

**ANNUAL REPORT OF THE
INTER-AMERICAN COMMISSION OF WOMEN TO THE GENERAL ASSEMBLY
OF THE ORGANIZATION OF AMERICAN STATES
AT ITS THIRTY-FOURTH REGULAR SESSION**

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INTRODUCTION

In accordance with the provisions of Articles 91.f and 126 of the Charter of the Organization of American States (OAS), the Inter-American Commission of Women (CIM) presents its annual report to the Permanent Council, so that the Council may then submit it with any observations and recommendations it deems appropriate to the Thirty-fourth Regular Session of the General Assembly.

This report summarizes the activities carried out by the CIM from February 28, 2003 to February 29, 2004. During this reporting period, the CIM focused on the continuing implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP), and of the Plan of Action of the Third Summit of the Americas. Work advanced on the initiatives to incorporate the gender perspective into ministerial meetings and within the OAS. Phase II of the project on trafficking in persons was launched, and a preparation and consultation process for creating a follow-up mechanism to the Convention of Belém do Pará was initiated. Finally, work continued to promote the participation of women in power and decision-making structures and to integrate the issue of women, peace and security in the Hemispheric agenda.

Yadira Henriquez
President

EXECUTIVE SUMMARY

The CIM's activities during the period of this report were guided by the Biennial Work Program approved by the 31st Assembly of Delegates of the CIM, and by the mandates received from the OAS General Assembly and the Summits of the Americas. Special attention was devoted to the following activities:

- **Implementation and Follow-Up of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP).** The CIM continued its efforts to incorporate a gender perspective in Ministerial Meetings. In 2003, recommendations on mainstreaming gender into programs and policies of the ministries of education were presented to the III Meeting of Ministers of Education, held in Mexico in August. A follow-up meeting (SEPIA III–Gender and Education) of civil society experts, government officials and CIM Delegates was held to analyze the results of the Ministerial Meeting and promote gender-oriented lines of action in this area. The recommendations from this meeting were presented to the Ministries of Education and the Inter-American Commission on Education. The CIM will work with the Inter-American Commission on Education and the OAS Unit for Social Development and Education to follow-up on the Ministerial.

The CIM also continued follow up of the gender mainstreaming recommendations made to the XII Inter-American Conference of Ministers of Labor in 2001 and to the IV Meeting of Ministers of Justice and Attorneys General in 2002.

Also in the context of the IAP, the General Secretariat of the OAS, the Canadian International Development Agency (CIDA) and CIM concluded a 3-year joint project to train OAS officials to integrate a gender perspective in all programs and policies of the organization. Approximately 200 officials whose work is connected with policy-making and project design, execution and evaluation completed training. The CIM is responsible for project follow-up.

- **Human Rights of Women and Elimination of Violence.** Pursuant to a mandate received from the XXXI CIM Assembly of Delegates, and subsequently approved by the OAS General Assembly, the CIM focused this year on the preparatory work for the establishment of a follow-up mechanism for the Convention of Belém do Pará. It also continued to promote and follow up on implementation of the Convention.

Phase II of the project “International Trafficking of Women and Children in the Americas for Sexual Exploitation,” began in 2003. The CIM, in partnership with the International Organization for Migration, initiated work in Mexico, Belize, Bolivia and the Caribbean. It also worked intensely to disseminate information and raise the profile of trafficking world-wide and to combat sexual tourism in the hemisphere.

- **Participation of women in power and decision-making structures / Women, peace and security.** The CIM continued to collaborate in the training of young women leaders and to promote women's presence in all aspects of decision-making. It also worked to promote the participation of women in conflict prevention and peace building in the Hemisphere and to integrate gender in the Declaration of the Special Conference on Hemispheric Security, held in Mexico.

- **Mandates of the Summits of the Americas.** CIM continues implementing the mandates from the Summit of the Americas. During this period, the CIM worked to ensure the integration of gender in the Special Summit of the Americas, held in Monterrey, Mexico in January 2004, which also addressed the issue of trafficking in persons in its Declaration.

Among the actions and projects undertaken by CIM in fulfillment of mandates from the previous Summits of the Americas include: 1) Continued work with the Inter-American Commission on Human Rights, especially in the implementation of recommendations on gender presented to the Ministers of Justice and Attorneys General, as well as on violence against women; 2) Implementation of the Inter-American Program on Women's Human Rights and Gender Equity and Equality: Mainstreaming gender in Ministerial-level meetings (SEPIA III, Gender and Education) and follow up of SEPIA I, Gender and Labor and SEPIA II, Gender and Justice. 3) Gender Training within the OAS for program and policy staff; 4) Continued work on the research on violence against women and the trafficking of women and children for sexual exploitation, and implementation of recommendations emanating from both projects.

- **Relations with other organizations.** Following the mandates of the OAS General Assembly, during this period the CIM worked extensively with civil society organizations. They made important contributions to SEPIA III, and to the execution of the trafficking project, among others. The CIM has also coordinated activities with many regional and international agencies.

I. ORIGIN, LEGAL BASIS, STRUCTURE, AND OBJECTIVES

The Inter-American Commission of Women (CIM) was established at the Sixth International Conference of American States (Havana, 1928) to prepare "juridical information and data of any other kind which may be deemed advisable to enable the Seventh International Conference of American States to take up the consideration of the civil and political equality of women in the continent."

The Ninth International Conference of American States (Bogota, 1948) approved the first Statute of the Commission, which consolidated its structure and authorized the Secretary General of the Organization of American States (OAS) to establish the Permanent Secretariat of the CIM.

In 1953, the Commission signed an agreement with the OAS Permanent Council under which the CIM was recognized as a specialized Inter-American organization with permanent status and technical autonomy in the pursuit of its objectives.

The Tenth Inter-American Conference (Caracas, 1954) amended the CIM's Statute and confirmed it as a specialized organization with permanent status. It also expanded its powers and authorized it to amend its own Statute in the future.

Subsequently, in 1978, in accordance with Article 134 of the OAS Charter and the Standards for the Implementation and Coordination of the Provisions of the Charter Relating to the Inter-American Specialized Organizations, a new agreement between the Inter-American Commission of Women and the Organization of American States was signed.

The purpose of the Commission is to promote and protect the rights of women, and to support member states in their efforts to ensure full access to civil, political, economic, social, and cultural rights, so that women and men may participate on an equal footing in all spheres of society, enjoy fully and equally the benefits of development, and share responsibility for the future.

The CIM fulfills its objectives through the following organs: the Assembly of Delegates; the Executive Committee, composed of the president, vice president, and five member countries, all elected by the Assembly; the delegates appointed by governments; the national committees of cooperation, chaired by the principal delegates, who perform the Commission's function on the national level; and the Permanent Secretariat, which performs the Commission's administrative, technical, and executive functions. The Assembly of Delegates is the supreme authority of the CIM, and its resolutions, together with those of the OAS General Assembly, set the guidelines for the work of the CIM.

The CIM Statute authorizes governments with a permanent observer accredited to the OAS to have permanent observer status with the Inter-American Commission of Women as well.

II. MANDATES AND RESOLUTIONS OF THE OAS GENERAL ASSEMBLY

The following OAS General Assembly resolutions have oriented the work of the CIM:

- AG/RES. 587 (XII-O/82), "Day of the Women of the Americas," which declared February 18th as the DAY OF THE WOMEN OF THE AMERICAS in commemoration of the date in 1928 when the Inter-American Commission of Women was created in Havana, Cuba. (*Since 1983, the CIM has carried out different commemorative activities both at its headquarters and in member states*).
- AG/RES. 829 (XVI-O/86), "Full and Equal Participation of Women by the Year 2000," which established that the Secretary General would present biennial reports to the General Assembly on the status of compliance with this resolution, explaining how the various areas of the General Secretariat had cooperated toward that end. (*The last biennial report on compliance with this resolution was presented at the thirtieth regular session of the OAS General Assembly (2000). Resolution AG/RES. 1729/00 (XXX-O/00), "Seventh Biennial Report of the Secretary General on Compliance with Resolution AG/RES. 829 (XVI-O/86), 'Full and Equal Participation of Women by the Year 2000'" takes note of this last biennial report; urges the organs, agencies, and entities of the inter-American system to continue working to achieve full and equal participation of women in development and in the decision-making process, in coordination with the Inter-American Commission of Women; and instructs the Secretary General of the OAS to increase his efforts to guarantee equal opportunity for women's access to senior executive positions in the OAS, taking into account the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality.*)
- AG/DEC. 1 (XX-E/94), "Commitment on a Partnership for Development and Struggle to Overcome Extreme Poverty," and AG/RES. 1 (XX-E/94), "General Policy Framework and Priorities: Partnership for Development," which defined the new concept and practice of partnership for development that the OAS would henceforth implement; it also defined the cooperation priorities of the OAS system: among them, to promote greater participation by women and underprivileged groups in political and civic affairs, in full exercise of their rights, and the eradication of extreme poverty.
- AG/RES. 1257 (XXIV-O/94), "Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, 'Convention of Belém do Pará,'" by which the Convention was adopted, and which marked the achievement of one of the Commission's principal goals. (*The Convention came into effect on March 5, 1995. As of this writing, 31 countries had ratified it.*)

To follow up on the **Convention of Belém do Pará**, the following resolutions were adopted:

-AG/RES. 1432 (XXVI-O/96), "Status of Women in the Americas," which urged member states that had not yet done so to sign and ratify the Convention of Belém do Pará. It recommended that member states strengthen existing measures or, if appropriate, create new ones for the advancement of women. It further recommended that they take gender analysis into account when developing and executing public policy. It urged the Inter-American Council for Integral Development (CIDI) to consider the gender perspective in the formulation and execution of development projects; and reiterated the importance of implementing the Strategic Plan of Action of the Inter-American Commission of Women.

-AG/RES. 1456 (XXVII-O/97), "Promotion of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, 'Convention of Belém do Pará,'" which instructed the CIM Permanent Secretariat to report biennially to the OAS General Assembly on the progress made in its application and on the experiences and results achieved through initiatives and programs pursued in the member states to counter violence against women. It further encouraged member states to take appropriate measures to modify any legislation of a discriminatory nature in their legal systems.

-Through resolution AG/RES. 1626 (XXIX-O/99), the General Assembly received the "First Biennial Report to the General Assembly on Compliance with Resolution AG/RES. 1456 (XXVII-O/97), "Promotion of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, 'Convention of Belém do Pará.'" "

-AG/RES. 1740 (XXX-O/00), "Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women, 'Convention of Belém do Pará,'" which urged the governments of those member states of the Organization of American States that had not already done so to ratify or accede to the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women, "Convention of Belém do Pará," and encouraged them to continue promoting measures to eradicate violence against women in all its forms, in the public and private arenas, in keeping with the objectives established in the Strategic Plan of Action of the Inter-American Commission of Women, in the plans of action of the First and Second Summits of the Americas, and in the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality.

-Through resolution AG/RES. 1768 (XXXI-O/01), the General Assembly received the "Second Biennial Report to the General Assembly on Compliance with Resolution AG/RES. 1456 (XXVII-O/97), "Promotion of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, 'Convention of Belém do Pará.'" The resolution took note of the progress made, encouraged governments that have not yet done so to ratify the Convention, and urged the CIM and member states to continue to develop strategies to attain the objectives of this Convention, and to publish the results in the next CIM follow-up report.

-Through resolution AG/RES 1942 (XXXII-O/03), The General Assembly received the "Third Biennial Report on the Fulfillment of Resolution AG/RES 1456 (XXVII-O/97), "Promotion of the Inter-American Convention of the Prevention, Punishment, and Eradication of Violence Against Women, 'Convention of Belém Do Pará'" which requests that the General Secretariat provides the necessary support for a meeting of experts, to consider recommendations as to the most appropriate manner to follow up on the "Convention of Belém Do Pará," pursuant to CIM/RES. 224 (XXI-O/02), and to convene, in coordination with the CIM, a conference of states parties to the Convention, to decide on follow up to the Convention, with the participation of those states not parties to the Convention and of the Inter-American Commission on Human Rights to decide on the follow up of this instrument. Finally, the resolution encourages States that have not ratified the Convention to consider ratifying or acceding to the convention.

- AG/RES. 1422 (XXVI-O/96), "Cooperation within the Inter-American System to Ensure Full and Equal Participation by Women in the Development Process," which invited the organs, agencies, and entities of the inter-American system to work in cooperation with the CIM by designing joint action programs within their respective spheres. Moreover, it requested that the Secretary General establish the necessary mechanisms required to ensure coordination on women's issues between the different areas of the General Secretariat and the Permanent Secretariat of the CIM, as necessary.
- AG/DEC. 18 (XXVIII-O/98), "Declaration on Equal Rights and Opportunity for Women and Men and Gender Equity in Inter-American Legal Instruments," which declared that all inter-American legal instruments relating to the rights of individuals be applied by the member states of the OAS as well as by its organs, specialized agencies, and departments, so as to ensure equality of women and men before the law, equal opportunity for women and men, and gender equity. It called upon the member states to take concrete steps to promote equality of women and men before the law, equal opportunity for men and women, and gender equity, and further recommended that any relevant inter-American instruments adopted in the future on the rights of individuals expressly ensure the equality of women and men before the law, equal opportunity for men and women, and gender equity.
- AG/RES. 1586 (XXVIII-O/98), "Observations and Recommendations on the Annual Reports of the Organs, Agencies, and Entities of the Organization," which requested the Permanent Council to consider the possibility of examining these reports with the assistance of the technical areas of the General Secretariat. It instructed the General Secretariat to make every possible effort to improve the financial status of the organs, agencies, and entities, *and in particular, the Inter-American Commission of Women*, within the allocated resources approved in the program-budget and other resources. .
- AG/RES. 1625 (XXIX-O/99), "Status of Women in the Americas and Strengthening and Modernization of the Inter-American Commission of Women," which calls for a Meeting of Ministers or of the Highest-ranking Authorities Responsible for the Advancement of Women in the Member States during the first three months of 2000. It requests the CIM, as coordinator of the meeting, to prepare a draft agenda that would include, among other things, approval of the "Proposed Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality," and consideration of the commitments adopted by the Summit of the Americas. It reiterates to the General Secretariat and the Permanent Council the contents of resolution AG/RES. 1586 (XXVIII -O/98), with a view to improving the financial situation of the Inter-American Commission of Women, and decides to include on the agenda of the thirtieth regular session of the General Assembly the item: Approval of the "Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality," and requests the Permanent Council to report on the implementation of this resolution to the General Assembly at its thirtieth regular session.
- AG/RES. 1635 (XXIX-O/99), "American Declaration of the Rights and Duties of Man," which extended the mandate given to the Permanent Council in resolution AG/RES. 1591 (XXVIII-O/98) to study and propose, if appropriate, changing the title "American Declaration of the Rights and Duties of Man" to "American Declaration of the Rights and Duties of Persons," or any other agreed term, and replacing the word "man" in the text with "person," or any other agreed term, where appropriate. It requested the Permanent Council to

report on the fulfillment of this mandate to the General Assembly at its thirtieth regular session.

- AG/RES. 1669 (XXIX-O/99), "Observations and Recommendations on the Annual Reports of the Organs, Agencies, and Entities of the Organization," which requested that the organs, agencies, and entities of the Organization include the draft resolutions they saw fit to transmit to the Assembly in the annual report to be presented to the General Assembly at its thirtieth regular session, *and that they include in their annual reports, if appropriate, consideration of a gender equity approach.*
- AG/RES. 1707 (XXX-O/00), "The Organization of American States and Civil Society," which instructed the General Secretariat to continue to take the necessary steps for the implementation and dissemination of the Guidelines for the Participation of Civil Society Organizations (CSO) in OAS Activities, and reiterated the mandates assigned to the General Secretariat in resolution AG/RES. 1668 (XXIX-O/99). It also instructed the Permanent Council to report to the General Assembly session on CSO participation and on the implementation of that resolution at its next regular session.
- AG/RES. 1732 (XXX-O/00), "Adoption and Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality," in which the General Assembly adopted that instrument and instructed the CIM to serve as the organ for follow-up, coordination, and evaluation of said Program and the actions taken by the CIM to implement it. It urged the OAS General Secretariat to see that the gender perspective was included in all work, projects, and programs of the organs, agencies, and entities of the OAS, in fulfillment of the Program. It instructed the Permanent Council to propose to the OAS General Assembly, at its thirty-first regular session, the allocation of technical, human, and financial resources, within the program-budget of the Organization, so that both the General Secretariat and the CIM could implement this Program. Moreover, it requested that the General Secretariat allot the human and financial resources in the program budget for 2001 needed to implement both this Program and resolution AG/RES 1592 (XXVIII-O/98), "Status of Women in the Americas and Strengthening of the Inter-American Commission of Women." It further urged the organs of the OAS and specialized organizations of the inter-American system to provide the support necessary to implement the Inter-American Program.
- AG/RES. 1741 (XXX-O/00), "Integrating a Gender Perspective in the Summits of the Americas," which requested that the member states in the Summit Implementation Review Group (SIRG) take concrete action to integrate a gender perspective as a cross-cutting theme in the Proposed Political Declaration and Plan of Action for the Third Summit of the Americas. It requested that the SIRG consider including a specific section related to women's issues within the area of "democracy and human rights." It recommended that the Meetings of Ministers or of the Highest-ranking Authorities Responsible for the Advancement of Women in the Member States be held every four years in order to contribute to the preparatory and follow-up activities of the Summits of the Americas. It further encouraged the governments to consider the recommendations of the Inter-American Commission of Women in the process of preparing the Political Declaration and Plan of Action of the Third Summit of the Americas, and requested that the CIM prepare recommendations and provide technical support for this purpose. It instructed the General Secretariat and the CIM to transmit this resolution to all the organs, agencies, and entities of the inter-American system to ensure that they would take it into account in the preparation and implementation of their work plans and programs. It instructed the OAS General

Secretariat to allocate the necessary resources to the CIM for the implementation of these mandates, within the resources allocated in the program-budget and other resources.

- AG/RES. 1777 (XXXI-O/01), “Implementation of the Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality,” which received the first report on the implementation and promotion of the Inter-American Program; reaffirmed the commitment of the governments to integrate a gender perspective into their national programs and policies; and urged the Secretary General to continue his efforts to implement the objectives of the Inter-American Program and promote the integration of a gender perspective in the Organization’s activities, policies, programs, projects, and agendas. It instructed the Secretary General and the Permanent Council to assign to the Inter-American Commission of Women, in the program-budget for 2002, the human and financial resources needed for follow-up, coordination, and evaluation of the Inter-American Program and of actions taken to implement it; it further requested voluntary contributions to accelerate its implementation. It requested that the Secretary General report to the General Assembly, at its thirty-second regular session, on activities undertaken by all organs, agencies, and entities of the OAS to implement the Inter-American Program and to present pertinent recommendations.
- AG/RES. 1790 (XXXI-O/01), “Appointment of Women to Senior Management Positions at the OAS,” which urged the Secretary General to reaffirm the urgent goal that women occupy 50% of posts at each level within the OAS organs, agencies, and entities, particularly at the P-4 level and above by the year 2005; to appoint qualified women as representatives and special envoys; and to actively seek and support the nomination, election, or appointment of qualified women to all vacant positions in the OAS. It also requested that he establish policies of gender equality in the workplace, monitor closely the progress made by OAS organs, agencies, and entities in meeting the goal, and report thereon to the General Assembly at its thirty-second regular session. The resolution also urged all member states to support the efforts of the Secretary General.
- AG/RES. 1824 (XXXI-O/01), "Support for and Follow-up to the Summits of the Americas Process," which instructed the organs, agencies, and entities of the Organization to continue to give top priority to carrying out the initiatives assigned to them by the General Assembly, pursuant to the mandates of the Summits of the Americas, and to report regularly to the Special Committee in this regard.
- AG/RES. 1847 (XXXII-O/02), "Support for and Follow-up to the Summits of the Americas Process," which instructed the organs, agencies, and entities of the Organization to continue to give top priority to carrying out the initiatives assigned to them by the General Assembly, pursuant to the mandates of the Summits of the Americas, and to report regularly to the Special Committee in this regard.
- AG/RES. 1853 (XXXII-O/02), “Implementation of the Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality,” which received the second report on the implementation and promotion of the Inter-American Program; reaffirmed the governments’ commitment to integrate a gender perspective into their national programs and policies, and instructs the Secretary General and the Permanent Council to: 1) continue allocating to the CIM, in the program-budget for 2003, the human and financial resources it needs to act as an organ for follow-up, coordination, and evaluation of the Inter-American Program; 2) assign, from the 2003 Budget, the funds needed to hold meetings to

follow up on the Program, including the ad hoc inter-Institutional Forum on Gender Equality; and 3) take into account, in the budget to be approved in 2004, the second Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States, which should be convened in April 2004. It also requests the Secretary General to 1) instruct the OAS organs, agencies, and entities, through the appropriate channels, to include in their reports to the General Assembly an account of the measures taken to implement the Inter-American Program and 2) report to the thirty-third regular session of the General Assembly on the implementation of this program.

- AG/RES. 1872 (XXXII-O/02), “Appointment of Women to Senior Management Positions at the OAS,” which urged the Secretary General to reaffirm the urgent goal that women occupy 50% of posts at each level within the OAS organs, agencies, and entities, particularly at the P-5 level and above by the year 2005; to appoint qualified women as representatives and special envoys; and to actively seek and support the nomination, election, or appointment of qualified women to all vacant positions in the OAS. It also requested that he continue his work to establish policies of gender equality in the workplace, monitor closely the progress made by OAS organs, agencies, and entities in meeting the goal, and report thereon to the General Assembly at its thirty-third regular session. The resolution also urged all member states to support the efforts of the Secretary General and of the President of the CIM by identifying, and regularly submitting, through their permanent missions to the OAS, the most highly-qualified women candidates to occupy positions of trust within the OAS and to encourage more women to apply for vacant positions, which will have been widely publicized in all member states.
- AG/RES. 1883 (XXXII-O/02), “Observations and recommendations on the annual reports of the organs, agencies, and entities of the Organization,” which instruct the OAS organs, agencies, and entities to include in their reports to the General Assembly a detailed account of the measures taken to implement the Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality and to mainstream the gender perspective into their programs, projects, and activities.
- AG/RES 1915 (XXXIII-O/03), “Increasing and Strengthening Civil Society Participation in OAS Activities,” which endorses the Strategies for Increasing the Participation of Civil Society in OAS Activities approved by the Permanent Council [CP/RES 840 (1361/03)] and urges the General Secretariat, the Inter-American Council for Integral Development (CIDI), the Permanent Council and all other organs of the OAS to facilitate this process. It establishes that the informal dialogue between heads of delegations and civil society representatives be included as a regular activity in the draft schedule of the regular sessions of the OAS General Assembly. It recommends that the Permanent Council create a specific fund entitled the “Fund for Civil Society Participation,” to support the participation of civil society organizations in OAS activities and urges member states, permanent observers, and others to donate.
- AG/RES 1930 (XXXII-O/03), “Prevention of Racism and all Forms of Discrimination and Intolerance and Consideration of the Preparation of a Draft Inter-American Convention,” which requests that the Justice Studies Centers of the Americas (JSCA) do a study on the experience of member states and their methods for dealing with cases of racism, discrimination, xenophobia, and intolerance considered in the justice systems, focusing on the extent to which race, nationality, creed, sex, or social condition can be the basis of discrimination in the administration of justice. It also requests that the Inter-American

Commission on Human Rights conduct a study on the laws that the member states have that promote equality and affirmative action.

- AG/RES. 1941 (XXXII-O/03), “Promotion of Women’s Human Rights and Gender Equity and Equality.” which reaffirms the support of the Member States for the work of the Inter-American Commission of Women (CIM) as the principal forum for generating policy on gender equity, equality and women’s human rights within the hemisphere. It also supports the efforts by CIM to follow up on and implement the Inter-American Program and the implementation of activities and programs to integrate a gender perspective into the results of ministerial meetings on labor, justice and education. It also requests that CIDI follow up on its plan to develop the Strategic Plan for Partnership for Development 2002-2005 regarding an integration of a gender perspective into its program. In addition, it calls the Secretary General to convene the Second Meeting of Ministers or the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States in April 2004, and encourages CIM to continue developing the topic of “Women, Free Trade, and Economic Integration” as the primary focus of the meeting. Lastly, it calls the Permanent Council to consider augmenting CIM’s budget in order to assist carrying out its mandate.
- AG/RES. 1948 (XXXII-O/03), “Fighting the Crime of Trafficking in Persons, especially Women, Adolescents, and Children.” which urges all member states to adopt measures to implement the CIM resolution entitled “Fighting the Crime of Trafficking in Persons, Especially Women, Adolescents, and Children” [CIM/RES 225/02 (XXXI-O/02)]. It also requests the sharing of information and best practices amongst member states in combating trafficking, as well as proposes the expansion of research to other member states in order to gauge the presence of trafficking. Finally, the resolution instructs the Secretary General to appoint an “OAS Coordinator on the Issue of Trafficking in Persons, Especially Women, Adolescents, and Children,” to be housed in the Permanent Secretariat of the CIM.
- AG/RES. 1954 (XXXII-O/03), “Appointment of Women to Senior Management Positions at the OAS.” which urges the Secretary General to redouble efforts to reach the urgent goal that women occupy 50% of posts at each level within the OAS organs, agencies, and entities, particularly at the P-5 level and above by the year 2005; to appoint qualified women as representatives and special envoys; and to take into account the objective of gender balance and the criterion of geographic distribution when filling vacancies in the OAS, especially positions of higher authority. It also requests that he continue to make gender equity and equality one of the priorities in his efforts to establish a new institutional culture in the OAS and monitor closely the progress made by OAS organs, agencies, and entities in meeting the goal, and report thereon to the General Assembly at its thirty-fourth regular session. The resolution also urges all member states to support the efforts of the Secretary General and of the President of the CIM by identifying, and regularly submitting, through their permanent missions to the OAS, the most highly-qualified women candidates to occupy positions of trust within the OAS and to encourage more women to apply for vacant positions, which will have been widely publicized in all member states. It calls on the organs, agencies and entities of the OAS to meet the goal of 2005 and continue to accelerate the recruitment of qualified women, to include the objective of improving gender balance in their actions plans and to encourage that specific activities be undertaken to address gender issues within the workplace, as one of the follow-up actions to the Gender Mainstreaming Project.

III. MANDATES OF THE GOVERNING BODIES OF THE CIM

A. Assembly of Delegates

The Thirty-First Assembly of Delegates was held on October 30-31, 2002, in Punta Cana, Dominican Republic. The following mandates of the Assembly were implemented during this reporting period as reflected in this report.

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|--------------------------|---|
| CIM/RES. 219 (XXXI-O/02) | Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality |
| CIM/RES. 220 (XXXI-O/02) | Unified Standards for Preparation of Delegates' Reports; CIM/RES.221 (XXXI-O/02) Meetings of the Executive Committee for the 2002-2004 Term |
| CIM/RES. 222 (XXXI-O/02) | Biennial Work Program of the Inter-American Commission of Women 2002-2004: Program Guidelines |
| CIM/RES. 223 (XXXI-O/02) | Place and Date of the Thirty-second Assembly of Delegates of the Inter-American Commission of Women |
| CIM/RES. 224 (XXXI-O/02) | Follow Up of the Convention of Belém do Pará |
| CIM/RES. 225 (XXXI-O/02) | Fighting the Crime of Trafficking in Persons, Especially Women, Adolescents and Children |
| CIM/RES. 226 (XXXI-O/02) | Second Meeting of Ministers or of the Highest Ranking Authorities Responsible for the Advancement of Women in the Member States (REMIM II) |
| CIM/RES. 227 (XXXI-O/02) | Relations of the Inter-American Commission of Women (CIM) with Civil Society Organizations |
| CIM/RES. 228 (XXXI-O/02) | Vote of Thanks to the Government of Dominican Republic |
| CIM/DEC. 1 (XXXI-O/02) | Statement on the Protection of the Human Rights of Women |

The Thirty-Second Assembly of Delegates will be held in October 2004, in Costa Rica.

B. Executive Committee

Meetings of the Executive Committee held during this reporting period:

| DATE | MEETING | PLACE |
|----------------------|---|----------------|
| July 17-18, 2003 | Second Regular Session 2002-2004 Executive Committee | Washington, DC |
| December 11-12, 2003 | Third Regular Session 2002-2004 Executive Committee | Washington, DC |
| February 19-20, 2004 | Fourth Regular Session 2002-2004 Executive Committee | Washington, DC |

IV. SUMMARY OF ACTIVITIES

A. Implementation of the 2002-2004 Biennial Work Plan of the CIM

CIM activities during this reporting period were aimed at implementing its 2002-2004 Biennial Work Plan, adopted by the XXXI Assembly of Delegates of the CIM, as well as the mandates from the OAS General Assembly and the Summits of the Americas.

The priorities for this reporting period are: 1) Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality; 2) Fulfillment of the Mandates of the Summits of the Americas; and 3) Development of the CIM Strategic Plan of Action in four areas: Human rights of women and the elimination of violence against women, participation of women in power and decision-making structures, education, and women, peace and security in the Hemisphere.

The most relevant initiatives implemented by the CIM in the context of those priorities are presented below.

1. Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP)

The CIM is the organ responsible for monitoring, coordinating and evaluating the continued implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality, in coordination with governmental mechanisms for the advancement of women. During this reporting period, the focus was on implementing the gender mainstreaming mandates of the IAP, specifically those that refer to incorporating a gender perspective at ministerial-level meetings, and to providing all organs, agencies and entities of the OAS system with the necessary training to integrate the gender perspective into OAS policies, programs and projects.

Resolution AG/ RES. 1941 (XXXIII-O/03), adopted by the Thirty-Third Regular Session of the General Assembly, reaffirmed the Member States' commitment to gender equity and equality within the OAS, and acknowledged CIM as the principal forum for generating policy on gender within the Americas. In compliance with the mandate established in this resolution, the Permanent Secretariat presented the Permanent Council with recommendations to carry out the special joint session on the implementation of the IAP, with the participation of civil society. CIM is also preparing *The Second Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States*, to be held in April 2004, which will address the issue of "Women, Trade, and Empowerment," and follow up on execution of the IAP in the Member States.

a. Integration of the Gender Perspective in Ministerial Meetings

Pursuant to the IAP mandate to "Ensure that a gender perspective is consistently mainstreamed into the preparation and application of international instruments, mechanisms, and procedures within the framework of the OAS, and particularly on the agendas of ministerial-level meetings", the CIM instituted a process to develop recommendations on gender mainstreaming for the various ministerial meetings and follow up on them. Entitled **SEPIA** (Spanish language acronym for 'follow up to the Inter-American Program), the process has enabled CIM, working with civil society experts, governments and other regional and international organizations, to

present gender mainstreaming recommendations to the Ministerial Meetings of Labor in 2001 (SEPIA I), Justice in 2002 (SEPIA II) and, Education in December of 2003, (SEPIA III). Afterwards, experts from civil society, the governments, and international and regional organizations, analyze the plan of action/declaration of the Ministerial Meetings and develop specific lines of action for implementation of the recommendations. The activities carried out in the context of the SEPIA process are detailed below:

SEPIA I – Gender and Labor. CIM participated in a meeting of Working Group 2 of the Labor Ministerial, which was held March 31-April 3, 2003 in Montevideo, presenting a report entitled, “Gender and Labor: Progress, Challenges, Best Practices, and Strategies for Action.” It also worked with the Member States to make sure that gender was included in the Declaration and Plan of Action of the XIII Inter-American Meeting of Ministers of Labor (XIII IAML)

SEPIA II – Gender and Justice. CIM is working with the Justice Studies Center of America (JSCA) to follow-up on the gender mainstreaming recommendations presented to the IV Meeting of Ministers of Justice.

In November, the Inter-American Seminar on Gender and Justice was held in Viña del Mar, Chile. This Seminar was one of the measures developed to promote the implementation of the recommendations of SEPIA II- Gender and Justice, and of the guidelines of the IAP. It was organized by the JSCA and the German Technical Cooperation Agency of Germany (GTZ), and co-sponsored by CIM, the Attorney-General’s Office of Chile, the National Women’s Service (SERNAM), and the Women’s Institute Foundation under the auspices of USAID and the William and Flora Hewlett Foundation. The meeting was aimed at generating a broad forum to debate the main issues in gender and justice. Topics included: Participation of Women in Justice Systems; Gender and Reforms of Criminal Proceedings; Civil Society, Gender, and Justice; International Conventions on Women’s Issues: their follow-up mechanisms and their impact on the administration of justice; How to qualify for assistance from cooperation agencies; and, finally, Women’s Courts. Currently, JSCA is also carrying out a study on the impact of criminal code reform on the handling of domestic violence and sexual offenses in various countries in the Americas and is developing recommendations to be presented jointly with CIM to the Ministers of Justice at their next meeting (REMJA V), in April, 2004.

SEPIA III – Gender and Education. In 2003, the CIM developed recommendations for the incorporation of the gender perspective into programs and policies of the ministries of education. These were presented at the Third Meeting of Ministers of Education, held in Mexico City on August 11-13, 2003. In December of 2003, the CIM convened a follow-up meeting (SEPIA III) of experts from all sectors to analyze the results of the Ministerial and to prepare lines of actions for the inclusion of a gender perspective in the ministries of education. Participants included CIM Principal Delegates, experts from Education Ministries, NGOs and regional organizations working in the area of gender and education. The recommended strategies and lines of action from this meeting were forwarded in 2004 to the Ministers of Education, the Inter-American Commission on Education, all CIM Delegates and all participants at the meeting.

SEPIA IV- Gender and Science and Technology. CIM worked with Dr. Alice Abreu, Director of the OAS Office of Science and Technology, to prepare recommendations on integrating a gender perspective in science and technology policies and programs, to be considered at the First Hemispheric Meeting of Ministers and High Authorities of Science and Technology, to be held on November 10-11, 2004, in Lima, Peru. As part of the SEPIA IV process, the Executive Secretary, together with the Director of the Office of Science and Technology attended a

UNESCO/FLACSO conference on Gender and Science and Technology held in Buenos Aires in November 2003.

b. Integration of a gender perspective within the OAS

The General Secretariat of the OAS, the Canadian International Development Agency (CIDA) and CIM concluded a 3-year joint project to train professional OAS personnel to integrate a gender perspective in all programs and policies of the organization, which was funded by the Canadian government. Initiated in 2001 with the creation of a Steering Committee, the project was officially launched in May 2002.

Ten training sessions were held throughout 2002-2003. Approximately 200 officials whose work is connected with policy-making and project design, execution and evaluation completed training during this period, and a support website was developed on the OAS Intranet for staff use. Sixteen officials received special additional instruction as trainers to ensure the continuity of the program.

In November 2003, the CIM Executive Secretary was named coordinator of the project, and its follow-up. CIDA has expressed interest in funding future training on gender mainstreaming and on harassment and abuse of power in the workplace.

2. Summit of the Americas

CIM continues to carry out the mandates emanating from the Summit of the Americas. Among the actions and projects undertaken by CIM in fulfillment of these mandates were: 1) Continued work with the Inter-American Commission on Human Rights, especially in the implementation of recommendations on gender presented to the Ministers of Justice and Attorneys General, as well as on violence against women; 2) Implementation of the Inter-American Program on Women's Human Rights and Gender Equity and Equality: Mainstreaming gender in Ministerial-level meetings (SEPIA III, Gender and Education) and follow up of SEPIA I, Gender and Labor and SEPIA II, Gender and Justice. 3) Gender Training within the OAS for program and policy staff; 4) Continued work on the research on violence against women and the trafficking of women and children for sexual exploitation, and implementation of recommendations emanating from both projects.

During this reporting period, the CIM collaborated with the Secretariat for the Summit Process and the missions of the Member States to ensure the integration of gender in the Special Summit of the Americas, held in Monterrey, Mexico in January 2004. The ensuing Declaration of Nuevo Leon addresses the issue of the empowerment of women, their full and equal participation in the development of our societies, and their equal opportunities to exercise leadership as a way of reducing of poverty, promoting economic and social prosperity, and people-centered sustainable development and expresses the member state's commitment to continue promoting gender equality and equity. The Declaration also expresses the will of the member States to cooperate in the fight against trafficking in persons, which especially affects women and children.

3. Implementation of the Strategic Plan of Action
 - a. Human rights of women and elimination of violence against women

Follow-up on Implementation of the Convention of Belém do Pará

The CIM continues to promote the ratification by all OAS member states of the Convention of Belém do Pará. Pursuant to a mandate received from the XXXI CIM Assembly of Delegates (CIM/RES.224/02), and subsequently approved by the OAS General Assembly (AG/RES.1942/03), the CIM is carrying out preparatory work for the development of a follow-up mechanism for the Convention of Belém do Pará, to ensure systematic and ongoing evaluation of the progress made in achieving its objectives. The Permanent Secretariat drafted a working document with a proposal for a follow-up mechanism which was presented to the Executive Committee (CIM/CD/doc.15/03). Once the document was reviewed by the Committee, the CIM Permanent Secretariat began an extensive process of consultation. The document (CIM/CD/doc.15/03 rev.1) was transmitted to the ministers of foreign affairs, the permanent missions to the OAS, and the principal delegates to the CIM, regional and international agencies and civil society organizations for their observations and feedback. Replies were received from 15 countries and several organizations. Continuing with the process, Mexico will host a meeting of experts in July of 2004, to discuss and make recommendations on a follow-up mechanism. Subsequently, the Secretary General will convene, in coordination with the CIM, a Conference of States Parties to decide on the most appropriate way to follow up on the Convention, with the participation of those states not parties to the Convention and of the Inter-American Commission on Human Rights.

With the aim of promoting implementation of the Convention, CIM representatives attended the Inter-agency meeting of experts on “Key Components for Laws and Policies on Violence against Women” which was held at the headquarters of the Pan American Health Association (PAHO) in Washington, DC, in August 2003. The meeting aimed to identify the productivity of current legislation and examine necessary components that should be included in legislation meant to eliminate gender based violence in Latin America. CIM is currently working with PAHO and UNIFEM to extend this initiative to the Caribbean.

In September 2003, CIM co-sponsored and participated in a seminar on “Domestic violence from a human rights and gender perspective”, organized by the Ministry of the Interior of Uruguay through the Citizen Safety Program and the Attorney-General’s Office of the Ministry of Education and Culture. The Seminar’s main objective was to train prosecutors and police on violence against women. The training was carried out by ILANUD. Issues included “Human Rights, Gender, and Domestic Violence,” “Possible Approaches from the Public Sector to Address Domestic Violence,” and “Enforcement of Regulatory Frameworks on Domestic Violence in Uruguay.” The Principal Delegate of Uruguay represented the CIM at this event, which had excellent results.

For the fourth consecutive year, CIM participated in the “Fifth Annual Gender and Law Conference-Laws, Institutions, and Gender Equality”, a seminar sponsored by the World Bank (March, 2003) where the CIM had the opportunity to inform the participants about the work undertaken for a follow-up mechanism to the Convention of Belem do Para. In November, at another panel entitled “Violence against Women: The Unfinished Agenda”, sponsored by PAHO in commemoration of the International Day Against Violence Towards Women, CIM’s presentation also addressed the achievements and challenges associated with the Convention of Belém do Pará and the proposal for a follow-up mechanism.

Trafficking in Women and Children in the Americas for Sexual Exploitation

As noted in previous reports, the CIM undertook to develop a research project on *Trafficking in Women and Children in the Americas for Sexual Exploitation* in 1999 with the purpose of providing a broad overview of trafficking in the Americas and offer recommendations for eliminating it. Phase I of the research project, covering Brazil, Belize, Costa Rica, El Salvador, Honduras, Guatemala, Nicaragua, Panama, and the Dominican Republic was completed in 2002.

During this reporting period CIM worked in partnership with the International Organization for Migration (IOM) to initiate Phase II of the project in Mexico, Bolivia and Belize. Funding has been received from the U.S. Agency for International Development, and Mexico has agreed to provide complementary funds. Furthermore, the Bureau of Population, Refugees, and Migration of the U.S. Department of State has promised to sponsor a CIM/IOM project on trafficking in the Caribbean, with the IOM as the implementing agency.

CIM has also been working with the international community to disseminate information and raise the profile of trafficking world-wide. It participated in the First Seminar on Trafficking in Persons, organized by the office of Women's Affairs of the Ministry of Foreign Affairs in Buenos Aires, Argentina, on March 20, 2003. In June, 2003, CIM representatives were participants in a workshop about human trafficking led by The Japan Program and Region 1 of the Inter-American Development Bank (IDB). CIM also attended the MERCOSUR Specialized Meeting of Women (Reunión Especializada de la Mujer -REM), held in Asunción, Paraguay, and presented recommendations on trafficking. As a result, a working group on trafficking in persons was established at the REM. In October the Executive Secretary and the CIM trafficking specialist went to a conference in El Salvador to discuss current trafficking projects and coordinate approaches to stifle trafficking in Central America. CIM's trafficking specialist made a presentation at the "First Conference on Mechanisms against Organized Crime," organized by the Inter-American Drug Abuse Control Commission (CICAD) in Mexico City.

CIM has also worked to combat sexual tourism in the hemisphere. In May of 2003, it participated in the Regional Consultation for the Americas on the protection of children against sexual exploitation in tourism, organized by the World Tourism Organization and the Costa Rican Government. Following this meeting, CIM took part in the June meeting of the Ministers of Tourism held in Guatemala and made a presentation entitled, "Trafficking and the Sexual Exploitation of Women Adolescents and Children." This presentation was done in partnership with Casa Alianza, a Central American NGO that specializes in children's issues. In addition, CIM recently attended the "Third Bilateral Conference: Parallel Worlds, Tijuana and San Diego, Child Sexual Tourism and Other Forms of Trafficking Persons" in August of 2003.

In an effort to disseminate information about trafficking, CIM, the Department of Public Information of the OAS, and the Inter-American Children's Institute (IACI) sponsored a videoconference entitled, "Trafficking in Persons, especially Women, Adolescents, and Children: Sharing Best Practices to Prevent and Protect Victims and Punish Traffickers." Input from various NGOs as well as government organizations were included. The conference was moderated by María Elena Salinas, a prominent Univision newscaster. Univision has also sought technical assistance from CIM regarding a segment that they prepared on trafficking in 2003.

b. Participation of women in power and decision-making structures

The CIM continues to participate as a co-sponsor and member of the Council of the IDB Program for the Support of Women's Leadership and Representation (PROLEAD), which finances leadership projects in the Hemisphere. This year, PROLEAD, together with CIM, the Unit for the Promotion of Democracy, INDES and UNIFEM, carried out the First Andean Training Course on Democracy and Political Management for Young Women in Politics, held in Quito, Ecuador in August 2003. Some 25 young women leaders from political parties, government and civil society of all the Andean countries participated in the training program.

The Executive Secretary of CIM worked together with the Council of Women World Leaders and its sister organization, the International Assembly of Women Ministers, to bring about the first-ever meeting of heads of gender units of intergovernmental organizations in the context of an international meeting of Ministers of Women's Affairs convened by the Council in October 2003 in Washington, D.C. Ministers and representatives of 46 countries from around the world attended this event, which also included the meeting of the Ministers and the heads of the gender units, co-chaired by the CIM. The women ministers and intergovernmental organizations agreed to establish a communication and exchange network that will initially be co-Chaired by the Honorable Jean Augustine, (Multiculturalism and Status of Women Canada) and Dr. Marcela Suazo, (Honduras).

The CIM lent technical support and participated in an Experts Meeting organized by the Unit for the Promotion of Democracy entitled "Is Financing an Obstacle to the Political Participation of Women?" in December 2003, in Washington, D.C.

c. Women, Peace and Security

Pursuant to the mandate of the Assembly of Delegates to support and promote the implementation of UN Security Council Resolution 1325 in the Hemisphere and the full participation of women in conflict prevention and peace-building, the CIM, with the support of *Women Waging Peace*, has been active in promoting a gender perspective in matters related to women, peace, and security in the Americas. CIM and the civil society organization *Women Waging Peace* worked with the Committee on Hemispheric Security and the member states to incorporate, in the Declaration of the Special Conference on Hemispheric Security that took place in Mexico in November, a paragraph reaffirming the importance of enhancing the participation of women in all efforts to promote peace and security, and the need to increase women's decision-making role at all levels in relation to conflict prevention, management, and resolution and to integrate a gender perspective in all policies, programs, and activities of all inter-American organs, agencies, entities, conferences and processes that deal with matters of hemisphere security.

In July, in preparation for the Special Conference, a Videoconference was organized to examine the integration of a gender perspective in hemispheric security issues and analyze women's contribution to peace and reconstruction processes in the Hemisphere. Panelists included the Chair of the Committee on Hemispheric Security of the Permanent Council of the OAS and representatives of women's organizations working on peace-building in Colombia, El Salvador, Guatemala, and Nicaragua. The videoconference was transmitted simultaneously from Bogotá, Managua, San Salvador, Cambridge, and Washington D.C and was broadcast on the Internet via the OAS web site.

CIM's Executive Secretary as well as other CIM representatives attended the Public Policy Day of the Fifth Annual Colloquium of Woman Waging Peace in November 2003 in Cambridge, Massachusetts and participated in a forum on peace efforts in Colombia and Central America.

B. Special Activities

CIM's Seventy-Fifth Anniversary. CIM co-sponsored with the OAS Staff Association, an event where girls ages 8-13 from different countries in the hemisphere painted a mural depicting women's accomplishments. A videotape of the process was made and the mural now hangs in CIM's new headquarters.

In addition, a special session of the Permanent Council on implementation of the IAP, to be held in April, will commemorate the Seventy-Fifth Anniversary of CIM. Work continues on the video on women and leadership being produced with the Office of Public Information.

Web page and publications. The CIM continues to update and enrich its web page (<http://www.oas.org/cim>) to make it more accessible and user-friendly.

V. MEASURABLE RESULTS

SEPIA I – Gender and Labor

- Report: “**Gender and Labor: Progress, Challenges, Best Practices, and Strategies for Action,**”, presented at a follow up meeting of Working Group 2 of the XII Conference of Ministers of Labor (XII IACML) in Montevideo, Uruguay, so that the issues addressed can be integrated into the agendas of future Conferences of Minister of Labor.

SEPIA II – Gender and Justice.

- As a follow-up of the SEPIA II initiative, training on gender and justice for 150 participants from governments, civil society, and the Judiciary at the Inter-American Seminar on Gender and Justice, in Viña del Mar, Chile.

SEPIA III – Gender and Education

- Document: “**Adoption of the Findings of SEPIA III – Gender and Education**” containing recommendation and lines of action for mainstreaming gender in education policies and programs. This document was presented to the ministries of education, the Inter-American Committee on Education, the CIM Principal Delegates and all participants at SEPIA III.

Integration of a gender perspective within the OAS

- Training of 200 OAS officials on integrating a gender perspective in OAS policies, programs and projects. Sixteen of them, received additional training as trainers
- An interactive website to support this work within the OAS.

Follow-up on Implementation of the Convention of Belém do Pará

- The extensive process of consultation carried out by the CIM on the most appropriate way to follow up on the Convention of Belém do Pará, which will culminate in the presentation of the draft proposal at a Meeting of Experts, to be held in Mexico in July 2004 and in the support given to the Meeting of State Parties to approve said follow up mechanism, to be convoked by the Secretary General, as mandated by Resolution AG/Res.1942 (XXXIII-O/03).
- Training for 25 prosecutors, judges and other judicial officials, and 43 police officials, including inspectors and policemen, in the seminar “Domestic Violence from a Human Rights and Gender Perspective,” held in Uruguay in September of 2003.

Women, Peace and Security

- *Videoconference on Women, Peace and Security*- broadcast on the Internet, and attended by approximately 50 people at headquarters.
- A paragraph in the Declaration of the Special Conference on Hemispheric Security reaffirming the importance of promoting the participation of women in all efforts to advance peace and security in the Region.

Trafficking of Women, Adolescents and Children for Sexual Exploitation

- The creation of a working group on trafficking in persons for MERCOSUR countries at the *IX Specialized Women’s Conference of the MERCOSUR (Reunión Especializada de la Mujer -REM)*, held in Asunción, Paraguay.
- The Declaration by the Presidents of MERCOSUR in June of 2003, which refers to the problem of trafficking of women and children and expresses their commitment to fight against it.
- A paragraph in the Plan of Action of the XVIII Inter-American Travel Congress (2003) on the need for governments to combat trafficking in women and children for sex tourism.
- The Declaration of the XVIII Inter-American Travel Congress calling for an end to sex tourism.
- The resolution adopted by the General Assembly on “Fighting the Crime of Trafficking in Persons, especially Women, Adolescents, and Children,”(AG/RES. 1948 (XXXII-O/03)), urging all member states to adopt measures to implement the CIM resolution entitled “Fighting the Crime of Trafficking in Persons, Especially Women, Adolescents, and Children” [CIM/RES 225/02 (XXXI-O/02 and instructing the Secretary General to appoint an “OAS Coordinator on the Issue of Trafficking in Persons, Especially Women, Adolescents, and Children,” to be housed in the Permanent Secretariat of the CIM.
- Grants for US\$367,150.00 and US\$10,343.63, received respectively from the U.S. Agency for International Development and CIDA/CANADA, to implement Phase II of this project. Funding from the Bureau of Population, Refugees, and Migration of the U.S. Department of

State (PRM/DOS) to work in the Caribbean, with the International Organization for Migration (IOM) as the implementing agency.

- The editorial on Trafficking in the Americas published in the New York Times on January 9, 2004.
- *Videoconference on the “Trafficking in Persons, especially Women, Adolescents, and Children: Sharing Best Practices to Prevent and Protect Victims and Punish Traffickers,”* broadcast on the Internet and attended by approximately 50 people at headquarters.

VI. RELATIONS WITH OTHER REGIONAL AND INTERNATIONAL ENTITIES AND ORGANIZATIONS

A. The Inter-American System

1. Within the OAS

Permanent Council. The Executive Secretary was invited to several meetings of the Permanent Council to present information on CIM activities and projects and make specific proposals. In keeping with the mandate established in AG/RES. 1941, the Permanent Council, with the collaboration of the CIM, organized a Special Session on Implementation of the IAP, with the participation of civil society, held on March 24, 2004.

Inter-American Commission on Human Rights (IACHR). During this period the CIM and the IACHR worked together on issues pertaining to CIM’s Trafficking Project. CIM contacted the new Special Rapporteur on Women’s Human Rights, Dr. Susana Villarán de la Puente, to continue the ongoing collaboration and sent a letter to her expressing CIM’s support for the actions taken by the Commission on the issue of violence against women in Ciudad Juarez, and offering assistance.

Office of Summit Follow-up. The CIM maintains close contact with the Secretariat for Summit Process, especially in the development of recommendations on gender mainstreaming for the different ministerial meetings. This year CIM collaborate in the preparation of the Special Summit, held in Monterrey, Mexico in January 2004, and on the chapter on gender (Chapter 15) in the Summit Report 2001-2003 Advancing in the Americas-Progress and Challenges.

Unit for Social Development and Education (USDE) of the OAS. There is an ongoing exchange of information between CIM and the USDE. The CIM and the USDE collaborated on the SEPIA III Gender and Education process and on the follow-up to SEPIA I – Gender and Labor. Both units are collaborating on follow-up to both the XIII IAML and the Education Ministerial.

Unit for the Promotion of Democracy (UPD). The CIM and the UPD exchange information on a regular basis with the purpose of enhancing collaboration. This year CIM collaborated with the Unit for the Promotion of Democracy on the First Andean Training Course on Democracy and Political Management for Young Women in Politics. In December, Executive Secretary participated in an Experts Meeting organized by the Unit for the Promotion of Democracy entitled “Is Financing an Obstacle to the Political Participation of Women?”

Department of Public Information. The CIM has worked closely with the Department of Public Information during this reporting period. In addition to the ongoing production of a video on women and leadership, the Department gave technical support for two videoconferences, one on women, peace and security and the other on trafficking, and disseminated information about CIM activities through press releases, radio programs and the internet.

2. Other Inter-American Organizations

In order to promote the advancement of women at the regional and international levels, the CIM carries out cooperation activities with various entities of the inter-American system. The Inter-American Development Bank (IDB), the Pan American Health Organization (PAHO), and the Inter-American Institute for Cooperation on Agriculture (IICA) are invited to participate in all regular meetings of the Executive Committee, to promote the continuing exchange of information, and to look into joint initiatives.

Inter-American Development Bank (IDB). The CIM continues as an active member of the Council to IDB's Program for the Support of Women's Leadership and Representation (PROLEAD). The IDB sponsored a workshop on human trafficking this year in which CIM took part, and CIM and PROLEAD worked together with other agencies to carry out a training course for young women leaders in the Andean Region.

Pan American Health Organization (PAHO). CIM and PAHO work closely in the sharing of information. PAHO participated in the follow-up meetings to the SEPIA I-- Gender and Labor. CIM participated in several PAHO meetings on violence against women, including "Key Components for Laws and Policies on Violence against Women," and a panel discussion entitled "Violence against Women: The Unfinished Agenda" in November of 2003. Work has begun with PAHO and UNIFEM to identify current legislation and examine components that should be included in legislation meant to eliminate gender based violence in the Caribbean

Inter-American Children's Institute (IACI). The Inter-American Children's Institute works with CIM on the issue of Trafficking and was one of the co-sponsors of the videoconference, "Trafficking in Persons, especially Women, Adolescents, and Children: Sharing Best Practices to Prevent and Protect Victims and Punish Traffickers."

Justice Studies Center of the Americas (JSCA). CIM and the JSCA have a strong working relationship. The JSCA collaborated with the CIM in the SEPIA II meeting and in July, 2003, participated in the Executive Committee meeting, reporting on a project on Gender and Reforms in the Criminal Justice System. During this reporting period, CIM along with the JSCA and other organizations, organized and participated in the "Inter-American Seminar on Gender and Justice, Viña del Mar, Chile." JSCA is working on recommendations on gender mainstreaming to be presented jointly to the V Meeting of Ministers of Justice (REMJA V) to be held in April, 2004.

B. United Nations System

UNIFEM: CIM maintains a strong working relationship with UNIFEM. Work has begun with PAHO and UNIFEM to identify current legislation and examine components that should be included in legislation meant to eliminate gender based violence in the Caribbean

United Nations Economic Commission for Latin America and the Caribbean (ECLAC). ECLAC was one of the partners in the preparation of recommendations on gender mainstreaming presented at the XII Inter-American Conference of Labor Ministers, and in the follow-up meeting (SEPIA I).

United Nations Latin American Institute for the Prevention of Crime and the Treatment of Offenders (ILANUD). ILANUD and CIM work together very closely. This year ILANUD provided training for prosecutors and police at the seminar on “Domestic Violence from a Human Rights and Gender Perspective;” held in Uruguay in September 2003. CIM cosponsored and participated in this seminar.

United Nations Interregional Crime and Justice Research Institute (UNICRI). UNICRI, the European Institute for Crime Prevention and Control (HEUNI), and Statistics Canada, are currently carrying out an international survey on Violence against Women, which is of great interest to CIM. The results of this survey in Costa Rica were presented to the Executive Committee and CIM is collaborating to try to extend the survey to other countries in the Hemisphere.

World Bank. The World Bank participated actively in the SEPIA II initiative presenting a report on projects it is developing to support judicial reforms in the member countries. The CIM regularly participates in yearly World Bank sponsored conference on gender and the Law. This year, CIM participated in a conference entitled the “Fifth Annual Gender and Law Conference-Laws, Institutions, and Gender Equality.”

C. Other regional and international entities and organizations

International Organization for Migration (IOM)- The IOM is the CIM’s partner for the second phase of the Trafficking project.

International Labour Organization (ILO). The ILO worked very closely with the CIM on developing recommendations for integrating the gender perspective in the Labor Ministerial and collaborates on the follow-up of this meeting.

D. Civil society organizations

In compliance with the mandates received from the OAS General Assembly, the Summits of the Americas, the CIM Assembly of Delegates and the Inter-American Program, the CIM has worked intensively and extensively with civil society organizations during the 2002-2004 biennium. This collaboration has been crucial to the success of the projects and activities carried out during this period. NGOs that participated in CIM activities are listed below.

1. Follow-up to SEPIA II – Gender and Justice:

Corporación La Morada (Chile): Lora Fries, Coordinator of Citizenship and Human Rights

Fundación Instituto de la Mujer de Chile: Ximena Zavala, Director xzavala@insmujer.cl

2. Consultation Process for the Follow-up Mechanism to the Belém do Pará Convention:

CLADEM- Latin America and Caribbean Committee for the Defense of Women’s Rights

Susana Chiariotti, CLADEM Regional Coordinator, insgenar@tau.ig.org.ar

Isis Internacional – Isabel Duque- idduque@isis.cl.

3. Trafficking of Women and Children for Sexual Exploitation in the Americas

Brazil: CECRIA, project coordinator in Brazil for 150 NGOs throughout the country.

Belize: SPEAR; NOPCA; Human Rights Commission of Belize.

Costa Rica: Agenda Política de Mujeres; Asociación de Trabajadoras del Hogar; Casa Alianza; CEFEMINA; CEJIL Mesoamérica; El Productor; Fundación PANIAMOR; Fundación PROCAL; FUNDESIDA; Liga Internacional de Mujeres Pro Paz y Libertad.

El Salvador: Fundación Olof Palme; Defensa del Niño Internacional; Fundación Nueva Vida Pro Niño y Niña de la Calle; Centro de Estudios de la Mujer CEMUJER; Asociación de Mujeres Flor de Piedra; Red ECPAT-ES; Fe y Alegría; Comité Nacional de Mujeres CONAMUS; FUNDE; FUNDASIDA; Asociación Entre Amigos; Asociación para la Autodeterminación y el Desarrollo de las Mujeres AMS; Fundación Dolores Medina; Las Dignas.

Guatemala: Casa Alianza; Grupo Ceiba; CIPRODENI; Oficina de Derechos Humanos del Arzobispado de Guatemala; Pastoral Migratoria Arquidiocesana; Asociación de Salud Integral ASI; Hogar Manchén; OASIS; Gente Positiva; APAES/Solidaridad; AGES; Red de Periodistas la Cuerda; ECPAT/Guatemala; Comisión Nacional contra el Maltrato Infantil CONACMI; La Sala; Casa de la Mujer (Tecun Uman).

Honduras: Save the Children; Casa Alianza; Oficina de Asistencia Legal de la Niñez y la Mujer Desprotegida OFALAN; CIPRODEH; Fundación Amigos de los Niños; Centro de Estudios de la Mujer; Centro de Derechos de la Mujer; Comunidad Gay Sampedrano; COCSIDA; Coordinadora de Instituciones Privadas Pro los Niños y sus Derechos COIPRODEN; Movimiento Visitación Padilla; CODEH; PRODIM.

Nicaragua: Instituto Nicaragüense de Promoción Humana INPRHU; Casa Alianza Nicaragua; Visión Mundial Nicaragua; Dos Generaciones; Asociación TESIS; Comunidades Eclesiales de Base; INHIJAMBIA; Centro Nicaragüense de Derechos Humanos CENIDH; Fundación de Protección de los Derechos de los Niños, Niñas y Adolescentes Infractores de la Ley y su Reintegración Social FUNPRODE; Red de Mujeres.

Panamá: Asociación Panameña de Planificación Familiar; Casa Esperanza; Centro de Estudios y Capacitación familiar CEFA; CLADEM; Foro Mujer y Desarrollo.

República Dominicana: Centro de Estudios para la Acción Femenina CIPAF; Centro de Orientación e Investigación Integral COIN; Movimiento de Mujeres Unidad MODEMU; Pastoral de la Movilidad Humana, Iglesia Católica; Proyecto Caminante; Movimiento de Autodesarrollo de la Solidaridad Internacional MAIS; Instituto de la Familia IDEFA

4. Women, Peace and Security

Unión Nacional de Mujeres Guatemaltecas (UNAMG), Luz Méndez, General Coordinator unamg@terra.com.gt

Mujeres por la Dignidad y la Vida "Las Dignas", El Salvador, Gloria Guzmán, Director dignasdireccion@integra.com.sv

Confederación Colombiana de ONGs (CCONG), Martha Eugenia Segura, Director ccong@andinet.com

5. The CIM worked closely with the following civil society organizations during this reporting period:

Women Waging Peace. Women Waging Peace is a collaborative venture of Harvard University's John F. Kennedy School of Government and the nonprofit organization Hunt Alternatives. The CIM and Women Waging Peace have worked together intensely to promote the integration of gender in the Hemispheric peace and security agenda.

Council of Women World Leaders. The CWWL established in 1997, is an independent international organization comprised of current and former women heads of government. Its sister organization, the International Assembly of Women Ministers, is composed of the sitting women ministers of all portfolios and central bank governors, which today number approximately 600 women. CIM worked closely with the CWWL to carry out a first-ever meeting of heads of gender units of international organizations in the context of an International Meeting of Ministers of Women's Affairs and will collaborate on future ministerials.

National Hispana Leadership Institute. This organization is dedicated to developing ethnic leadership among Hispanic women. CIM, through the Executive Secretary, participates regularly in the training program for the NHLI Fellows.

Global Summit of Women. This organization promotes women's participation in business by organizing yearly summits for women business, professional, and governmental leaders. The CIM Executive Secretary formed part of the International Planning Committee for the 2003 Summit and attended the Summit held in Marrakech, Morocco in June.

VII. FINANCIAL SITUATION

The CIM notes, once again, that the human and material resources assigned to it are insufficient if it is to achieve its objectives, carry out its activities, and fulfill its mandates as the principal forum for generating hemispheric policies for the promotion of the human rights of women and gender equality and as the organ for follow-up and coordination of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality, adopted by the General Assembly at its thirtieth regular session. Indeed, the Program urges the General Secretariat to strengthen the Permanent Secretariat of the CIM by providing it with the necessary human and financial resources and to support it in obtaining private funding (Section 2.1.5).

Additionally, operative paragraphs 4 and 6, respectively, of resolutions AG/RES. 1451 (XXVII-O/97) and AG/RES. 1586 (XXVIII-O/98), "Observations and Recommendations on the Annual Reports of the Organs, Agencies, and Entities of the Organization," adopted by the OAS General Assembly at its twenty-seventh and twenty-eighth regular sessions, instructed the General Secretariat to make every possible effort to improve the financial situation of the Inter-American Commission of Women so that it will be better equipped to carry out its essential activities. Also, resolution AG/RES. 1732 (XXX-O/00), "Adoption and Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality" (operative paragraphs 4 and 6), instructs both the Permanent Council and the General Secretariat to allot technical, human, and financial resources to the CIM.

In the same manner, in their Plan of Action of the Third Summit of the Americas, the Heads of State and Government committed "to provide for an appropriate level of resources to the CIM to carry out its role as the principal hemispheric policy-generating forum for the

advancement of the human rights of women and particularly of gender equality.” The Summit also endorsed the Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality, reinforced the role of the CIM as the technical advisor to the Summit Implementation Review Group (SIRG) on all aspects of gender equity and equality and recognized its importance in follow-up to relevant Summit recommendations.

VIII. RECOMMENDATIONS

The CIM respectfully requests that the Permanent Council transmit the following recommendations for consideration by the General Assembly, through the appropriate entities, and for inclusion in draft resolutions on the topics indicated below.

1. To urge the Secretary General to continue to make every effort possible to implement the mandates of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality and, in particular, to continue supporting the integration of a gender perspective into all activities, projects, and programs of the organs, agencies, and entities of the OAS.
2. To implement resolutions AG/RES. 1790 (XXXI-O/01) and AG/RES.1872 (XXXII-O/02), AG/RES. 1954 (XXXII-O/03), “Appointment of Women to Senior Management Positions at the OAS,” also addressed in section 2.1.6 of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality, which reiterated the need to implement measures to ensure full and equal access by men and women to all categories of posts in the OAS system, in particular decision-making positions.
3. To improve the financial status of the Inter-American Commission of Women, as provided for in section 2.1.5 of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality; in operative paragraphs 4 and 6 of resolutions AG/RES. 1451 (XXVII-O/97) and AG/RES. 1586 (XXVIII-O/98), "Observations and Recommendations on the Annual Reports of the Organs, Agencies, and Entities of the Organization"; in operative paragraphs 4 and 6 of resolution AG/RES. 1732 (XXX-O/00), “Adoption and Implementation of the Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality;” and in the Plan of Action of the Third Summit of the Americas.

With respect to the draft resolutions to be submitted for consideration by the XXXIV Regular Session of the OAS General Assembly, the CIM will follow the mandates of the II Meeting of Ministers or of the Highest Authorities Responsible for the Advancement of Women in the Member States (REMIM II), to be held in Washington DC, April 21-23, 2004, in presenting said draft resolutions to the Preparatory Committee of the General Assembly.

ANNEX I: CIM MEETINGS MARCH 2003-FEBRUARY 2004

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| July 17-18, 2003 | <p>II Session of the CIM Executive Committee- Washington D.C.</p> <p>Final Document: Final Act (CIM/CD/doc.11/03)</p> |
| October 8, 2003 | <p>Meeting of Heads of Gender Units of International Organizations (in the context of the International Meeting of Ministers of Women's Affairs) - Washington D.C.</p> <p>Final Document:</p> |
| December 9-10, 2003 | <p>SEPIA III- Gender and Education- Washington D.C.</p> <p>Final Document: Proposals on Gender and Education in the framework of the Third Meeting of Ministers of Education (CIM/SEPIA III.doc.3/03 REV.2)</p> |
| December 11-12, 2003 | <p>III Session of the CIM Executive Committee- Washington D.C.</p> <p>Final Document: Final Act (CIM/CD/doc. 24/03)</p> |
| February 19-20, 2004 | <p>IV Session of the CIM Executive Committee- Washington D.C.</p> <p>Final Document: Final Act (CIM/CD/doc.35 /04)</p> |