of Texas at San Antonio (UTSA). US\$1,031,475 is available for this project.

The *Training of the Trainers in Information and Communications Technologies (ICTs) for MSME Development Centers Program*, aimed at businesswomen and female entrepreneurs in Central America and the Dominican Republic, seeks to promote technological adaptation within the fabric of the women's business community by means of MSME development centers in the region. The idea is to boost their competitiveness by providing support, based on four core elements, as these women join the information society: Awareness raising, training (development of e-competencies), advisory services, and individualized support and active monitoring during the adaptation process. There are plans to develop a regional and comprehensive module for Training of the Trainers in ICTs, geared toward businesswomen and female entrepreneurs; train at least 225 advisors (at least 50% women) with links to MSME development centers in the region to be ICT consultants who can provide assistance to businesswomen and female entrepreneurs; and prepare, in the eight beneficiary countries, proposals to incorporate ICT services aimed at businesswomen and female entrepreneurs into the portfolio of services provided by the MSME development centers.

A *Regional Dialogue on Intellectual Property* focusing on public policy was held in order to facilitate a sharing of experiences and practical training on the use of intellectual property as a tool to support indigenous communities and groups of businesswomen in their efforts to protect, promote, and generate higher incomes by marketing traditional products, including handicrafts. The *II International Seminar on "Intellectual Property and its Role in Enhancing the Competitiveness of the Handicrafts Sector"* was held in Bogota, Colombia on December 11-12, 2012. The OAS funded the participation of presenter Marcella

Echavarria, who addressed matters of gender and opportunities/challenges for women-owned small and medium-sized handicraft businesses in the Americas. The Ministry of Labor, Ministry of Trade, Industry, and Tourism, the Superintendency of Industry and Trade, and Artesanías de Colombia took part.

In the framework of the *Small Tourism Enterprise Network (STEN)*, a unified network that integrates community and public and private sector strategies to provide support to MSMEs in the tourism industry in the Caribbean, the “Caribbean Small Hotel Forum” training was held in St. Johns, Antigua, on July 12-13, 2012; there was a balance of men and women in terms of the grantees selected. The forum brought together owners, managers, and operators of small tourism enterprises from 13 Caribbean countries; 46 people, including 29 women and 17 men, received training. Statistics show that most small tourism enterprise operators and managers, particularly those in the lodging subsector in the Caribbean, tend to be women. A partnership has been forged with the Antigua and Barbuda Tourism Authority.

In 2012, through the Office of Science, Technology, and Innovation, a *comparative study-analysis of undergraduate industrial engineering programs in a number of OAS member states* was conducted in order to identify best practices and successful experiences among 17 undergraduate industrial engineering programs in nine countries in North, Central, and South America, including the participation of women in engineering programs. Data was compiled on the participation of women, as both students and teachers, in engineering programs in the 17 participating universities, making it possible to compare the rates by region; the data collected may serve as a benchmark for subsequent studies. In the nine countries analyzed, on average, 39% of engineering students were female. Standing out were the Universidad Latina de Panama, with women accounting for 70% of its engineering students; the University of the West Indies, with 60%; the Universidad Pontificia Bolivariana with 55%; and the École Polytechnique de Montréal, with 40% female students. The study was the result of collaboration between the Universidad Pontificia Bolivariana de Medellín, the Institute for Computing in Arts, Humanities and Social Sciences (ICHASS), the Advanced Research and Technology Collaboratory (OAS/ARTCA), the École Polytechnique Montréal, Purdue University, University of Michigan, Penn State, Virginia Tech, Georgia Tech, University of the West Indies, the Tecnológica de Monterrey; UNAM; and the Universidad Católica de Peru, among others.

Secretariat of the Inter-American Committee on Ports (CIP)

The CIP, through its Executive Committee, created a Subcommittee on the Participation of Women in Port Affairs during the IV Meeting of the CIP (Venezuela, 2005). This Subcommittee aims to “promote and provide incentives for the participation of women in port activities;” and to “make professional careers possible for women, without limits to access to executive positions in port authorities.” More recently, the VI Meeting of the CIP (Panama City, March 2010) created the Subcommittee on Women in Ports under which the *Inter-American Port Network of Women* was established; it compiles statistics on women’s presence in the sector, maintains a website, and manages new training programs and agreements. Recently, three courses were held for women in this sector. The CIP is planning to hold a *Hemispheric Seminar on Women in Ports* in March 2013 in the Dominican Republic, whose objective, among others, is to promote the development of public policies to enhance women’s participation in high-level decision-making positions in this sector in the region. The CIM is expected to take part in this activity.

c) Department of Human Development, Education, and Culture

i. Office of Education and Culture: The *Survey on Gender and Citizen Education* was conducted from May 1–31, 2012, and its objective was to: (i) Provide continuity to and deepen the debate that emerged from the preparation and dissemination of a newsletter on gender and citizen education in the

framework of the Inter-American Program on Education for Democratic Values and Practices by promoting exchange of experiences, good practices, and relevant resources for teachers and education leaders in the Americas; (ii) raise awareness among policymakers, civil society leaders, scholars, teachers, and teacher trainers on the importance of integrating a gender perspective into the development of citizen education policies, programs, and initiatives and into their subsequent implementation in the classroom; and (iii) help strengthen strategies to incorporate gender equity into the concept of the “democratic classroom” at all grade levels. As a result, 132 people from 13 countries (one outside the Americas) took part in the survey. The most relevant matters addressed by the survey have to do with gathering participants’ opinion on issues such as training teachers to integrate a gender perspective in citizen education, the availability of teaching materials for working with students, institutional obstacles to achieving such integration in daily schoolwork, and their familiarity with programs or policies in their countries that promote gender equity in the educational system. This was a product of the partnership between the Inter-American Program on Education for Democratic Values and Practices and the Inter-American Teacher Education Network, with technical assistance from the CIM.

The *policy-brief series document “Education and Democracy”* (December 2012) was prepared in order to report on the key findings provided by research, policies and programs that address topics relevant to the citizen education agenda, as well as to offer data tools for developing public policies in the countries of the Americas. The second edition of this series is entitled: “The Contributions of Human Rights Education to Democratic Coexistence in the Classroom.” The document endeavors to convey the importance of teaching human rights in the classroom in order to foster attitudes that recognize diversity, non-discrimination, and valuing others, and to reduce school violence.

The Inter-American Program for Education on Human Rights’ e-Newsletter (November 2012). The purpose of the e-newsletter is to promote information sharing and debate on priority areas in the field of education for a democratic citizenry. It is the ninth edition in the series and may be accessed free of charge in English and Spanish. The newsletter contains different types of resources, publications, and videos—geared toward educators—that promote diversity, recognition and valuing of others, the prevention of violence and discrimination, and citizen empowerment, with special emphasis on children, youth, and adult women. One example is the following link, which has been included with the permission of the UN High Commissioner for Human Rights: [“A path to Dignity”](#). Efforts have been made with the support of the Inter-American Institute of Human Rights and the Citizen Education and Human Rights Division of the Council of Europe. These activities have been sponsored by the US Department of State.

On October 25, in the framework of the EDUCADEM-ITEN webinar series, “Building Democratic Classrooms,” a seminar entitled “*Sharing Learning on the Gender Equality Approach: Concept, History, Consequences for Children’s Lives*” was held. It was presented by Ms. Marisa Weinstein, a subject-matter specialist in the management and development of public projects and programs with a rights, gender, and intercultural approach. Eighty-four people from 15 member states participated. This allowed relevant information (resources, publications, studies) on gender equality to be provided and training to be given to the participants on the concept of gender equality. It also helped to address one of the most important needs identified among the main findings of the survey mentioned above.

Between 2010-2012, the “*Armando Paz Project: Building a Culture of Peace with Youth in Central America through the Arts, Media, and Social Dialogue*” was implemented for purposes of raising awareness among and mobilizing youth and society to build a culture of peace. A gender approach was crosscutting during project execution. All countries saw the participation of very active women and women leaders, some of whom spearhead important activities for their communities. A number of civil society organizations benefitting from the Armando Paz project were women’s organizations or movements such as *Mujeres Transformando* in El Salvador. The LGBT and transgender movements also took part in some of the national forums and workshops, during which videos against discrimination

towards these communities were produced. Inclusive language was always used. Furthermore, the name of the project was changed to bring it in line with a gender equity approach: *Armando and Amanda Paz*.

Some of the outcomes include: (i) An award in 2012 from the Ibero-American Youth Organization (OIJ) as one of the 20 practices developed in Ibero-America on youth; awareness raised among more than 10,000 young people on the building of a culture of peace through virtual platforms such as Facebook, Twitter, and YouTube; (ii) two rounds of national forums in El Salvador, Guatemala, Honduras, Nicaragua, and Panama, with the participation of more than 1,000 individuals, including young people, national authorities, representatives of civil society organizations, and the private sector. During the second round of national forums, a declaration was prepared in each country on the principles of action for building a culture of peace, including a gender equity approach; (iii) two regional forums were held, with the participation of more than 300 young people and representatives of other sectors to formulate regional recommendations and promote the creation of regional networks to prevent violence; (iv) institutional capacity building through training on the use of new media in more than 175 government and civil society institutions in El Salvador, Guatemala, Honduras, Nicaragua, and Panama. The workshops served to train more than 5,400 young people through replicated sessions; (v) two competitions were held: (a) the Pacific Challenge Contest: One project per country was awarded a prize; the projects were submitted by individual, non-organized youths interested in developing local initiatives to build a culture of peace. One of the videos— [el Globo de Ninette](#) —produced as part of the winning urban project from Nicaragua in the Pacific Challenge is about gender-based violence; and (b) the Small Donations Contest; (vi) two publications were issued: “Construir la paz es un compromiso de todos. Armando Paz, un proyecto de jóvenes para jóvenes” [Building Peace is Everyone’s Commitment. Armando Paz, a Project by Young People for Young People] and “Líneas de base y análisis situacional. Proyecto Armando Paz: Construcción de una cultura de paz con los jóvenes de Centroamérica a través del arte, los medios y el dialogo social” [Baselines and Situational Analysis. The Armando Paz Project: Building a Culture of Peace with Youth in Central America through the Arts, Media, and Social Dialogue]. This happened in collaboration with the Secretariat for Multidimensional Security and the Foundation for the Americas. It received US\$2,000,000 in support from USAID.

The second round of the *Horizontal Cooperation Fund Project for Technical Assistance Missions for Citizen Education*—from November 2011 to July 2012—sought to strengthen the capacity of the member states to develop and implement effective policies and programs that promote the development of a democratic culture of peace through both formal and informal education and to promote a mechanism for sharing information and more specific technical assistance that appropriately addresses the member states’ priority and specific needs. Consequently, 10 cooperation missions were selected for implementation during this second round by 30 public sector, private non-profit, and civil society institutions from the different countries. The Department notes that the project has included a gender-equality approach in a crosscutting manner, from the request for proposals and selection of the winning technical assistance proposals, through the implementation and evaluation stages (final report and progress report) of the cooperation missions. This was done in partnership with the Bureau of Indigenous Education (Mexico), the Office of the Ombudsman (Colombia), the Inter-American Institute for Human Rights (Costa Rica), the National Human Rights Institute (Chile), and the Universidad Indígena Boliviana Aymara “Tupak Katari” (Bolivia). Cooperation-related topics: The right of indigenous peoples, migrants, and women to an education; and use of the media to promote youth social participation.

In collaboration with the CIM, an effort was made to compile data on policies, programs, and initiatives being implemented by the ministries of education of the member states to promote the teaching of gender-based violence prevention to children and young people. To this end, a questionnaire on “Education to Prevent Gender-based Violence: Practices and Lessons Learned in the Americas,” was prepared and sent to the member states’ ministries of education and national mechanisms for the advancement of women. Responses to this questionnaire are to be used as the primary input for

conducting the aforementioned research, which will systematize existing policies, programs, and initiatives in our region and, based on its analysis, will offer policy recommendations and strategies for preventing gender-based violence.

With respect to culture, efforts are being made to integrate gender into the recent project: *“Culture and Development: Enhancing Institutional and Human Capacity to Strengthen Cultural and Creative Industries and to Promote Culture as a Tool for Social Inclusion. Phase II,”* to be executed starting in 2013 in partnership with the ministries of culture or equivalent institutions, and with the Shidraht Ramphal Centre—International Trade Law, Policies and Services of the University of the West Indies, Cave Hill, Barbados. The same is true for the project: *“Expanding the Socioeconomic Potential of Cultural Heritage in the Caribbean. Phase I: Assessment of Needs and Project Selection,”* in which an analysis is to be conducted of the perceived needs and priorities in the Caribbean with respect to the protection, use, and appreciation of cultural heritage. This is to be done by means of a survey in which gender equality and populations living in vulnerable conditions will be taken into account. It also enjoys the support of the government of the United States.

ii. Office of Scholarships, Training, and Capacity-Strengthening: Gender equality and a rights-based approach are present in all programs and projects, as well as in the framework of the work done by the Professional Development Courses Selection Committee and the Ad-hoc Professional Development Scholarships Committee.

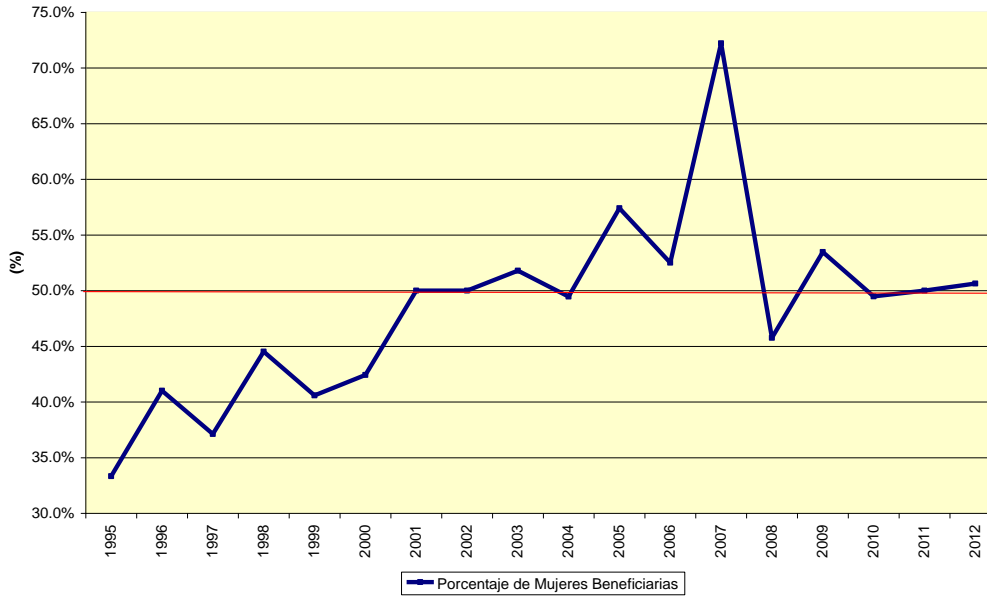
iii. Educational Portal of the Americas: Three editions (5th, 6th and 7th) of the online course *Gender and Political Leadership in the Latin American and Caribbean Context* were offered, aimed at capacity-building in critical interpretation of reality, reflection, social responsibility and participation vis-à-vis the theme of gender and political leadership, in order to apply this capacity in an integrated and systematic way to social projects being promoted in Latin America and the Caribbean region. Training was received by 195 public officials and professionals linked to NGOs of the region, that work in social policies, projects and programs and recognize the importance of the gender perspective as a cross-cutting theme. The course is the result of cooperation between the Escuela Superior de la Administración Pública - Colombia (ESAP) and the Education Portal of the Americas (EPA).

An online course entitled *“Rights-based and Gender Equality Approach in the Policy, Program, and Project Cycle”* was prepared together with the CIM, as was the *OAS Gender Community of Practice*. The EPA did the pedagogical and multimedia design of the content for the course, which is to be implemented in 2013, with a first edition aimed exclusively at GS/OAS officials. This course will be accompanied by a community of practice for enhancing participants' awareness and abilities in a collaborative environment. In addition, and also together with the CIM, the OAS Gender Community of Practice was prepared and launched on December 12, 2012, on the eve of the first edition of the course that will be offered to GS/OAS officials starting in January. For the launch of the community of practice, the EPA worked with the CIM to offer participants a live presentation over the EPA channel with OAS specialists on Mainstreaming the Gender and Rights-Based Perspective in the OAS.

iv. Leo Rowe Fund: The Fund has been compiling statistics disaggregated by sex since 1995. Increased participation of women at any level of education is obvious in the statistics gathered by the Fund. The percentage of loans granted to women, which was one third of the total in 1995, has steadily risen. On average, the number of loans granted to women has held at 50.0% since 2001 except for 2007 and 2008. During the 2011-2012 period, gender parity regarding loans for international students was maintained. In 2012, 79 student loans were granted to individuals in Latin America and the Caribbean for study in the United States; of these, 50.6% were given to female students. In contrast, 21 loans were granted to OAS officials, of whom 15 were men.

The graph below demonstrates the growth in loans granted to women in Latin America for study in the United States:

Gráfico N° 1. Porcentaje de Mujeres Beneficiarias de los préstamos sin interés otorgados por el Fondo Rowe para estudios en los EEUU



d) Department of Sustainable Development (DSD)

With respect to sustainable development, good governance plays a key role. Along these lines, the DSD focuses on strengthening public institutions and the capacities of the actors involved in order to create sound decision-making structures where all partners in the development process have a voice, particularly women and those who possess rights having to do with the use of natural resources, such as indigenous peoples. In this regard, the DSD is fostering public and active participation, open access to environmental information, the strengthening of political processes and the judicial system, and transparency and accountability. The gender perspective is reflected in the work of the projects being implemented by the DSD's different areas, as summarized below:

With respect to Environmental Law, Policy, and Good Governance, efforts are underway to mainstream the gender perspective in the political dialog on sustainable development and in the implementation of projects, by fostering gender equity, diversity, and inclusion, bearing in mind the basic principles of the Inter-American Strategy for the Promotion of Public Participation in Decision-Making for Sustainable Development (ISP). As part of the *Strengthening Public Participation Mechanisms for Development Project* (June 2011- March 2014), aimed at promoting access to information and facilitating the participation of all sectors of society in existing national public participation mechanisms in Central America, as well as regional mechanisms, there has been an increase in the number of women, leaders, and civil society organizations able to take part in the public participation mechanisms and in sustainable development decision-making processes. In the framework of the dialogues on governance and public participation, such as "*Strengthening Public Participation: Key Messages of the Americas*" (Rio de Janeiro, June 2012) and "*Public Participation in Environmental Decision Making: Toward Sustainable Development*" during the V Ministerial Meeting of Pathways to Prosperity (Cali, October 2012), the mainstreaming of gender in decision-making processes on sustainable development took on priority relevance. Specific recommendations were identified to promote and encourage greater participation by women in formulating and making decisions on sustainable development. Some of these recommendations have been incorporated into the implementation of the project itself. Additionally, from

the outset of the project, women professionals have been consulted and involved in its execution, particularly in developing content for the training manuals and identifying organizations that could become involved in training processes.

In Risk Management and Adaptation to Climate Change, it has been essential to understand, at the community level, the different roles, responsibilities, needs, and outlooks of men and women, which should be taken into account in communication protocols and functional decision flows when flood-caused emergencies arise. Since 2012, efforts have been underway with the CIM to address disaster management. Such efforts have resulted in a joint technical document, as well as a joint project profile—to be submitted to donors—aimed at advancing a gender equality and women's rights-based perspective in comprehensive disaster risk management policies and programs in the region. The findings of these two papers were presented in April 2012 to CIM authorities during a panel on the subject that included a presentation by the head of Risk Management and Adaptation to Climate Change.

In Water Management, the mainstreaming of the gender perspective has been essential, particularly regarding the conditions, use, control, and decision-making processes regarding water. In the area of Energy and Climate Change Mitigation, women professionals have been involved from the beginning in technical assistance and decision-making processes. This has been key in the identification of recommendations for the inclusion of gender issues in the policies and decision-making processes related to energy efficiency, allowing the adaptation of energy conservation projects to the needs and roles of women in society.

e) Special Multilateral Fund of Inter-American Council for Integral Development

FEMCIDI did not have projects specifically targeting gender equality during this period. However, it is noteworthy that FEMCIDI states that, in accordance with CIDI's Strategic Plan and other mandates like the IAP, it ensures that the Partnership for Development programs, projects, and activities submitted to it incorporate, to the extent possible, gender equality and equity in their formulation, implementation and evaluation. Examples of projects supported by FEMCIDI in the past include, as of December 2011, the *Regional Network of Women in Politics: Promoting the Participation of Women in Politics For Good Governance and Democracy*, aimed at furthering gender equality in democratic governance and enhancing the quality and effectiveness of women's representation in politics; and the *Poverty Reduction and Capacity Building among Rural Women in Grenada*, geared toward reducing levels of poverty among groups of women participants in Grenada through training and resources to improve their living standards.

f) Young Americas Business Trust (YABT)

The YABT's priority is to promote entrepreneurship and create job opportunities for young people, including young women and women from indigenous communities. These efforts have unfolded through business development training programs, such as *Business Labs*, which specifically focused on training women entrepreneurs in 2012 through a condensed version called Mini Business Labs. Furthermore, during the III *Youth Forum of the Americas* which took place in Cartagena, Colombia in April 2012 prior to the VI Summit of the Americas, the YABT provided a forum for women and young entrepreneurs and indigenous women that enabled them to participate in Summit of the Americas' Process. Through strategic partnerships with other organizations, the YABT has consolidated a support platform that allows it to implement its activities. By mobilizing the technical cooperation provided by the Government of Israel, the Trust has expanded its support for building young women's capacity in the Hemisphere.

6. Secretariat for Multidimensional Security (SMS)

a) Executive Secretariat of the Inter-American Drug Abuse Control Commission

CICAD has replicated a system for training human resources in drug treatment and rehabilitation, to educate professionals on treatment models based on scientific evidence, and which take gender into account. This has taken place in Costa Rica, El Salvador, Honduras, Guatemala, Mexico, Nicaragua and Panama, and soon will begin in the Caribbean. In addition, since 2011 CICAD has been implementing the *Intervention Project for Girls and Female Adolescents in Conflict with the Law in El Salvador*, which seeks to improve human resources to address the psycho-social education and the employment needs of young people, and to train and rehabilitate in the place where there is the highest likelihood that the patient can obtain and keep a job in the technology industry, stay out of gangs, not commit another criminal offense and stop using drugs. The initiative includes diagnosis, training staff at the youth re-adaptation center, rehabilitation, vocational training and alternatives for the reintegration for patients. This project is financed by the United States with contributions from POETA of the Trust for the Americas and the Salvadoran Institute for Integral Development of Children and Adolescents.

More recently—from 2012 to 2014—CICAD has sought to draw up standards for best practices in drug treatment for women and develop protocols that address women's issues. The project seeks to: (i) Identify and assess the capacity and needs of member states in this regard; (ii) work with the member states, in keeping with the specific needs of each country and available capacity, to develop standards for best practices in the treatment of women drug abusers that increase gender-equal access to treatment; and (iii) develop, compile, analyze, and adapt treatment protocols for women drug abusers and develop a training program for their treatment; (iv) implement a pilot project in three countries that would consist of a regional training of the trainers workshop and training for treatment service providers of women drug abusers; (v) monitor and evaluate the implementation of protocols developed for treating women drug abusers, and disseminate the results on adaptation of the necessary protocols.

b) Secretariat of the Inter-American Committee against Terrorism (CICTE)

Unlike in the past, CICTE has reported on specific activities as follow-up to the IAP. CICTE indicated that it is considering the possibility of disaggregating by sex the information it gathers in follow-up assessments of training sessions in order to ascertain the impact of such sessions on participants' job performance and professional development and tailor future sessions to the specific needs of female security agents.

In the area of *Tourism Security*, training activities have included panels and sessions aimed at integrating/strengthening the gender perspective in this field. A specialized panel was recently held as part of a *tourism security course on "The Importance of Women in Local Development,"* which included the participation of three expert speakers who addressed the role of women in the tourism sector and their active participation as key players in preventing violence and crime. These panels are expected to become a permanent fixture in upcoming training courses on the subject.

An expert in gender and security has been developing specific projects on the subject as part of the Tourism and Border Security agenda. These projects seek to: (a) strengthen the presence and participation of women in all levels of the security sector; (b) boost active cooperation among national institutions, women's organizations, and civil society through the creation of oversight mechanisms for gender issues; and (c) reinforce national capacities in the areas of gender and security, violence against women, trafficking and smuggling of persons, etc. through specialized training. These initiatives have been launched in cooperation with the OAS Department of Public Security.

The training program, *Women in Law Enforcement*, which took place in Belize and Antigua and Barbuda in 2011, held eight training sessions that sought to train women who work in the security and law enforcement field. The training focused on the specific problems and challenges these women face in a field traditionally dominated by men. The project was aimed at agents from customs, immigration, police forces, maritime ports, airports, among others. As a result, more than 150 women from both countries who work in the security field were trained in matters relevant to their work for which that had not previously received training. Through practical exercises, the participants learned techniques for identifying patterns of suspicious behavior, self-defense and investigative techniques, among others. The program included components specifically geared toward women's employment issues, such as discrimination and professional ethics.

The *Capacity Building in Travel Document Security and Identity Management* project, which concludes in 2014, seeks to highlight the role civil registries play in identity management as providers of source documents, not only for men and women's social inclusion and a country's economic development, but also for member states' national security. To date, in addition to promoting the use of security standards in travel documents, a greater coverage of men and women by civil registries has been encouraged. This project is being conducted in collaboration with PUICA, ICAO, and INTERPOL and has US\$1,262,340 in funding. For 2013, the *Hemispheric Workshop for Strengthening the Capacity of Women Involved in Security Planning for Major Events* has been planned, which will also allow for identifying key elements that can be included in subsequent training sessions.

c) Department of Public Security (DPS)

The DSP is working towards incorporating a gender perspective in the meetings of Ministers Responsible for Public Security in the Americas (MISPA). As aforementioned, in the Third MISPA (Trinidad and Tobago, November 17-18, 2011), the Member States addressed key topics to ensure police modernization and professionalization within a democratic framework, with a rights-based and gender perspective. This was reflected in the document approved by MISPA, the "Port of Spain Recommendations for Police Management," which underscores the need to continue promoting police reform processes in the Americas from a gender perspective. The CIM provided support and technical assistance to this process.

Additionally, the OAS Hemispheric Security Observatory (Alertamerica.org) includes information that is disaggregated by sex in order to have concrete statistics on violence against women in the Hemisphere.

Direct cooperation initiatives have begun between CICTE and SEDI, which are aimed at more effectively incorporating the issue of "women's security" and "security and gender" in matters such as tourism security, economic and social development, etc. DPS has a specialist in gender and security who participates in specialized workshops and panels, as well as in the drafting of new proposals in this regard. OAS internal cooperation in security and gender is thus bolstered, and discussion about and inclusion of security and gender in initiatives in the region is promoted.

DPS has several projects and initiatives that directly respond to the needs of women with regard to security issues, which are expected to be executed in the near future with additional funding.

7. Secretariat for External Relations (SER)

a) Department of International Affairs (DIA)

During this period, the *Lecture Series of the Americas* held five conferences, in which nine women leaders from the Americas and Europe were participants. During the XLVII *Lecture Series of the*

Americas, which took place in Lima, Peru, a panel was held on “The Protection of the Rights of Women: A Task for All.” The keynote panelist was the Executive Secretary of the CIM, Ambassador Carmen Moreno, in addition to three experts from civil society and academia who were commentators and moderators. There were also nine *OAS Policy Round Tables*, two of which focused on women’s issues. The first of these addressed the challenges of protecting the human rights of women living with HIV and AIDS, while the second examined the priorities in the struggle against violence against women pursuant to the publication of the Second Hemispheric Report on the Implementation of the Convention of Belém do Pará. The Policy Round Tables also included the participation of Mrs. Marta Lucía Ramírez, President of the Fundación Ciudadanía en Acción and former Minister of Defense and Foreign Trade of Colombia; Mrs. Alicia Bárcena, Executive Secretary of the United Nations Economic Commission for Latin American and the Caribbean (ECLAC); and Mrs. Florence Rolle, Director of the UN Food and Agriculture Organization (FAO) Liaison Office for North America, among other distinguished panelists.

In 2012, two *Model OAS General Assemblies (MOAS)* for university students and one for secondary schools were held, in addition to three meetings of the *Model of the Permanent Council for OAS Interns (MOAS/PC)*. In these Model events, nearly 50% of those elected by the participants for the positions of Secretary General, and Commission Chairs and Vice-Chairs were young women. The different Model events also addressed issues like gender equality in social development and employment policies, inclusion and political participation of women through the use of information and communications technologies, education in democratic values, and gender equity, among others.

The DIA promoted three CIM project profiles to OAS Permanent Observers. These projects are related to gender equality, citizen security, and women’s human and economic rights.

The DIA also coordinated with civil society organizations to organize forums in the run-up to and during the XLII OAS General Assembly. To this end, the Department provided financial support to 20 female representatives from civil society networks that address issues of gender, democracy, social development, the environment, human rights, the fight against corruption, human trafficking, violence and public security, among others. The DIA also sent 236 announcements regarding OAS activities to the DIA civil society organizations database, including those having to do with the promotion women’s rights. Among these announcements, the DIA disseminated to civil society the OAS activities related to gender, especially the CIM Annual Report, the IV Conference of States Parties to the Mechanism to Follow up on the Implementation of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women, “Convention of Belém do Pará,” (MESECVI), the report of the President of the CIM, and information concerning the recent CIM Assembly of Delegates.

Drafting began on an internal guide for the General Secretariat and the OAS Members States regarding the rules for civil society organizations’ participation in the political bodies of the Organization, including a section on the importance of incorporating a gender perspective, as well as the General Assembly mandates on this subject. Chronological and thematic compilations were prepared of the recommendations that emerged from the meetings that took place in 2012 with civil society, with a section on those related to gender issues. These compilations contain the concerns of women, as well as men, regarding hemispheric issues and are available on the OAS website.

The DIA participated in the Inter-regional Dialogue on Democracy’s “III Inter-regional Workshop on Regional Organizations and Inclusive Political Participation and Representation” (New York, October 23-25), where the issues of women’s inclusion in electoral processes and gender equity were discussed. The DIA’s Director underscored in the opening session that despite political equality under the law in the region, women continue to face disadvantages, having historically been denied the right to exercise their political rights on an equal footing with men. He also referred to the more daunting obstacles that women

face in mobilizing resources, carrying out campaigns, and obtaining fair representation in political bodies, as well as the other challenges that they face in accessing education, equal wages, and reproductive rights.

The 2013 OAS-IDEA Work Plan that the DIA submitted to IDEA International for its consideration includes three activities aimed at promoting cooperation in the area of gender equity. These activities focus on women's rights and political parties, the incorporation of the gender perspective in electoral processes, and gender equity on the legislative agenda.

b) Press Department

The Press Department promoted gender equality and women's rights by publishing communiqués and press releases on these subjects in both English and Spanish. Standing out among these press releases are those issued by the OAS Secretary General and on key activities of the CIM, as well as a series of other releases and communiqués on the work of the CIM and other departments and entities of the OAS on gender-related issues.

c) Department of Strategic Communication and Image

The department states that although it does not have an explicit strategy to mainstream a rights-based and gender perspective in its activities, "gender equality" is one of its high priority topics for promotion. It has disseminated information on the CIM's activities, especially its events and celebrations related to the topics of "gender equality" and "violence against women" on the official OAS website, in live Webcasts, and in social networks (Twitter and Facebook).

8. Secretariat for Administration and Finance (SAF)

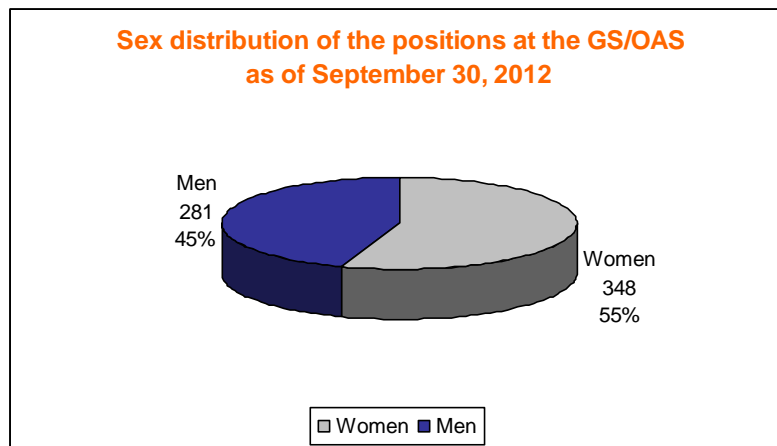
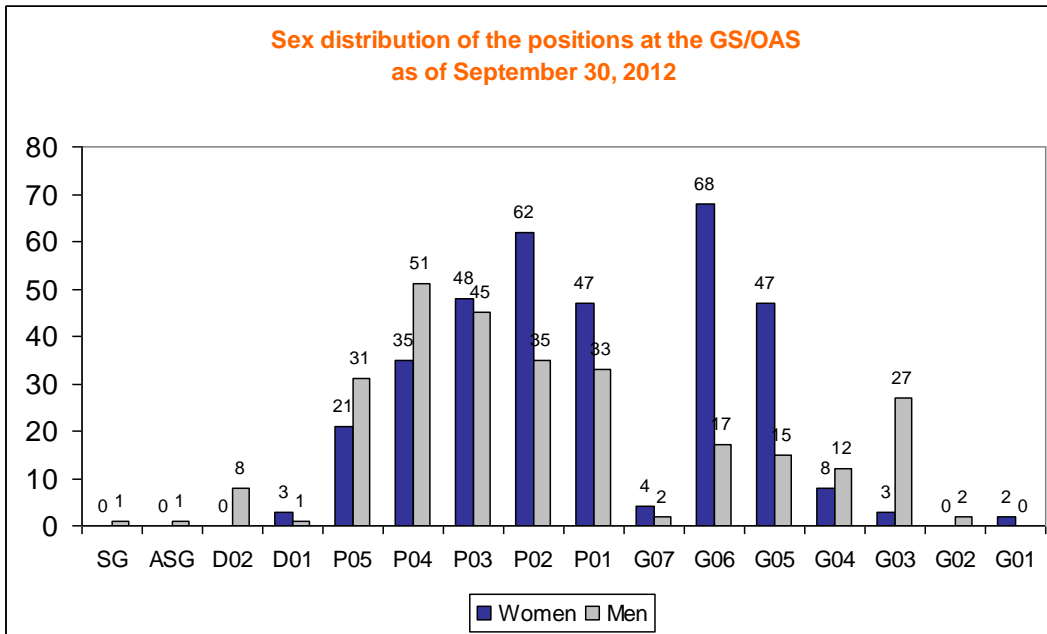
a) Department of Human Resources (DHR)

The DHR continued its efforts to integrate gender equality by: (i) Providing the GS/OAS information on the Department's current status regarding gender and geographic distribution as part of the Organization's Quarterly Human Resources Report and its register of staff members and; (ii) issuing recommendations on the nationality and gender of future interns in order to incorporate gender equality.

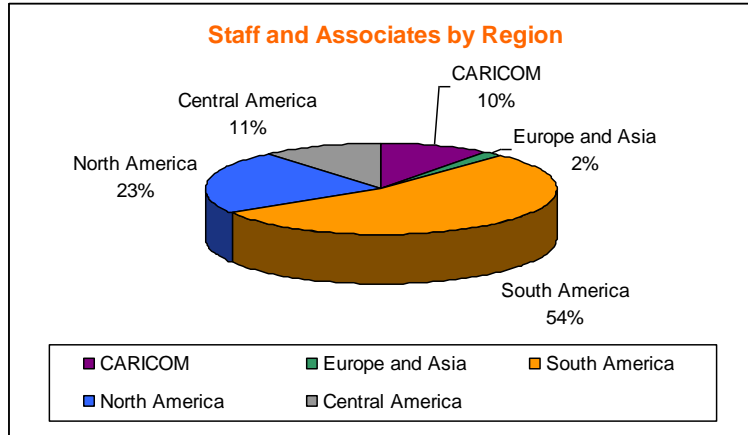
Furthermore, the DHR has the available personnel data from GS/OAS—specifically, in the OASES Human Resource Module—which is helpful for preparing statistics on gender and geographic representation. Additionally, as of October 2012, it has an electronic tool—the *Organizational Personnel Database* (OPDB)—that facilitates access to information on the make-up of General Secretariat personnel for member states and their officials.

Regarding the distribution of positions within the OAS/GS, as of September 2012, as it is displayed on the following charts, the gender gap remains wide, especially in the case of executive positions, P-4 level and above. Women are concentrated on P-1 to P-3 positions, at the professional level, and on the general services positions, on G-6 and G-5 levels.⁵ It should be noted that these three charts exclude personnel under a Performance Contract (CPR), which for the period under consideration totals 374, as compared to 424 the year before. Associate staff, of whom there are 33 at this time, are also excluded from the first two charts.

⁵ OAS Quarterly Resource Management Report - September 30, 2011, which can be found in document: CP/CAAP-3200/12, of November 19, 2012. For further details, see: <http://scm.oas.org/pdfs/2012/CP29749S.pdf>



Regarding the regional distribution of staff and associates of the OAS/GS, the situation, as of September, 2012, was as follows:



b) Department of Planning and Evaluation (DPE)

The DPE, as part of its *Project to Strengthen OAS' Capacity to Implement Results-based Management* (June 2012-March 2015), which aims to strengthen the Organization's management capacity through results-based management and inclusion of gender equality in programs and projects, has prepared guidelines for classifying mandates and results based on the extent to which gender equality has been included. The DPE is also providing technical assistance to project managers in bringing on board gender-sensitive analysis of the issue and developing gender-sensitive indicators and activities. These efforts are being undertaken with the CIM.

The DPE has a specialist trained in gender issues who is mainly responsible for follow-up in this area. Additionally, all personnel in the Project Management Section advise Secretariat employees during the project design phase.

Lastly, the DPE highlights its coordination and joint work with the CIM, to provide incentives to teams from the different areas to include the gender perspective in their project formulation. In this respect, the CIM provided its comments and recommendations through the Project Evaluation Committee's (CEP) Working Group, as well as in the CEP itself.

Currently several employees of the Department are taking the online gender course offered by the CIM/OAS.

B. AUTONOMOUS AND DECENTRALIZED AGENCIES

1. Executive Secretariat of the Inter-American Commission on Human Rights (IACHR)

The IACHR, through its *Rapporteurship on the Rights of Women*, continued implementing in 2012 several initiatives to disseminate six thematic reports published between 2011 and 2012 that analyze the main progress and challenges that women face to exercise their rights without discrimination, in particular in the spheres of political participation, their economic, social and cultural, and reproductive rights, and access to justice for women victims of sexual violence.

In 2012, the Rapporteurship took part in a series of activities to disseminate the above-mentioned thematic reports and other women's rights' issues:

- From February 6-8, the Rapporteurship participated in a workshop in Haiti on the problem of sexual violence, access to justice, and medical certificates, organized by MADRE, the CUNY Law School, and the World Bank.
- On May 28, the Rapporteur attended meetings with civil society organizations and the President of the Supreme Court of Justice in Nicaragua. She was also the keynote speaker at a public event—*Challenges to Guarantee the Right to Health for Nicaraguan Women and Girls*—organized by IPAS, CENIDH, the *Movimiento Autónomo de Mujeres*, and CEJIL.
- On May 31, the Rapporteur was in Guatemala to take part in the launch of the report: *Access to Justice for Women Victims of Sexual Violence in Mesoamerica*. More than 80 representatives from different sectors that work on the issue of sexual violence participated in this activity, including public servants, members of the judicial branch, civil society organizations, and international agencies from Barbados, Belize, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Jamaica, Panama, Paraguay, Peru, Suriname, the United States, and Uruguay.
- On July 1, the Rapporteur presented the report *Access to Justice for Women Victims of Sexual Violence in Mesoamerica* to the Justices of El Salvador's Supreme Court of Justice and held meetings with the Executive Director of the Salvadoran Institute for Women's Development (ISDEMU), UN agencies, and civil society organizations to discuss the findings of the aforementioned report. All activities in El Salvador were organized with the support of the United Nations Population Fund (UNFPA).
- From June 28 to July 1, the Rapporteurship participated in a course on the Inter-American Human Rights System for indigenous women in Boruca, Costa Rica. Twenty women leaders who are part of the indigenous women's biodiversity network of the Americas attended the course, which was organized by the Forest Peoples Program.
- With the support of DEMUS, the Rapporteur and her team traveled to Peru August 23–24, where they held meetings with the Ministry of Women and Vulnerable Populations along with other government authorities and organizations that work to champion women's rights in the country. On Friday, August 24, the Rapporteur also spoke before high level officials of the judicial branch at two events, where she discussed issues of access to justice, sexual violence, due diligence, and women's rights.
- On September 6, the Rapporteurship participated in the *International Congress on Access to Justice* organized in Costa Rica by UN Women and the Secretary General's Campaign on Violence against Women. In attendance were approximately 400 people, including justice officials, university professors, law students, and representatives of women's organizations. The Rapporteurship presented on the challenges regarding access to justice and violence against women. On September 7, 2012, the Rapporteur presented the report *Access to Justice for Women Victims of Sexual Violence in Mesoamerica* during an event organized by UNFPA and the Supreme Court of Costa Rica, with participation of justice officials and civil society.
- On October 6, the Rapporteurship took part in *First Forum of Indigenous Authorities* with the Government of Colombia, which was organized by ONIC in Bogotá, with the assistance of the Presidential Council on Women's Equality, the Colombian Institute for Family Well-Being, and UNFPA. This event's main objective was to promote joint actions to eradicate practices that violate indigenous women's rights to health and personal safety. Indigenous authorities and several Colombian agencies, in addition to the UNFPA, UNDP and other international organizations, were present.

- From December 3 to 7, the Rapporteur for the Rights of Women conducted an *in loco* visit undertaken by the IACHR in Colombia, where she held meetings with civil society organizations and networks that work to further women's rights.

The Rapporteurship continued to support the work of the IACHR in processing individual petitions and precautionary measures. The Rapporteurship was also present during a hearing before the Inter-American Court of Human Rights in the case of *Gretel Artavia Murillo et al. v. Costa Rica (In Vitro Fertilization)*, September 5-6. This was the first case on women's reproductive rights in which the IACHR has issued a decision on the merits and constitutes the first opportunity for the Inter-American Court to develop jurisprudence on the matter.

Additionally, from 2011 to 2012, six thematic reports were published as part of projects that enjoyed the financial support of the governments of Finland, Spain, Canada, and the UNFPA. Below is a brief description of these reports.

- *The Road to Substantive Democracy: Women's Political Participation in the Americas*. This report uses a human rights approach to examine the main advances and challenges in state compliance with their obligation to respect and guarantee equal participation and representation to women in the political sphere.
- *The Work, Education, and Resources of Women: The Road to Equality in Guaranteeing Economic, Social, and Cultural Rights*. It offers a diagnosis on the different forms of discrimination that women face in the exercise of their economic, social, and cultural rights in the Americas, with special emphasis on their work, education, and their access and control of economic resources.
- *Access to Information on Reproductive Health from a Human Rights Perspective*. It identifies and analyzes international and regional standards, from a human rights standpoint, regarding access to information on reproductive health, in order that the states bring down barriers, guarantee, and effectively protect this women's right without discrimination.
- *Access to Justice for Women Victims of Sexual Violence in Mesoamerica*. This report is the product of collaborative work with UNFPA. It analyses the problem of sexual violence in the Mesoamerican region, and addresses its normative and judicial treatment, as well as the obstacles women victims face in their access to justice, with special emphasis on Nicaragua, El Salvador, Guatemala, and Honduras.
- *Legal Standards Related to Gender Equality and Women's Rights in the Inter-American Human Rights System: Development and Application*. It seeks to analyze the degree of impact that standards, recommendations, and decisions issued by the inter-American system have on the case law of the countries of the Americas, regarding gender equality and women's rights.
- *Access to Justice for Women Victims of Sexual Violence: Health and Education* is a report that addresses sexual violence in the areas of education and health in the Americas, and the main barriers women face to obtain access to justice when they are victims of this type of violence, in these contexts.

2. General Directorate of the Inter-American Children's Institute (IIN)

The IIN 2011–2015 Action Plan has provided for a crosscutting gender approach in its guidelines and actions. This approach is directly related to the right of non-discrimination, which is one of the guiding principles of the Convention on the Rights of the Child (CRC) and constitutes a focus of concern for the Institute in its ongoing work with the States. In this sense, the IIN is devoted to promoting gender equality in all areas.

During 2012, the IIN emphasized the following guidelines and deliverables:

- *Commercial Sexual Exploitation of Children and Adolescents:* The issue of gender has been present when drafting annual reports for the SG that contain information from the states on the characteristics of this phenomenon as regards men and women and the strategies undertaken by the states to respond. The 2012 Annual Report for the OAS Secretary General on actions undertaken by the member states to fight commercial sexual exploitation of children and adolescents in the Americas refers to reparations and restitution of the rights of children and adolescents victims of commercial sexual exploitation based on a gender perspective that seeks to create a frame of reference.
- *Guidelines on Early Childhood:* The IIN, in conjunction with the states, prepared a document on technical guidelines for linking comprehensive protection policies to early childhood. The document describes three phenomena as relevant in envisaging the social significance of early childhood and the current meaning it is given; one of these regards the new economic, social, and cultural roles that women have taken on and their implications for public policies aimed at early childhood.
- *Indicators of the Rights of Children and Adolescents:* A proposal was made to have a regional instrument created in order to strengthen states' information systems, particularly on the rights of children, based on recommendations from the Committee on the Rights of the Child. The proposal calls for a validated and comparable system of indicators for monitoring children's rights that facilitates mechanisms for accountability to the international community and the general population as bearers of rights, and enables the best decisions to be made in furtherance of the respect, protection, and guarantee of the rights of the child.
- *Juvenile Criminal Responsibility:* In 2012, the IIN and the states prepared a position paper on this issue that indicates that gender consideration is essential for responding to the specific needs of juveniles in conflict with the law.

3. Pan American Health Organization (PAHO)

Since 2005, PAHO has had a Gender Equality Policy in place whose objective is to help achieve gender equality in health status and health development through research, policies, and programs that give due attention to gender differences in health and their determinants, and actively promote equality between men and women. The special actors in health policies based on gender equality are the member states through their ministries of health.

Among PAHO's noteworthy achievements is the preparation of a Monitoring Report on the Plan of Action for the Gender Equality Policy. The results of this report are summarized below:

- Statistical data has been disaggregated by sex in health publications from 2005-2010 in 64% of the countries. In the Secretariat this figure reaches 78%.
- A virtual course on gender and health with a human rights and intercultural perspective has been validated and implemented, with more than 400 people in the region receiving training.
- Gender and health policies and/or gender policies on specific health issues have been developed in 17% of the countries.
- Health planning is being promoted pursuant to consultations between the health sector and civil society in 50% of the countries.
- The role of civil society has been strengthened in health accountability processes through Regional Health Observatories.

Health in the Americas 2012, a publication spanning a 5-year period, was presented with data disaggregated, where available, by sex, age groups, and racial ethnic groups.

There was decisive promotion of partnerships with multiple actors, specifically, ministries of women and civil society.

4. Secretariat of the Inter-American Telecommunication Commission (CITEL)

CITEL has made important progress in the subject of gender. Its Permanent Consultative Committee, in its 19th Meeting in 2011, decided to create a “Program for the Inclusion of Women and Girls in ICTs” and charged CITEL’s Secretariat to report on this mandate to international agencies and to organizations and entities specialized in this subject, in order to articulate this proposal with current and emerging programs with a gender perspective.

Since May 2012, through its initiative, *Regional Measures for Inclusion of Women and Girls in ICTs* (CCP.I/REC. 14 (XX-12)), CITEL has been working on establishing a set of principles to include women and girls in information and communications technologies (ICTs). As of now, assessment of initiatives has begun. Furthermore, as part of an effort to identify and gather data on policies and actions aimed at improving the use and adoption of ICTs by women and girls in the region, a questionnaire was prepared and sent to telecommunications bodies in OAS member states. Responses to the questionnaires will be used as the main input in formulating recommendations and decisions to facilitate the systemization of existing policies, programs, and initiatives. Work has begun on compiling the data from the questionnaires received. This initiative has been coordinated with the CIM.

At the same time, CITEL has been making progress in two ongoing programs: the “*Program addressing the issue of the digital divide*,” aimed at identifying and recommending options to address this problem between and within the Member States in accordance with the provisions of the mandates of the Summits of the Americas, and more recently in the Declaration of Port of Spain (5th Summit), and with activities and projects, undertaken by ECLAC regarding the implementation of the Strategy for the Information Society in Latin America and the Caribbean (eLAC) 2010. Achievements include recommendations and resolutions for greater connectivity and computer literacy, increased harnessing of telecommunications and to double broadband penetration over the next four years. Cooperation Agreements with 20 regional and international organizations have been signed. In addition, with its “*Training Program*,” CITEL seeks to promote the capacity development, technical cooperation and technology transfer through the Centre of Excellence for the Americas Region of the ITU, CITEL’s Regional Training Centers, and organizations with which CITEL has cooperation agreements.

5. Inter-American Institute for Cooperation on Agriculture (IICA)

IICA, under the *Technical Cooperation Program in Agriculture, Territories and Rural Well-Being*, which is part of its 2010-2014 Medium-Term Plan, seeks to bolster the contribution agriculture makes to territorial development and rural well-being. A prestigious expert in social inclusion is on board and an Inter-agency Group on Gender has been created and coordinated.

Additionally, with financing from the Spanish International Cooperation and Development Agency (AECID-España), through the Spain-SICA Fund, which includes 13 projects approved for 2013 (US\$1,800,000), IICA seeks to strengthen the Central American regional integration process and its institutions, as well as to support development of the objectives in some sectors of the integration process and the regional institutions responsible for their coordination. Although this Fund is not exclusively for gender issues, IICA has indicated that it emphasizes criteria for inclusion and equity when selecting its projects.

6. Office of the Inspector General (OIG)

The Office has stated that it is in favor of strengthening institutional mechanisms to promote equality, the right to information, education, training, employment opportunities, and access to key resources for personal progress.

The OIG has further stated that it has no specific initiatives, projects or activities for implementing the IAP, but would appreciate the CIM's technical support and advice in promoting it.

7. Pan American Institute of Geography and History (PAIGH)

The institute did not provide information on specific activities, but stated that the PAIGH's Pan-American Agenda promotes the participation of women, which is increasingly evident in its scientific activities.

8. The OAS Retirement and Pension Fund

For the first time the OAS Retirement and Pension Fund submitted information for purposes of this report. The Fund stated that it does not have a formal strategy or projects that included a gender perspective, although this perspective is taken into account when providing services to participants and retirees.

9. Permanent Secretariat of the Inter-American Commission of Women (CIM)

The CIM is responsible for supervising, coordinating, and assessing compliance with the IAP in conjunction with the national mechanisms for the advancement of women in the member states. The Commission is also charged with providing technical assistance and advice to all departments and other bodies that make up the GS/OAS in their efforts to further gender equality and a rights-based approach in their policies, projects, and programs, as well as in their daily tasks.

In October 2012, the CIM celebrated its Thirty-Sixth Assembly of Delegates in San José, Costa Rica. The results of this Assembly include the reform and modernization of the CIM's legal instruments, the election of a new Steering Committee, and the adoption of a new Triennial Work Program for 2013-2015.

During the period covered by the report, the CIM has continued to work on its program areas: (i) Women's substantive citizenship policy for democracy and governance; (ii) women's human rights and gender-based violence; (iii) economic citizenship and security; and (iv) citizen security with a gender focus. The CIM has likewise strengthened its efforts with regard to creating an institutional framework for a rights- and gender-equality-based approach at the OAS. The list of these activities is available in report: CIM/doc.119/13.

As for the activities undertaken in the framework of the Mechanism to Follow up on the Implementation of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women, "Convention of Belém do Pará," (MESECVI), for which the CIM is the Technical Secretariat, the list thereof may be found in document: CIM/doc.122/12.

The CIM is responsible for coordinating the preparation of this report using information provided by each of the departments and bodies of the OAS, as well as its Autonomous and Decentralized Agencies as key inputs.

C. OFFICE OF THE ASSISTANT SECRETARY GENERAL

1. Coordinating Office for the Offices and Units of the Secretariat in the Member States

Information provided by the Country Offices that responded to the questionnaire, regarding activities projects and programs through which they promote gender equality and women's rights is offered below. This information is supplemented in Annex 2.

a. Costa Rica

The Country Office has indicated that there is a certain amount of gender mainstreaming in some of the projects that are being executed in the country and that it has a good relationship with the National Institute of Women (INAMU) of Costa Rica.

b. Dominica

In accordance with the GS/OAS rules and practices, the Office has indicated that it adheres to the principles of women's rights, gender equality, and gender mainstreaming. Therefore, when it monitors or executes an OAS project or activity in Dominica, it is vigilant in ensuring that these are done in a manner that reflects and promotes such principles. The Office expressed interest in receiving the CIM's support and guidance to effectively integrate a gender perspective as a crosscutting theme in its activities, practices, and policies.

c. Ecuador

The Country Office Representative did not indicate work undertaken by the Office that incorporates a gender perspective or women's-rights-based approach. Nevertheless, it is noteworthy that this Office coordinates the Inter-American Program of Judicial Facilitators of the Secretariat for Legal Affairs, through which efforts are made to include such perspectives. The CIM has provided technical assistance to the program, most recently offering the Office's coordinator and managers online training on integrating a gender and rights-based perspective.

d. Guatemala

Since April 2012, the GS/OAS Office in Guatemala has been organizing bi-monthly meetings with the coordinators/heads of projects executed in Guatemala in order to support and guide the technical assistance provided to the Government of Guatemala as part of the Organization's policies. These policies include gender equity and equality and advocacy of women's human rights. Details of the observations gathered at these meetings are found in Annex 2.

e. Mexico

The [Country Office] Representative notes the Office's specific commitment to promoting gender equity, in keeping with the decisions adopted by the rest of the OAS member states. The Office fosters this principle both internally as well as in its participation in the different activities it undertakes.

f. Peru

The Country Office Representative has stated that the Office has no programs or activities that are independent from those managed at OAS headquarters in Washington. Nonetheless, the Representative has affirmed that they are aware of the considerations of gender equality and women's

rights in their official interventions with the government, social actors, and other multilateral organizations and donors.

g. Dominican Republic

The Dominican Republic's Country Office has integrated a gender equality perspective based on its support for events organized by the CIM, such as the II Hemispheric Forum for Full Citizenship of Women for Democracy, and its close collaboration with the Ministry of Women and the Office of the Prosecutor General of the Republic on a number of common issues of interest for the OAS.

h. Saint Kitts and Nevis

All gender-based activities undertaken by the Country Office embrace gender equality and a rights-based perspective. The Office has stated that this strategy is for the most part carried out in coordination with the CIM.

i. Saint Lucia

The Office assesses (formally or informally) the incorporation of a gender perspective in its activities and the extent to which this is done. Whenever an opportunity arises to highlight a gender perspective in its activities, the opportunity is seized, as for example in the case of human trafficking.

j. Trinidad and Tobago

The Office subscribes to the principles of gender equality, inclusion of a gender perspective, and human trafficking, and seeks to ensure that all its activities are gender-sensitive. Nevertheless, it has stated that it has still not received institutional guidance on how to integrate a gender perspective and rights-based approach in its activities.

k. Uruguay

The Office has expressed its interest in receiving cooperation assistance from the CIM in order to include this issue at a national level.

l. Venezuela

The Office has indicated that as of 2012 it began participating in the OAS internship program and has from that point on sought to include both male and female college graduates in an equitable manner.

IV. CONCLUSIONS

This report reflects the ongoing commitment and concrete actions of the bodies making up the OAS General Secretariat and the various Autonomous and Decentralized Agencies to advance a rights-based and gender equality approach in their policies, programs and projects, in keeping with the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP or Inter-American Program).

Especially noteworthy is the qualitative advance in the work of the departments of the OAS/GS and the Autonomous and Decentralized Agencies. This work is visible not only in their efforts to

mainstream a gender perspective in projects and programs, but also in the formulation and implementation of initiatives, projects, and programs specifically designed to improve the situation of women and contribute to their empowerment in different areas. This process has generated, internally, an increased collaboration among the departments of the OAS/GS and the CIM.

In these advances, the growing importance of gender as a theme in several political forums, including ministerial sector meetings and their commissions, of which the OAS serves as Technical Secretariat, should be underscored. Out of the total number of departments of the OAS/GS and the Autonomous and Decentralized Agencies participating in the survey, 46.34% (19 bodies, including 14 OAS departments) act as Technical Secretariats of ministerial and similar meetings; all except four have stated that gender and equal rights are discussed in the forums. From 2010 to the present this trend has increased.

For some indicators—such as, for example, the existence of gender-based strategies and programs, policies, or projects on the issue—the percentage of affirmative responses to the questions posed in the questionnaire decreased; however, this is mainly due to the increase in the number of entities that are first-time respondents to the questionnaire (2010: 78.9%; 2012: 88%), which in general are entities that do not conduct follow-up on the IAP. In this sense, it would be inaccurate to affirm that the figures point to a decline in the integration of a gender equality and rights-based perspective at the OAS, rather that the current figures reflect a more complete overview of the situation.

It is believed that the CIM's increasing cooperation and coordination with the main areas of the GS/OAS, including the Inter-American Commissions, has contributed to a better understanding of the negative impact that gender inequality has on each of the thematic areas.

A large percentage (58.5%) of the OAS/GS bodies and the agencies consulted stated that they have a strategy to promote a rights-based and gender equality approach in their activities. However, a considerable number also indicated that their strategy is not a formal one. It is therefore necessary to have a clear strategy and gender policy across the Organization, which will allow for its institutionalization.

Within the OAS/GS there is still work to be done to continue advancing towards gender parity in decision-making positions, especially at the P-5 and higher levels.

Lastly, the financial support given by the OAS donor countries should also be underscored. It has been of substantive value for addressing and advancing the topic of gender equality in the Organization. In order to continue advancing effectively in the implementation of the IAP and in the institutionalization of a gender equality and women's rights perspective in the OAS and in the inter-American system, the strengthening of current actions, including the dissemination of validated methodologies, lessons learned, and good practices cannot be postponed, so that the way may be opened to new, related initiatives within the framework of the pillars of the OAS.

Both the areas of the OAS/GS, including those that have provided inputs for the preparation of this report for the first time, as well as the Country Offices, and the Autonomous and Decentralized Agencies have reiterated their interest in continuing, or initiating where they do not yet exist, ties and collaboration with the CIM, and in continuing to have the CIM's technical assistance. Beyond the training in gender issues and specific technical assistance that has been offered to date, in order to be able to effectively comply with the IAP since it was adopted, the CIM's Permanent Secretariat needs to maintain constant monitoring and follow-up of this Inter-American Program, in coordination with different areas.

V. RECOMMENDATIONS

In the light of the results achieved and of the pending challenges, recommendations are to:

1. Call on all entities – departments, secretariats, autonomous agencies, commissions, and institutes – of the Organization of American States to strengthen the mainstreaming of a women's rights and gender equality perspective in their activities, in collaboration with the Inter-American Commission of Women;
2. Urge the member states, the General Secretariat, and OAS donor countries to support strengthening the CIM's capacity with the necessary human and financial resources, so the CIM may continue to support IAP implementation and the creation of an institutional framework for a gender equality and rights-based approach in the Organization's work;
3. Urge the General Secretariat of the OAS, with support from the CIM, to identify and disseminate promising internal practices related to women's rights and gender equality, in order to highlight the role of the Organization as a hemispheric political forum that responds to the demands of the women of the region; and
4. Ensure that, in the Organization's activities related to communication, dissemination, and publication of information, priority is given to women's rights and gender equality to increase the visibility of these topics in the Organization's work.

ANNEXES

ANNEX 1: Summary of Responses

GS/OAS Departments and Autonomous and Decentralized Agencies

LEGEND: X – Yes – No NR – No response NS – Does not specify N/A – Not applicable		Has specific mandate(s) for advancement of gender equality and women's rights	Has some strategy to integrate a rights-based and gender equality approach into its activities	Has policy(-ies), program(s) and/or project(s) that promote gender equality and human rights	Acts as Tech./Exec. Secretariat of inter-American Commission(s)/ Committee(s), Ministerial or similar meetings	The theme of gender equality and women's rights is present in these bodies	Has technical capacity available to implement a rights-based and gender equality approach	Personnel participated in gender-related training workshop or activity
OFFICE OF THE SECRETARY GENERAL	Summits Secretariat		X	X	X	X	X	
	Dept. of Legal Services	NR	NR	NR	NR	NR	NR	NR
	Office of Protocol	NR	NR	NR	NR	NR	NR	NR
OFFICE OF THE ASSISTANT GENERAL SECRETARY	Coordinating Office for the Offices and Units of the GS in the Member States	NR	NR	NR	NR	NR	NR	NR
	Office of the Secretariat of the GA, the Meeting of Consultation, the Permanent Council, and Subsidiary Organs	NR	NR	NR	NR	NR	NR	NR
	Dept. of Conferences and Meetings Management					N/A		
	Columbus Memorial Library	NR	NR	NR	NR	NR	NR	NR
SECRETARIAT FOR LEGAL AFFAIRS	Dept. of International Law		X	X	X	X	X	NS
	Dept. of Legal Cooperation		X		X	NS	NS	NS
SECRETARIAT FOR POLITICAL AFFAIRS	Dept. of Electoral Cooperation and Observation		X	X		N/A	X	X
	Dept. of Sustainable Democracy and Special Missions		X (within the framework of MAAP/OAS)	X		N/A	X (within the framework of MAAP/OAS) and in	X

							process at the Department level	
	Dept. of Effective Public Management	X	X	X	X	X		X
EXECUTIVE SECRETARIAT FOR INTEGRAL DEVELOPMENT	Dept. of Human Development, Education, and Culture	X	X	X	X	X	X	X
	Dept. of Econ. Development, Trade and Tourism	X	X	X	X	X	X	X
	Dept. of Sustainable Development	X	X	X	X	X	X	X
	Dept. of Social Development and Employment	X	X	X	X	X	X (partially)	X
	Secretariat of the CIP	X	X	X	X	X	X	
	YABT	X	X			N/A		
	FEMCIDI	X				N/A		
SECRETARIAT FOR MULTIDIMENSIONAL SECURITY	CICAD	X	X	X	X	X	X	
	CICTE		X	X	X			X
	Dept. of Public Security	X			X	Yes – MISPA Yes – CIAPV No – SIFTA No – TOC	X	X
SECRETARIAT FOR EXTERNAL RELATIONS	Press and Communication Dept.		X			N/A	NS	NS
	Dept. of International Affairs		X	X	X		X	
	Art Museum of the Americas					N/A	X	
	The Trust for the Americas		X			N/A	X	
RIAT FOR ADMINISTRATION AND	Dept. of Human Resources	X	X			N/A	X	X
	Dept. of Financial and Administrative Management Services				X			

	Dept. of Information and Technology Services									N/A					
	Dept. of Planning and Evaluation	X		X		X				N/A	X			X	
	Dept. of Procurement									N/A	X				
	Dept. of General Services									N/A					
AUTONOMOUS AND DECENTRALIZED AGENCIES	IACHR	X		X		X		X		X		X		X	
	IIN			X						N/A	X				
	CITEL	X		X		X		X		X				X	
	IICA	X				X		X		Yes (CAC, CAS, FORAGRO) No (PROCISUR, PROCINTRÓPICOS, PROCINORTE, SICTA)	X				
	PAHO	X		X		X		X		X		X		X	
	PAIGH	NS		NS		X		NS		NS		NS		NS	
	Office of the Inspector General									N/A					
	Retirement and Pension Fund									N/A		X		X	
	CIM	X		X		X		X		X		X		X	
TOTAL	Yes	12	5	19	5	14	6	14	5	10	5	17	6	11	5
	No	15	3	8	3	13	3	13	3	3	0	8	2	13	3
	NR	5	0	5	0	5	0	5	0	5	0	5	0	5	0
	NS	0	1	0	1	0	0	0	1	1	1	2	1	3	1
	N/A	0	0	0	0	0	0	0	0	13	3	0	0	0	0

OAS Country Offices

LEGEND X – Yes – No NR – No response NS – Does not specify N/A – Not applicable	The Office has a strategy to integrate a rights-based and gender equality approach into its activities	The Office has (a) policy (-ies), program (s) and/or project(s) to promote gender equality and women's rights	The Office has the technical capacity available to implement a rights-based and gender equality approach	Personnel participated in gender-related training workshop or activity
Antigua and Barbuda	NR	NR	NR	NR
Bahamas			NS	X
Barbados	NR	NR	NR	NR
Belize	NR	NR	NR	NR
Bolivia	NR	NR	NR	NR
Costa Rica			X	NS
Dominica	X		X	
Ecuador				X
El Salvador	NR	NR	NR	NR
Grenada	NR	NR	NR	NR
Guatemala	X	X	X	X
Guyana	NR	NR	NR	NR
Haiti	NR	NR	NR	NR
Honduras	NR	NR	NR	NR
Jamaica	NR	NR	NR	NR
Mexico	X	X	X	
Nicaragua	NR	NR	NR	NR
Panama	NR	NR	NR	NR
Paraguay	NR	NR	NR	NR
Peru			X	X
Dominican Republic	X		X	X
Saint Kitts and Nevis	X		X	X
Saint Vincent and the Grenadines		X		
Saint Lucia	X	X	X	X
Suriname	NR	NR	NR	NR
Trinidad and Tobago				
Uruguay				X
Venezuela	X			
TOTAL	Yes 7 No 7 NR 14 NS 0 N/A 0	4 10 14 0 0	8 5 14 1 0	8 5 14 1 0

**ANNEX 2: Strategies to integrate a rights-based and gender equality approach
Responses of the OAS Country Offices**

	Description of the Strategy of the Country Office
Bahamas	No formal strategy but each activity that comes for consideration must take gender equity into account.
Costa Rica	There is no explicit strategy. There is a certain amount of mainstreaming on this issue in some of the projects in the country. A good relationship exists with the National Institute of Women (INAMU).
Dominica	In accordance with the rules and practices of the General Secretariat, this Office adheres to the principles of Women's Human Rights, gender equity, gender equality and gender mainstreaming. As such, when we monitor or execute any OAS project or activity in Dominica, we are vigilant to ensure that this is done in a manner that reflects and promotes those principles. We welcome any guidance from CIM on ways to further integrate the gender perspective as a crosscutting theme into our all activities, practices and policies.
Guatemala	La Oficina de la SG/OEA en Guatemala, implementó desde abril de 2012, reuniones bimensuales con los Coordinadores/Responsables de Proyectos ejecutados en Guatemala, a fin de apoyar y orientar la asistencia técnica que se presta al Gobierno, en el marco de las políticas de la OEA, entre las cuales destaca la equidad e igual de género y defensa de los derechos humanos de la mujer
Mexico	This Country Office has a specific commitment to promote gender equity, in keeping with the decisions adopted by the rest of the OAS member states and fosters this principle both within the Office as well as in its participation in the different activities it undertakes.
Peru	When I arrived as Representative in the Peru Country Office, in August 2010, no strategy existed. The country office does not have any specific programs or activities independent of those administered from OAS HQ. Nevertheless, we are conscientious in our consideration of gender equality and rights in our official interventions with Government, social actors, other multilateral organizations and donors.
Dominican Republic	The Dominican Republic Country Office integrates a gender equality perspective through its support for events organized by the CIM, such as the II Hemispheric Forum for Full Citizenship of Women for Democracy, and its close collaboration with the Ministry of Women and the Office of the Prosecutor General of the Republic on a number of common issues of interest for the OAS.
Saint Kitts and Nevis	All gender based activities undertaken by the OAS Country Office in St. Kitts and Nevis readily embrace and promote gender equality and rights perspective. This is a conscious effort by the OAS Country office, and it is consistent with the various mandates given by the political bodies of the organization. This strategy is for the most part implemented in collaboration with the Inter-American Commission on Women (CIM)
Saint Vincent and the Grenadines	There is not a written strategy, however the Office actively seeks opportunities to collaborate with local partners in the promotion of women's rights and gender equality
Saint Lucia	The office assesses (formally or informally) the incorporation of a gender perspective in the activity, and the extent to which it does so. Whenever an opportunity arises to highlight the gender perspective in our activities, it is done. Examples: 2012 Traffic in Human Persons Seminar; Electoral Observation Mission Report 2011.
Trinidad and Tobago	OASTT subscribes to the principles of gender equality and mainstreaming gender equality and tries to ensure that all its activities are gender-sensitive. It does not have any formal guidance to do it.
Uruguay	The Office should receive cooperation assistance from the CIM in order to include this issue at a national level.
Venezuela	As of 2012, the Office began participating in the OAS internship program and has from that point on sought to include both male and female college graduates in an equitable manner.

ANNEX 3

Type of technical support required from CIM/OAS for advancing the implementation of the IAP

Responses from GS Offices and Autonomous and Decentralized Agencies

LEGEND NR - No response NS - Does not specify		Type of technical support required from CIM/OAS to implement the IAP
OFFICE OF THE SECRETARY GENERAL	Summits Secretariat	Continued CIM support, training, and mainstreaming activities in the Organization. The Summits Secretariat aims to maintain a seamless coordination of efforts with the CIM in the follow-up stage to the Sixth Summit of the Americas in order to ensure that the commitments undertaken with regard to gender issues are addressed and implemented appropriately.
	Dept. of Legal Services	NR
	Office of Protocol	NR

OFFICE OF THE ASSISTANT SECRETARY GENERAL	Coordinating Office for the Offices and Units of the GS in the Member States	NR
	Office of the Secretariat of the GA, the Meeting of Consultation, the Permanent Council, and Subsidiary Organs	NR
	Dept. of Conferences and Meetings Management	The DCMM would need technical support and training for some of its staff in order to become more familiar with implementing strategies to integrate gender equality and women's rights-based perspectives, as well as advice on the available tools to put such strategies into practice within the OAS General Secretariat.
	Columbus Memorial Library	NR
SECRETARIAT FOR LEGAL AFFAIRS	Dept. of International Law	In the performance of its duties, DIL could benefit from a roster or list of contacts, experts, and institutions that work on the issues that make up the Department's portfolio of topics of interest from a gender perspective. This would facilitate the creation and strengthening of cooperative relationships and the sharing of ideas and experiences, technical assessment, the fostering of synergies, and the enhancement of the gender approach that DIL could give to each topic.
	Dept. of Legal Cooperation	NS
SECRETARIAT FOR POLITICAL AFFAIRS	Dept. of Electoral Cooperation and Observation	The Department has worked closely with the CIM on the project, "Incorporation of a Gender Perspective into OAS Electoral Observation Methodology" and hopes to strengthen this collaborative work in 2013 with the implementation of joint projects to promote the political/electoral participation of women in the countries of the region.
	Dept. of Sustainable Democracy and Special Missions	Support in preparing the strategy on "gender and mediation" that the Department will be jointly working on with the MSU/UN in 2013, as well as in organizing other activities related to this issue, possibly in the OAS member states. Given that the Gender Area of MAPP/OAS was only recently created as a formal area, we believe that it would be very positive to strengthen the linkages and flow of information between the CIM and the Area. Thus, it would be very beneficial to receive guidelines and guidance from the CIM and maintain frequent contact with the Commission. It would likewise enrich our work to become familiar and up to date on OAS-wide experiences, such that lessons learned could be shared and information and contacts could be exchanged.
	Dept. of Effective Public Management	It would be beneficial if the PUICA program coordinators in the field [and] regional coordinators received training on strategies to incorporate a gender perspective when implementing projects. It would likewise be beneficial to receive feedback on progress on incorporating a gender perspective in other programs so as to create synergies between projects in each country. In the case of very specific issues that may arise when implementing DEPM projects, the advice of the CIM will be sought. We encourage the CIM to continue offering online courses that are beneficial for our project field coordinators who registered for the CIM program.
EXECUTIVE SECRETARIAT FOR INTEGRAL DEVELOPMENT	Dept. of Human Development, Education, and Culture	Leo S. Rowe Fund: Training. Office of Education and Culture: Given that the majority of the professionals in the areas of education and culture are women, and the programs are aimed at them in some cases, we need to analyze with the CIM how to address this situation to incorporate a comprehensive gender perspective. Currently the Professional Development Scholarship Program staff are participating in the OAS/CIM course on Gender-A Community of Practice, "A Rights- and Gender Equality-Based Approach to Policies, Programs and Projects."
	Dept. of Econ. Development, Trade and Tourism	The Director of the DEDTT and the Executive Secretariat of the CIM have ongoing contact on how to move forward in implementing the IAP objectives. There is consultation and feedback on initiatives and projects to ensure they include a gender perspective.
	Dept. of Sustainable Development	NS
	Dept. of Social Development and Employment	Continue with the CIM-DSDE partnership on all topics under the purview of the Department: Social protection, employment, the elderly, consumer rights, migration, persons with disabilities, and hemispheric legal systems regarding social development. Continue with this partnership in the framework of the Inter-American Conference on Ministers of Labor (IACML), including provision of CIM's technical expertise, its network of contacts, integration of ministries of labor – mechanisms for women actions, recommendations on consultants who can support this work, among others. Additionally, receive this same support for the work to be undertaken along these lines with the ministries of social development in the region.

	Secretariat of the CIP	Have the involvement and support of the Inter-American Commission of Women for initiatives, such as training on the issue at a hemispheric level.
	YABT	NS
	FEMCIDI	Based on conversations, FEMCIDI has stated its interest in technical support and training.
SECRETARIAT FOR MULTIDIMENSIONAL SECURITY	CICAD	We have spoken several times with the CIM to incorporate more relevant components into our projects.
	CICTE	Suggestions/consultations to identify possible strategies for including a gender perspective in CICTE projects.
	Dept. of Public Security	<p>a. Promote cooperation between the units of the SMS in order to effectively include the issues of gender and security on agendas and in initiatives that are underway and in the planning stage. The creation of a Specialized Unit on Gender and Security to perform the following duties is recommended: 1. Ensure compliance with internal mandates on gender and women's rights with a focus on security and serve as the focal point between the CIM and the SMS. 2. Assist staff in preparing, planning, executing, and evaluating projects with the effective and practical inclusion of a gender perspective (even though most staff understand the need for complying with the mandates and have received training on the issue, they still need practical technical assistance to include a gender perspective in their daily work. This has been done in an "informal" manner through direct support from the DPS gender specialist. It is thought that it would be beneficial to do this in an organized manner through a unit that is specialized in the subject). 3. Provide support to the member states in their struggle to keep women in the region safe and prevent specific crimes.</p> <p>b. Foster open and ongoing dialogue, as well as cooperation between the CIM and DPS, in order to continue strengthening initiatives on security and violence prevention.</p> <p>c. Continue with training workshops provided by the CIM, including with other members of DPS.</p>
SECRETARIAT FOR EXTERNAL RELATIONS	Press and Communication Dept.	NS
	Dept. of International Affairs	NS
	Art Museum of the Americas	A workshop on gender equality strategies and problems would be an excellent tool for Museum personnel so they may implement these strategies when selecting exhibitions and the content thereof.
	The Trust for the Americas	It would be extremely useful to have specific support for certain programs in order to monitor implementation of a gender perspective, provided that financing is available from external donors for this purpose, or if such support were to be offered by the CIM/OAS at no cost.
SECRETARIAT FOR ADMINISTRATION AND FINANCE	Dept. of Human Resources	<p>EI DHR believes it is essential to jointly review and monitor the measures suggested at the "Gender Training Workshop for the Department of Human Resources" in order to decide on future actions and continue to make progress on gender issues within the GS/OAS.</p> <p>Other Measures: EI DHR has also continued to help with other gender-related measures. Through the Health Unit, the DHR has promoted the well-being of men and women. It has promoted cancer prevention for women by conducting mammograms at the Annual Health Fair, while prostate cancer prevention and detection exams were done for men.</p>
	Dept. of Financial and Administrative Management Services	NS
	Dept. of Information and Technology Services	NS
	Dept. of Planning and Evaluation	Coordination and joint work with the CIM is essential for incentivizing the different area teams to include a gender perspective when formulating their projects. The CIM provides its comments and recommendations through the Working Group and the Project Evaluation Committee.
	Dept. of Procurement	Training on the steps that other international organizations have implemented in procurement in order to ensure inclusion of a gender equality perspective.
	Dept. of General Services	NS
	S AND DECENTRALIZED	IACHR
IIN		Technical support on formulating and developing projects that effectively incorporate a gender equality perspective in the development of products and activities that are to be implemented as part of the institutional action plan. Additionally, support in developing the issue further in the virtual training workshops that IIN conducts annually.

	CITEL	Support is requested for analyzing the data received as part of question 6 of the questionnaire.
	IICA	Courses or training workshops on gender, equity, and inclusion.
	PAHO	<ol style="list-style-type: none"> 1. Jointly conduct (continue and increase) high profile regional events, for example, International Women's Day or Women's Health Day. 2. Participate in selected forums that the CIM convenes with ministers of women in order to advocate for women's health issues. 3. Join efforts to eliminate violence against women. 4. Sponsor regional events to share experiences on the measurement and valuation of unpaid health care work in households and the preparation of satellite accounts for unpaid work.
	PAIGH	NS
	Office of the Inspector General	At this time the OIG does not have any special initiatives, projects, or activities to implement the "Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality" (AG/RES.2454 (XXXIX O/09) and we appreciate the CIM's technical support and advice for promoting the Program.
	Retirement and Pension Fund	Despite being a small office (5 individuals including the Director), there would be interest in having the office's staff participate in training courses on integrating gender policies.
	CIM	

Responses of OAS Country offices

OAS Country Office	Type of technical support required from CIM/OAS to implement the IAP
Bahamas	Trained personnel and equipment
Costa Rica	NS
Dominica	In addition to gender-related training for staff, which would be well received, the Office is keen to strengthen its collaboration with CIM to jointly promote the implementation of the IAP in Dominica. The CIM's technical support would be very welcomed in the area of the prevention of violence against women in Dominica. Another area where CIM's support would be useful is the strengthening of women's political participation and leadership. The National Office in Dominica stands ready to collaborate with the CIM, to provide local-knowledge input and to assist with the planning and implementation of CIM activities and projects in Dominica.
Ecuador	Información sobre en qué ámbitos concretos puede apoyar la CIM.
Guatemala	<ul style="list-style-type: none"> • Materials that explain how to create indicators to evaluate and measure results of different OAS activities, and how to prepare project documents. • Manuals/documents for training the general public. • Bibliographic/audiovisual materials for diverse participants (mid- and high-level managers) to work on gender perspective, in order to incorporate a gender perspective in training processes, conflict transformation, and democratic dialogue. • Continue CIM courses for OAS staff and their different programs and projects. • General information materials about the CIM .
Mexico	It would be helpful if the CIM could eventually conduct online activities on gender and invite the Country Offices to participate. Staff could then participate from their place of work.
Peru	The CIM could conduct an analysis of all the OAS programs/projects/activities undertaken in Peru, in order to determine whether these give appropriate and adequate attention to assessing gender, gender equality, and a rights-based approach in their planning, execution, monitoring and evaluation. The CIM could also share a set of strategies and best practices of OAS Country Offices in order to provide valuable information to the Country Office of Peru that it could then share with its partners.
Dominican Republic	In order to make headway in implementing the IAP and promoting gender equity and women's human rights policies, the Office of the Dominican Republic believes it is important to continue to train its members and organize workshops and online programs in which different officials and Office staff can participate.
Saint Kitts and Nevis	Given that the OAS Representative is in the forefront of all the activities that CIM promotes in the Federation of St. Kitts and Nevis, it would be helpful if consideration were given to have him participate in the relevant forums, sponsored by CIM or related OAS Organs, where issues relating to the welfare, equality and rights of women are discussed.
Saint Vincent and the Grenadines	Training, materials, support for initiatives in-country
Saint Lucia	This office requires continued training opportunities to support its work. We would be pleased to support a CIM activity if organized locally
Trinidad and Tobago	Training in how to implement a gender equality and women's rights perspective; Exposure to the IAP; Promotional materials (brochures etc.) on the IAP; and Allocation of technical and financial resources for implementation of the IAP, perhaps through a targeted project with the Network of NGOs in Trinidad and Tobago for the Advancement of Women.
Uruguay	The OAS Office in Uruguay is fully committed to promoting gender equity and expresses its interest in disseminating the activities that member states undertake in this regard and that the CIM would like to implement nationally.
Venezuela	NS

ANNEX 4

Questionnaire sent to the Departments and other Entities of the General Secretariat and Autonomous and Decentralized Agencies

Information Required for the Preparation of the Report on Implementation of the IAP
Contribution to the Annual Report of the Secretary General

1. Name of the department/unit/organ: _____
Name of the Secretariat or other entity of which it is part: _____

If it is an autonomous and decentralized agency, indicate the name: _____
2. In addition to the IAP, which was approved in 2000, please indicate if you have other specific mandates to advance gender equality and women's rights in the areas of the department/unit/organ under your responsibility.
 - a) Yes _____ If you have other specific mandate(s), proceed to question 3.
 - b) No _____ If you don't have other specific mandate(s), proceed to question 4.
3. In case you have other specific mandate (s), please indicate, for each case, the following.
If there is more than one case, add the necessary additional rows.

Mandate (textual) and date of adoption	Source of the mandate ⁶ .	How it is being fulfilled	Observations

4. Does your department/unit/organ have any strategy to integrate a rights-based and gender equality approach in its activities? If there is such a strategy, please elaborate. If there is not one, please indicate the reason. *Use all the necessary space in your answer.*
 - a) Yes _____
 - b) No _____
5. ¿Does your department/unit/organ have any policy(ies), program(s) and/or project(s) that promote gender equality and women's rights?
 - a) Yes _____
 - b) No _____
6. If you answered yes to question 5, please provide for each case (be it a policy, program or Project) name, objective, starting date and duration, most important achievements/results, partnerships and participating agencies, financial resources available, etc. *If there is more than one case, add the necessary additional rows.*

Name of the program/project/policy	Starting date and duration	Objective(s)	Achievements/results	Partnerships and participating agencies	Amount financial resources

7. Indicate if you department/unit/organ acts as Technical/Executive Secretariat for any Inter-American Commission(s)/Committee(s), Ministerial Meeting(s) or the like
 - a) Sí _____
 - b) No _____

⁶ Source of the mandate: It refers to those mandates from the General Assembly, the Permanent Council, Summits, Ministerial Meetings and from Inter-American Commissions/Committees and the like.

8. If you answered yes to question 7, please indicate if the question of gender equality and women's rights is present within this body (Inter-American Commission(s)/Committee(s), Ministerial Meeting(s) or the like).

a) Yes, it is present: _____ Name of the body(ies): _____

Explain how (*use all the necessary space in your answer*):

b) No, it is not present: _____ Name of the body(ies): _____

9. ¿Does your department/unit/organ have the necessary technical capacity to implement a rights-based and gender equality approach?

a) Yes _____ In case of a positive answer, also answer c)

b) No _____

c) Describe the technical capacity that your department/unit/organ has. *Use all the necessary space in your answer.*

10. Has anyone from your department/unit/organ ever participated in any gender-related training workshop or activity?

c) Yes _____ In case of a positive answer, also answer c)

d) No _____

c) Specify the name(s) of the aforementioned officers and the activities in which they have participated. *Use all the necessary space in your answer.*

11. Specify the type of technical support that your department/unit/organ requires from the CIM/OEA in order to advance with the implementation of the PIA. *Use all the necessary space.*

Questionnaire sent to the Country Offices of the General Secretariat

Information Required for the Preparation of the Report on Implementation of the IAP
Contribution to the Annual Report of the Secretary General

1. OAS Country Office

Country: _____

2. Does your office have any strategy to integrate a rights-based and gender equality approach in its activities? If there is such a strategy, please elaborate. If there is not one, please indicate the reason. *Use all the necessary space in your answer.*

a) Yes _____

b) No _____

3. Does your office have any policy(ies), program(s) and/or project(s) that promote gender equality and women's rights??

a) Yes _____

b) No _____

4. If you answered yes to question 3, please provide for each case (policy, program or project), name, objective, starting date and duration, most important achievements/results, partnerships and participating agencies, financial resources available, etc. *If there is more than one case, add the necessary additional rows*

Name of the program/project/policy	Starting date and duration	Objective(s)	Achievements/results	Partnerships and participating agencies	Amount financial resources

5. Does your office have the necessary technical capacity to implement a rights-based and gender equality approach?

- a) Yes _____ In case of a positive answer, also answer c)
- b) No _____

c) Describe the technical capacity that your office has. *Use all the necessary space in your answer.*

6. Has anyone from your Office ever participated in any gender-related training workshop or activity?

- a) Yes _____ In case of a positive answer, also answer c)
- b) No _____

c) Specify the name(s) of the aforementioned officers and the activities in which they have participated. *Use all the necessary space in your answer.*

7. Specify the type of technical support that your office requires from the CIM/OAS in order to advance implementation of the IAP. *Use all the necessary space.*

8.
