



INTER-AMERICAN COMMISSION OF WOMEN

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**ANNUAL REPORT OF THE INTER-AMERICAN COMMISSION OF WOMEN (CIM)
TO THE FORTY-NINTH REGULAR SESSION OF THE GENERAL ASSEMBLY
OF THE ORGANIZATION OF AMERICAN STATES**

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Executive Summary

Pursuant to the provisions contained in Articles 91.f and 126 of the Charter of the Organization of American States (OAS), the Inter-American Commission of Women (CIM) hereby presents its Annual Report to the General Committee of the Permanent Council so it may subsequently be submitted to the General Assembly's consideration at its forty-ninth regular session with the observations and recommendations the Council deems appropriate.

This report summarizes the activities carried out by the CIM between January and December 2018. The work of the CIM stems from its existing mandates, which derive from the *Inter-American Program on the Promotion of the Human Rights of Women and Gender Equity and Equality* (IAP), its *Strategic Plan 2016-2021*, specific resolutions of the OAS General Assembly, agreements adopted by the CIM Executive Committee 2016-2019, and the declaration and resolutions adopted by the Thirty-Seventh Assembly of Delegates of the CIM (May 24th and 25th 2016, Lima, Peru), as well as the commitments agreed during the Summits of the Americas.

In compliance with the different mandates entrusted by the OAS General Assembly to the General Secretariat in terms of strengthening the CIM,¹ during this period the Secretary General and the Member States lent important political support to the CIM. Fulfillment of the mandate to strengthen the CIM involves improving internal coordination with all the areas of the Organization and ongoing participation in their activities to ensure inclusion of a rights and gender-equality perspective. It also includes the implementation of the Institutional Policy on Gender Equity and Equality, Diversity and Human Rights in the General Secretariat of the OAS (Executive Order No. 16-03).²

Strategic Plan 2016-2021 of the Inter-American Commission of Women

Taking into account the challenges of achieving full citizenship for women and respect for their rights, in 2016 the Thirty-Seventh Assembly of Delegates of the CIM adopted the *Strategic Plan 2016-2021 of the CIM*,³ with a view to:

- i. positioning the CIM as a hemispheric policy forum and as reference point for forging the full citizenship of women from a human rights perspective;
- ii. coordinating and harmonizing the actions of the CIM with those of the OAS; and
- iii. institutionalizing the rights and gender equality approach in the main forums and programs and in the institutional planning of the Organization.

The Plan was prepared and should be carried out, from both a conceptual and methodological point of view, from a human rights approach, which seeks to re-establish the specificity of women's human rights within the general framework of international and inter-American conventions, which are the normative benchmark for supporting harmonization of legislation in the area of women's rights. This approach also takes into account the relationship between gender, class, ethnicity, age, geographic location, sexual orientation and disability as central factors that condition and shape the possibilities and opportunities of people in the economic, social, political and cultural spheres.

In addition to providing a roadmap for the work of the CIM, the *Strategic Plan 2016-2021* seeks to place the Commission and its work in the broader context of the ongoing hemispheric debates on the

1. AG/RES. 1451 (XXVII-O/97), AG/RES. 1592 (XXVIII-O/98), AG/RES. 1625 (XXIX-O/99), AG/RES. 1777 (XXXI-O/01), AG/RES. 1941 (XXXIII-O/03), AG/RES. 2021 (XXXIV-O/04), AG/RES. 2124 (XXXV-O/05), AG/RES. 2161 (XXXVI-O/06), AG/RES. 2323 (XXXVIII/O/07), AG/RES. 2441 (XXXIX-O/09), AG/RES. 2560 (XL-O/10), AG/RES. 2685 (XLI-O/11); AG/RES. 2710 (XLII-O/12); AG/RES. 2770 (XLIII-O/13), AG/RES. 2831 (XLIV-O/14), AG/RES. 2887 (XLVI-O/16), AG/RES. 2908 (XLVII-O/17, capítulo xviii) and AG/RES. 2928 (XLVIII-O/18, capítulo xiv)

2. Available at: <http://www.oas.org/en/CIM/docs/GPAP-EN.pdf>

3. Available at: <http://www.oas.org/en/cim/docs/CIM-StrategicPlan2016-2021-EN.pdf>

Organization of American States (OAS), its relevance, its strategic orientation and its financial situation. Current discussions on the strategic vision of the OAS have focused on the need to:

- Seek further sources of funds to enable the Organization to continue operating with the staff and resources it needs to meet its current mandates; and
- Rationalize the work of the OAS in order to maximize its comparative advantages and to curtail some of the activities that have contributed to an excessive dispersion of limited resources and, in some cases, a duplication of tasks.

These two objectives are of absolute relevance to the Inter-American Commission of Women and provide the guiding framework for the Strategic Plan, whose purpose is to prioritize and continue the progress made in the implementation of the *Strategic Plan 2011-2016*⁴ in order to make the most of limited resources, and to focus both the work of the Commission and its fundraising activities on certain issues.

⁴. Available at: <http://www.oas.org/en/cim/docs/CIM-StrategicPlan2011-2016-ENweb.pdf>

1. Origin, Legal Bases, 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 (Bogotá, 1948) approved the first Statute of the Commission, which consolidated its structure and authorized the Secretary General of the OAS to establish the Executive Secretariat of the CIM. In 1953, the Commission signed an agreement with the OAS Permanent Council under which the CIM was recognized as a permanent inter-American specialized organization having 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 permanent specialized organization. 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 was signed between the CIM and the OAS.

As the principal hemispheric forum for women’s rights and gender equality, the CIM links the commitments undertaken at the international level on women’s human rights with effective public policies at the national level, in order to support the full political, economic, and social citizenship of women.

The CIM addresses the rights and demands of women in two key areas: (i) Promoting gender equality and eliminating discrimination; and (ii) Preventing and punishing gender-based violence. In these areas, the CIM provides technical support at the legal, political, and programming levels, manages specific regional projects, and uses participatory knowledge management to ensure that political and programming discussions and decisions are evidence-based. In addition, in recent years it has prioritized the establishment and deepening of partnerships to expand the impact of its work and its sustainability over time.

The CIM pursues its objectives through the following organs: the Assembly of Delegates; the Executive Committee, composed of the president, three vice presidents, and five representatives of member countries, all elected by the Assembly; and the Permanent Secretariat, which performs the Commission’s administrative, technical, and executive duties. The Assembly of Delegates is the supreme authority of the CIM, and its resolutions, together with those of the OAS General Assembly, establish the guidelines for the CIM’s work. 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.

2. Activities of the Officers of the CIM

The Thirty-Seventh Assembly of Delegates of the CIM was held in Lima, Perú from May 24th to 25th 2016.⁵ The Assembly was organized around the theme “Equality and Autonomy in the Exercise of Women’s Economic Rights,” as a strategic key to their physical and sexual autonomy. The main results of the Assembly were:

⁵. For more information on the development and results of the Assembly, see CIM/doc.18/16 "Minutes of the Thirty-seventh Assembly of Delegates of the Inter-American Commission of Women" at: <http://www.oas.org/en/cim/docs/CIM-doc18.16.ing-ActaAoD37.doc>

- Adoption of the "Lima Declaration on Equality and Autonomy in the Exercise of Women's Economic Rights" (CIM / DEC. 15 (XXXVII-O / 16));⁶
- Adoption of the Strategic Plan 2016-2021 of the Inter-American Commission of Women;⁷
- Adoption of the Triennial Program of Work 2016-2019 of the Inter-American Commission of Women;⁸ and
- Election of a new Executive Committee of the CIM for the 2016-2019 period, with the following composition:

President	Peru
Vice-Presidents	Costa Rica, Mexico, Paraguay
Members	Argentina, Belize, Bolivia, Colombia, Panama

During the period of this report, the Presidency of the CIM was exercised by Peru, initially represented by the then Principal Delegate, Ana María Choquehuanca of Villanueva. On April 16th 2018, the government informed the Secretariat of the CIM (Note 7-5-M/067) of its intention to continue exercising the Presidency of the CIM and accredited a new Principal Delegate of Peru to the CIM, Ana María Mendieta Trefogli.⁹

During her tenure, the President of the CIM:

Chaired two regular sessions of the Executive Committee of the CIM, and represented the CIM during the forty-eighth regular session of the OAS General Assembly, where she presented the annual reports of the CIM to the Assembly and highlighted the main advances and challenges for the effective implementation of the Commission's work, while emphasizing the main gender dimensions of the thematic axis of the OAS General Assembly and urging delegations to fully and effectively incorporate a gender and women's rights approach into their work. In her speech to the Assembly,¹⁰ the President highlighted some of the main working topics of the Commission during 2018, including

- The prevention of violence against women, which complements the care and punishment efforts with a more in-depth questioning of the norms and gender stereotypes that continue to underlie gender violence, and allows for closer work with the education and communication sectors;
- Gender equality as a good of humanity, which highlights and reinforces the agenda for gender equality as part of the good in the world; and
- Women's leadership for democratic governance, which gives us the opportunity to strengthen democratic systems with greater participation and greater leadership of women, in all their diversity, in fulfillment of our commitments to parity and substantive equality.

The President also participated in the 62nd session of the Commission on the Status of Women of the United Nations (March 12th to 23rd 2018, New York), where she chaired a side event to launch i) the "Inter-American Guidelines on Gender Equality for the Good of Humanity" adopted by the Executive Committee of the CIM in its Second Regular Session (September 2017) and ii) the communication campaign #ABetterWorld, which consists of a series of positive messages about the social, political and economic benefits of gender equality.

⁶. Available at: <http://www.oas.org/en/cim/docs/DeclaracionLIMA-ENG.pdf>

⁷. Available at: <http://www.oas.org/en/cim/docs/CIM-StrategicPlan2016-2021-EN.pdf>

⁸. Available at: <http://www.oas.org/en/cim/docs/CIM-doc7.Rev1.16.ing-ProgramaTrienal2016-2018.doc>

⁹. On March 22, 2019, the government informed the Secretariat of the CIM (Note 7-5-M/066) of its intention to continue exercising the Presidency of the CIM and accredited a new Principal Delegate of Peru to the CIM, Gloria Edelmira. Montenegro Figueroa.

¹⁰. Disponible en: <http://www.oas.org/es/cim/presidenta.asp>

The Third Regular Session of the Executive Committee of the CIM was held in Washington, DC, on February 20th 2018. On the same day in the morning, the 90th anniversary of the CIM was celebrated with a special session of the OAS Permanent Council, chaired by the Ambassador of Chile and with the participation of outstanding women leaders of the Continent, including Isabel de Saint Malo de Alvarado, Vice President and Minister of Foreign Affairs of Panama; Maria Alejandra Vicuña, Vice President of Ecuador; Ana Helena Chacón Echeverría, Second Vice President of Costa Rica; Néstor Mendez, Assistant Secretary General of the OAS; the President of the CIM; Elizabeth Odio Benito, Judge of the Inter-American Court of Human Rights; Otilia Lux de Coti, Activist for the rights of indigenous communities (Guatemala); and Andrea Irarrázaval Olavarría, General Manager of Clean Energy.

She represented the Commission in a side-event to the Eighth Summit of the Americas, held in Lima, Peru (April 13th 2018). The event, "High Level Roundtable: Strengthening Democratic Governance through Women's Empowerment and Leadership," aimed to highlight the importance of women's participation and leadership in the fight against corruption and incorporated : Luis Almagro, Secretary General of the OAS; Jennifer Loten, Permanent Representative of Canada to the OAS; Isabel de Saint Malo de Alvarado, Vice President and Minister of Foreign Affairs of the Republic of Panama; Jorge Faurie, Minister of Foreign Affairs and Worship of Argentina; Margarette Macaulay, President of the Inter-American Commission on Human Rights of the OAS; Manisha Singh, Assistant Secretary of State of the United States of America; Alicia Bárcena, Executive Secretary, ECLAC; Karina Banfi, President of the Parliamentary Network for Gender Equality of ParlAmericas; and Luiza Carvalho, Regional Director for the Americas and the Caribbean, UN Women. The event also served to announce the launch of the Inter-American Task Force on Women's Empowerment and Leadership.

The Fourth Regular Session of the Executive Committee of the CIM was held on September 17th 2018 in Washington, in which the President presented an update on implementation of the 2017 Work Plan of the CIM: Progress in the implementation of the Inter-American Guidelines for Gender Equality as a Good of Humanity (CIM/CD/doc.10/17 Rev.2), and Progress in developing the strategy to close the gender pay gap. As well as the Inter-American Task Force on Empowerment and Leadership of Women and the FOR ALL Coalition: For the promotion of gender equality and human rights in environmental agreements.

On August 20th 2018, the President inaugurated the "'María Jesús Alvarado" Capacity building course for women candidates" (Special Edition for Peruvian Candidates), a joint initiative of the CIM and the OAS School of Government in coordination with the National Board of Elections (JNE) and the Ministry of Women and Vulnerable Populations of Peru. The course trained 40 candidates, in order to:

- Strengthen the skills of the participants for electoral competition, particularly in the areas of political communication, construction of the political agenda, direction and organization of electoral campaigns, administration of the electoral budget, negotiation and resolution of conflicts, women's rights agenda and gender equality;
- Offer participants advice from women leaders and training sessions with experts in the subjects taught; and
- Commit participants to the promotion of the agenda for women's rights in the Americas and participation in women's political networks.

The Fifth Regular Session of the Executive Committee of the CIM was held in Santiago, Chile on January 22nd 2019 and approved the date and venue for the celebration of the 38th Assembly of Delegates of the Inter-American Commission of Women.

3. Fulfillment of the Mandates Adopted by the OAS General Assembly at its Forty-Eighth Regular Session

The forty-eighth regular session of the OAS General Assembly was held from June 3 to 5, 2018 in Washington, DC. The Assembly adopted resolution AG / RES. 2928 (XLVIII-O / 18) on "Promotion and protection of human rights," which in its fourteenth chapter on "Strengthening the Inter-American Commission of Women for the promotion of gender equity and equality, the human rights of women and girls, and ending discrimination and all forms of violence against them" resolved:

1. To congratulate the Inter-American Commission of Women (CIM) on the progress made over its ninety years of work and to continue to support its efforts to meet its objectives and discharge its functions by dealing with topics of particular concern, especially: (i) the leadership and representation of women in all areas for strengthening democratic governance; (ii) the prevention of child, early, and forced marriages and unions; (iii) the promotion of the empowerment and economic autonomy of women and girls; (iv) outreach to promote gender equality and human rights; and (v) the protection of the right to equal gender treatment.
2. To follow up, through the corresponding committees, on the objectives set out in the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP) and the CIM 2016-2021 Strategic Plan, adopted by the thirty-seventh Assembly of Delegates of the CIM, particularly with respect to gender mainstreaming in all OAS activities and, as a matter of priority, at ministerial meetings, at the OAS General Assembly, and in preparations for and follow-up on the Summits of the Americas.
3. To recognize the creation of the Inter-American Task Force on Women's Empowerment and Leadership and to instruct the CIM to serve as Technical Secretariat of the Task Force; in addition, to encourage member states to promote women's leadership at all levels and in all areas of public, political, and civil life as well as in the private sector, in order to strengthen democratic governance, and to consider supporting the Task Force and its specific initiatives.
4. To take note of the increase in the OAS budgetary allocation for the CIM that was approved at the forty-seventh regular session of the OAS General Assembly in 2017, and to request that the General Secretariat ensure it sufficient human and financial resources to carry out its mandates. Similarly, to encourage member states, permanent observers, and other entities to make voluntary contributions.

The Secretariat of the CIM, in compliance with the mandates emanating from the regular sessions of the OAS General Assembly, prepared the following annual reports, which were presented to the same Assemblies by the President of the CIM:

Report	2018
Annual Report of the Inter-American Commission of Women (CIM)	CIM/doc. 140/19
Report on the Implementation of the Inter-American Program for the Promotion of Women's Human Rights and Gender Equity and Equality (IAP)	CIM/doc. 141/19
Report on the Implementation of the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (MESECVI)	CIM/doc. 142/19

4. Fulfillment of the Agreements Adopted by the CIM Executive Committee 2016-2019

During the period of this report and under the Presidency of Peru, the CIM worked to promote autonomy and equality in the exercise of women's rights. At the same time, it continued with the support for gender mainstreaming policies, as a precondition for sustainable and inclusive human development, and strengthened the OAS's image as an organization that responds to the demands of women in the

Hemisphere.

On February 20, 2018, the 2016-2019 CIM Executive Committee held its Third Regular Session in Washington, DC, during which it adopted five agreements, the fulfillment of which is detailed below:

Agreement	Status
<p>1 Encourage Member States to present, during the negotiation process of the Summit Implementation Review Group (SIRG) prior to the Eighth Summit of the Americas, to be held in Lima, Peru from April 12th to 14th 2018, proposals oriented to:</p> <p>a. Emphasize that political commitments to women's rights and gender equality are only made effective when they are backed by an adequate allocation of financial and human resources within national public budgets; and</p> <p>b. Underline the importance of gender budgets as a concrete instrument to strengthen transparency in public budgets</p>	<p>Fulfilled</p> <p>Although the Lima Commitment "Democratic Governance against Corruption" does not include a mention of gender budgets, it urges governments to "Promote gender equity and equality and the empowerment of women as an objective cross-cutting our anti-corruption policies ... " (par.7)</p>
<p>2 Receive the proposal for the creation of an "Inter-American Task Force on Women's Empowerment and Leadership" and request the Executive Secretariat, if applicable, to report on its progress at future sessions of the Executive Committee of the CIM.</p>	<p>Fulfilled</p> <p>The Task Force was established during the 8th Summit of the Americas (April 2018) and the commitment was ratified during the OAS General Assembly (June 2018).</p>
<p>3 Request that the Executive Secretariat, recalling the Proposal for the Celebration of the 90th Anniversary of the CIM (CIM/CD/doc.11/17 Rev.1), take the necessary steps so that, within the framework of the OAS General Assembly, to be held from June 4th to 5th 2018 in Washington, DC:</p> <p>a. The exhibition #SheAlso is organized with the contributions of the Member States;</p> <p>b. The commemorative document of the 90th anniversary of the CIM is published; and</p> <p>c. A side-event is held on the importance and impacts of the relationship between the CIM and the OAS, in the context of the celebration of the 70th anniversary of the Organization of American States.</p>	<p>In progress</p> <p>The #SheAlso exhibition was also organized in a virtual way, since only contributions from 13 Member States were received and were not of sufficient quality for physical printing. The commemorative document of the 90th anniversary of the CIM was published and launched in a special session of the Permanent Council of the OAS, on September 17, 2018. Because the General Assembly was held in Washington, DC, parallel events were not allowed, but the President of the CIM highlighted the 90th anniversary during her speech.</p>
<p>4 Request that the Executive Secretariat, within the framework of the presentation of the Principal Delegates of Mexico and Peru on the progress made in the "Strategy to close the gender pay gap:"</p> <p>a. Translate the document and circulate it to the Delegates so that they may insert their input;</p> <p>b. Incorporate this input and present a revised version of the</p>	<p>In progress</p>

	Agreement	Status
	document with proposals for public policy recommendations for the consideration of the Fourth Regular Session of the Executive Committee of the CIM 2016-2019; and c. Encourage a dialogue on this issue within the framework of the Equal Pay International Coalition on (EPIC), led by the ILO, UN Women and the OECD.	
5	To thank the Governments of Chile, Costa Rica, Ecuador, Panama and Peru for their support for the celebration of the 90th anniversary of the Inter-American Commission of Women, held in Washington, DC, on February 20, 2018.	Fulfilled

On September 17, 2018, the 2016-2019 CIM Executive Committee held its Fourth Regular Session in Washington, DC, during which it adopted eight agreements, the fulfillment of which is detailed below:

	Agreement	Status
1	Take note of the "Course on Strengthening Skills for Female Candidates" and: a. Request the Executive Secretariat, in collaboration with the Principal Delegates of each country, to continue identifying possibilities to replicate the Course in the context of national, provincial/state and local elections.	Fulfilled Since its first edition in Mexico (April 2018) the course has been organized in Peru, the Dominican Republic and Panama and there are scheduled future editions for Bolivia and Colombia
2	Considering the advances in addressing the issue of Child Marriage and Early Union: a. Collaborate with the Office of the Secretary General of the OAS to complete the questionnaire on progress and challenges at the national level; b. Request the Executive Secretariat to include the results of the questionnaire in the final assessment report and circulate it to the Delegates; and c. Pursuant to the agreement adopted by the Second Regular Session of the CIM Executive Committee, request the Committee of Experts of the Follow-up Mechanism to the Belém do Pará Convention (MESECVI) to prepare, based on the assessment, a draft Model Law or Guidelines for legislative reform, as appropriate.	Fulfilled During the 15th Meeting of Experts of the MESECVI (December 2018), a preliminary Assessment of legislation and public policies on child marriage and early union was presented, as a basis for the work of the Committee
3	Considering the advances in the establishment and work of the Inter-American Task Force on Women's Empowerment and Leadership: a. Request the Executive Secretariat to keep the Delegates duly informed of its progress, in particular as regards specific projects to be developed.	Fulfilled
4	Considering the advances in the implementation of the "Inter-American Guidelines on Gender Equality for the Good of Humanity:" a. Promote the #ABetterWorld campaign at the national level, particularly through social networks; and b. Inform the Executive Secretariat about possible threats or backsliding in terms of women's rights or gender equality, as well as any specific support that may be needed from the OAS.	Fulfilled

Agreement	Status
<p>5 Having considered the proposed OAS Program-Budget for the year 2019, presented by the General Secretariat of the OAS, and which implies a reduction of US\$62,200 in the budget for non-staff expenses of the CIM:</p> <p>a. Send a letter from the Presidency of the CIM to the Secretary General of the OAS requesting his support in maintaining the budget established for the CIM by the 47th Regular Session of the OAS General Assembly, held in Cancun, Mexico in June 2017, during the negotiations of the 53rd Special Session of the OAS General Assembly, to be held on October 30th 2018 in Washington, DC.</p>	<p>Fulfilled</p> <p>La carta de la Presidenta se envió al Secretario General. El recorte final al presupuesto de la CIM para el año 2019 fue de US\$30,000</p>
<p>6 Having seen the presentation of the Vice President and Minister of Foreign Affairs of the Republic of Costa Rica:</p> <p>a. Receive with interest the proposal for the "FOR ALL Coalition: For the promotion of gender equality and human rights in environmental agreements," and consult their countries in order to consider the adhesion of the CIM to the Coalition.</p>	<p>Fulfilled</p>
<p>7 Regarding the date and venue of the Thirty-eighth Assembly of Delegates of the Inter-American Commission of Women (2019):</p> <p>a. Ratify the proposal of the Presidency that the Thirty-eighth Assembly of Delegates of the Inter-American Commission of Women be held on May 7th and 8th 2019;</p> <p>b. In the absence of a concrete offer to sponsor the Assembly in a Member State, it will be held in Washington, DC, in accordance with the Statute of the CIM;</p> <p>c. Request the Executive Secretariat to initiate the corresponding preparations of the Assembly, in accordance with the provisions of the Statute of the CIM.</p>	<p>Fulfilled</p>
<p>8 Given that the 58th Meeting of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean will be held in Santiago, Chile, on January 22nd and 23rd 2019, together with the Preparatory Conference of the 63rd Session of the Commission on the Status of Women (CSW):</p> <p>a. To celebrate the Fifth Regular Session of the Executive Committee of the CIM in Santiago, Chile, on January 21st or 24th 2019, as appropriate.</p>	<p>Fulfilled</p> <p>The Fifth Regular Session of the Executive Committee of the CIM was held on January 22 in Santiago, Chile, where the offer of the Dominican Republic to host the 38th Assembly of Delegates on May 7 and 8 2019 was ratified..</p>

On January 22, 2019, the CIM Executive Committee 2016-2019 held its Fifth Regular Session in Santiago, Chile, during which it adopted three agreements, the fulfillment of which is detailed below:

Agreement	Status
<p>1 Regarding the date and venue of the Thirty-eighth Assembly of Delegates of the Inter-American Commission of Women (2019):</p> <p>a. Hold the Thirty-eighth Assembly of Delegates of the Inter-American Commission of Women on May 7 and 8, 2019, in the City of Santo Domingo, Dominican Republic;</p> <p>b. Request that the Executive Secretariat initiate the corresponding preparations of the Assembly, in accordance with the provisions of</p>	<p>Fulfilled</p>

Agreement		Status
	the Statute of the CIM; c. Thank the Principal Delegate of the Dominican Republic for her offer and make itself available to support the successful organization of the meeting.	
2	Given the current hemispheric context and the need to consolidate the effective implementation of the agreements reached on women's rights and gender equality: a. Develop a strategy to strengthen the Inter-American Commission of Women as a privileged political forum for the implementation of the agenda of women's rights and gender equality; b. Request that the Delegation of Mexico prepare an initial draft of the strategy for the consideration of the Delegates, and its eventual adoption during the Thirty-eighth Assembly of Delegates of the Inter-American Commission of Women.	In progress
3	Express its concern over the continued vacancy in the post of the Director of the Division for Gender Affairs (DGA) of the Economic Commission for Latin America and the Caribbean (ECLAC) and urge the pertinent authorities to appoint a person to fill the vacancy on a permanent basis in order to ensure the strengthening of the DGA	Fulfilled

5. Activities of the Secretariat of the CIM: Implementation of the CIM Triennial Program of Work 2016-2019

5.1. Institutionalization of the human rights and gender equality approach in the work of the OAS

On March 7th 2016, the OAS General Secretariat adopted The General Secretariat's Institutional Policy on Gender Equality, Diversity, and Human Rights (Executive Order No. 16-03).¹¹ This policy seeks to advance equality and equity in the exercise of rights, equal opportunities, and equal treatment for men and women in all GS/OAS work by strengthening its management, culture, and institutional capacity. The GS/OAS, under the coordination of the CIM Secretariat, is currently preparing a plan of action for implementing this policy. In the course of 2016, the GS / OAS, under the coordination of the CIM Secretariat, carried out a Participatory Gender Assessment of the General Secretariat of the OAS, and the results thereof will form the basis of an Action Plan for the implementation of the Policy, a document that was approved in October 2017 and that is currently in execution.¹²

During the period under review, the main achievements in the execution of the Action Plan have been:

- The continuation of Working Groups that oversee the execution of each of the five strategic lines of action of the Action Plan, namely: i) Strengthen the institutionalization and mainstreaming of the Institutional Policy on Gender Equality, Diversity and Human Rights of the General Secretariat of the OAS; ii) Strengthen the competencies of GS/OAS staff in terms of gender, diversity and rights to consolidate the integration of a gender perspective in daily work; iii) Mainstream a gender equality, diversity and rights approach to programs and projects of the GS/OAS; iv) The OAS projects an image that is committed to equal opportunities and rights for more people; and v) Integrate an inclusive and equal opportunities approach in the human resources policy and in the organizational

11. Available at: <http://www.oas.org/en/cim/docs/GPAP-EN.pdf>

12. Available at: <http://www.oas.org/en/cim/docs/GPAP-EN.pdf>

culture of the GS/OAS.

- The organization of a series of workshops within the General Secretariat of the OAS on workplace harassment with an emphasis on sexual harassment, which sought to provide all OAS staff with practical tools to identify and stop harassment, be it as victims or as witnesses. The workshops began in November 2017 and concluded in December 2018 with the participation of all the Organization's staff (officers, consultants and interns). The last workshop held in December 2018 was a training of "Strategic Advisors" on the issue of workplace harassment, including sexual harassment, which functions as a peer support network for OAS staff members who are faced with situations of harassment. Having the necessary human and financial resources, the intention is to continue providing the workshop on an ongoing basis every year to include the group of OAS trainees as well as new personnel.
- The preparation of a Massive Open Online Course (MOOC) in collaboration with the Educational Portal of the Americas addressed to all OAS personnel on the Institutional Policy and its implications, including a module on the Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment (Executive Order No. 15-02)¹³ of the OAS. The course was completed at the beginning of 2019 and is currently open to OAS staff, accompanied by an instruction from the Secretary General of the Organization highlighting its mandatory nature.

In addition to these efforts, the CIM maintains a permanent offer of online training to OAS staff, officials of the Member States and other interested persons. During this period, the CIM carried out:

- Two editions of the "Virtual Course on Rights and Gender Equality in Policies, Programs and Projects."¹⁴
 - Two editions of the "Virtual Course on Strategic Planning with Gender Focus."¹⁵
 - One edition of the Diploma on Communication, Gender and Human Rights, in collaboration with the Civil Association Communication for Equality (Argentina).¹⁶
 - One edition, in collaboration with the Latin American Council of Social Sciences (CLACSO) of the Specialization and International Course: Public Policies and Gender Justice, the third edition of which began in March 2019 and will continue through February 2020.¹⁷
 - The second edition of the Specialization in Gender Violence, Participation and Public Policies, in collaboration with the Civil Association Communication for Equality (Argentina). The second edition of this course started in April 2019.¹⁸
 - The second edition of the Specialization in Integral Education of Sexuality: Challenges for its implementation in Latin America and the Caribbean, in collaboration with the Civil Association Communication for Equality (Argentina). The second edition of this course will start in May 2019.¹⁹
- With the support of the OAS' Department of Press and Communication, and the contributions of the Department of Social Inclusion, the CIM has led the development of a Guide for Inclusive Communication of the OAS, which seeks to guide communication both externally and internally with a view to institutionalizing the use of language, images and other forms of inclusive and non-sexist

13. Available at: <http://www.oas.org/legal/english/gensec/EXOR1502.htm>

14. For more information, see: <http://portal.portaleducoas.org/es/cursos/enfoque-derechos-igualdad-g-nero-en-pol-ticas-programas-proyectos> (only available in Spanish)

15. For more information, see: <http://portal.portaleducoas.org/es/cursos/planificaci-n-estrat-gica-enfoque-g-nero> (only available in Spanish)

16. For more information, see: <http://www.comunicarigualdad.com.ar/diploma-de-comunicacion-y-genero/> (only available in Spanish)

17. For more information, see: https://www.clacso.org.ar/red_de_posgrados/PoliticasyJusticiadeGenero.php?s=4&idioma=esp (only available in Spanish)

18. For more information, see: <http://comunicarigualdad.com.ar/especializacion-en-violencia-de-genero-participacion-y-politicasypublicas/> (only available in Spanish)

19. For more information, see: <http://comunicarigualdad.com.ar/especializacion-en-violencia-de-genero-participacion-y-politicasypublicas/> (only available in Spanish)

communication. Once the guide is finalized, training sessions will be provided to all communications staff of the GS/OAS in its use.

- Within the GS / OAS, executive and directive orders have been issued, with the aim of strengthening the OAS's institutional framework in terms of gender equality, respect for human rights and diversity. Some of the issues that have been regulated are:
 - o Executive Order 18-01 "Gender Equity and Equality in the General Secretariat," with three main themes: 1) highlight gender equity and equality in all stages of the selection process, 2) adopt necessary measures in order to achieve a work environment that promotes and respects gender equity and equality, and that the decisions of the heads of each area take into account the criterion of gender equity and equality, and 3) instruct the dependencies so that the committees / groups of works are shaped taking into account the criterion of equity and gender equality;
 - o Directive 02-18 "Progressiveness and Non-regression of the Right to Equality and Non-Discrimination"²⁰ that reaffirms the work of the OAS of "more rights for more people" and the progress made in human rights and in the agenda for equality;
 - o Directive 01/19 " Conduct Guidelines for Activities Organized by the General Secretariat of the Organization of American States (GS / OAS): Supporting a workplace free of harassment."²¹ This directive implements a code of conduct for meetings and activities of the OAS that promotes a respectful and non-harassment environment.

Part of the work of the CIM to advance the institutionalization of the rights and gender equality approach in the work of the OAS, includes ongoing work on: i) coordinating the implementation of the Institutional Policy on Gender Equality, Diversity and Rights Human; ii) collaboration with the Department of Planning and Evaluation (DPE), through technical assistance and recommendations, to ensure that gender and women's rights are integrated into the cycle of projects and programs; and iii) provision of timely technical and theoretical assistance and advice to other OAS secretariats and departments, including inter-American commissions and their secretariats, to advance women's rights and gender equality in the formulation and implementation of policies, projects and initiatives.

One of the major challenges faced by public institutions in addressing the issue of gender gaps and inequalities is achieving effective gender mainstreaming in all areas of an organization. More needs to be done to mainstream gender into policies, strategies, programs, administrative and economic activities and into organizational culture. These issues need to be effectively addressed in order to foster real change in gender inequalities.

In 2013, the Inter-American Commission of Women (CIM) and the Inter-American Social Protection Network (IASPN) of the OAS developed a methodology for carrying out Participatory Gender Assessments (PGAs). On the basis of an evaluation of the documents, manuals and written policies of an institution and using qualitative and participatory methodologies, the PGA seeks to inform on the extent to which a gender perspective is present in organizational policies and processes at all levels and stages, by the actors normally involved in the adoption and implementation of these policies. The final outcome of the PGA process is an Action Plan that defines in detail how gender mainstreaming will be carried out over a set period of time.

Following up on this work, in 2014 the CIM developed a project that facilitates the methodological transfer of the PGA to the National Women's Mechanisms of the region, for replication in other sectors and public institutions. The purpose is to provide the National Mechanisms with a training program on

20. Available at: <http://www.oas.org/legal/spanish/Directivas/SG062218.pdf>

21. Available at: <http://www.oas.org/legal/spanish/Directivas/SG031119.htm>

participatory gender assessments to strengthen their capacities to advance such assessments through the methodological transfer of the PGA to these mechanisms. With this project, MNMs, which allow them to acquire the capacities to carry out such interventions in public institutions in their countries, in order to strengthen their capacities to achieve an effective mainstreaming of the gender and rights approach in their policies, strategies, programs and institutional culture.

Since then, the project has received funds from the Government of Liechtenstein (2015, 2016, 2017 and 2018) to implement the methodological transfer in Paraguay (2015), Costa Rica (2017, at the municipal level) and the Dominican Republic (2018, at the inter-institutional level) in collaboration with the Principal Delegates and the National Mechanisms of those countries.

5.2. Women's substantive political rights for democracy and governability

Building a regional agenda on political parity from a comprehensive perspective

The CIM has strengthened its role as a hemispheric political forum for the promotion of the full citizenship and political rights of women in the Americas, through the organization of a series of Hemispheric Forums on Women's Rights and Citizenship in Democratic Systems (April 2011, July 2012, September 2013, December 2014, February 2015, October 2016) with the support of multiple partners. These events aim to identify the political and institutional reforms necessary to guarantee the full exercise of women's political rights and eliminate violence and harassment against them in the political sphere. An important part of this work has been the promotion of parity between women and men in political and public life, where attention has focused on the analysis of the exercise of women's political rights in the hemisphere. Given the persistent political exclusion of women and the slow pace of change, in recent years States have recognized the urgency to move forward and are beginning to rethink democracy from the perspective of parity, as a general democratic principle and as a strategy aimed at solving the current inadequacies of representative democracies. The data supports this path: to date the Latin American countries that have adopted parity (Argentina, Bolivia, Costa Rica, Ecuador, Mexico and Nicaragua) are among the first countries in the world with the highest number of women parliamentarians. Based on the path initiated by Latin American countries and having noted the high impact of parity in the election of more women, the work of the CIM has focused on promoting and supporting the implementation of a comprehensive vision of parity, not only in numerical terms but in the identification of and response to concrete obstacles to the full and equal participation of women in public life.

Women's leadership and incidence in public life

In the framework of the 47th Regular Session of the OAS General Assembly, the High-Level Panel on "Opportunities and Challenges for Women's Leadership in the Americas" was organized with a view to identifying the challenges for the exercise of women's leadership and their full and equal participation in decision-making in the Continent, within the framework of the actions of the States to implement the Sustainable Development Goals. The panel,²² moderated by the Foreign Ministers of Mexico (Luis Videgaray Case) and Panama (Isabel de Saint Malo), brought together: Lorena Cruz Sánchez, President of the National Institute of Women of Mexico; Luis Almagro, Secretary General of the OAS; Jorge Faurie, Minister of Foreign Affairs and Worship of Argentina; Heraldo Benjamín Muñoz Valenzuela, Minister of Foreign Affairs of Chile; María Fernanda Espinosa, Minister of Foreign Affairs and Human Mobility of Ecuador; Kamina Johnson-Smith, Minister of Foreign Affairs and Foreign Trade of Jamaica; and Mrs. Laura Albornoz, Director of the National Copper Corporation of Chile (CODELCO). The President of

22. The full video of the panel is available at: <http://www.oas.org/es/47ag/videos.asp>

the CIM participated as a commentator,²³ together with several national delegations and a representative of the European Union.

This high-level panel is contextualized within an initiative promoted and supported by the Government of Canada, which seeks to establish an Inter-American Task Force on Women's Empowerment and Leadership. The different inter-American institutions that address the empowerment and leadership of women from different perspectives are ideally positioned to work together to help member states achieve the multiple commitments they have adopted through the Summits of the Americas, the 2030 Agenda for Sustainable Development, in particular SDG 5 "Achieving gender equality and empowering all women and girls" and its Goal 5.5 "Ensure full and effective participation of women and equal opportunities for leadership at all levels of decision-making in political, economic and public life", and more recently the Montevideo Strategy for the Implementation of the Regional Gender Agenda.²⁴ The region itself has made great strides and multiple existing good practices can support and strengthen these joint efforts to address the different barriers faced by women in the region, while underlining the fact that these barriers are interconnected. A step from isolated initiatives towards greater collaboration on a set of agreed objectives, within the framework of the Regional Agenda for Gender Equality, would increase the impact and sustainability of the work of these inter-American institutions.

To facilitate the necessary institutional cooperation to more effectively advance the empowerment and leadership of women in the Americas, the creation of the Task Force was announced in the framework of the Eighth Summit of the Americas (Peru, April 13th and 14th 2018), with the objective of contributing to SDG 5 by reinforcing the commitment and progress in the empowerment and leadership of women.

The Task Force is composed of the Economic Commission for Latin America and the Caribbean (ECLAC), the Inter-American Development Bank (IDB), the OAS - Inter-American Commission of Women (CIM) and the Inter-American Commission on Human Rights (IACHR), the Pan American Health Organization (PAHO), ParlAmericas, the United Nations Development Program (UNDP) and UN Women. In addition, two civil society organizations act as permanent members of the Task Force: the Caribbean Institute for Women in Leadership (CIWiL) and the Latin American and Caribbean Committee for the Defense of Women's Rights (CLADEM).

The CIM serves as the Task Force Secretariat,²⁵ with responsibility for its general operation and daily operations. In addition to periodic reports to the Delegates of the CIM, the Task Force reports in the framework of the follow-up process to the Summit, informs the Joint Summit Working Group (JSWG)²⁶ and uses the Follow-up and Implementation System of Summits of the Americas (SISCA)²⁷ as a basis for reporting. In August 2018, the Government of Canada granted a financial contribution to cover the basic operation of the Task Force, including the position of a Coordinator for the period 2018-2021.

According to the 2018-2021 Work Plan adopted by the Task Force, its mission is to increase the impact

23. The full text of the intervention of the President of the CIM is available at: <http://www.oas.org/en/cim/president.asp>

24. ECLAC. *Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030*, https://repositorio.cepal.org/bitstream/handle/11362/41013/1/S1700033_en.pdf

- Measure 3a "Support women's leadership in social and political organizations, promoting parity-based participation in democracy, institution building and the advocacy capacities of civil society organizations, women's and feminist movements, and, in particular, leadership among adolescents, young women, indigenous women, Afrodescendent women, rural women, migrant women, women living with HIV/AIDS, women with disabilities, and lesbian, gay, bisexual, trans and intersex (LGBTI) persons, respecting their organizational expression."
- Measure 4d "Design specific training processes to build the leadership capacities of women of all ages in order to achieve parity-based participation in decision-making roles and, in particular, in senior management, executive and technical position"

25. See the *Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality* (IAP, 2000) and the Declaration of the Inter-American Year of Women (2010), which give CIM the mandate to work on the issue of women's leadership and collaborate with other inter-American institutions in this work.

26. Joint Summit Working Group (JSWG): <http://www.summit-americas.org/jswg.html>

27. Summit Implementation Follow-Up System (SISCA): <http://www.oas.org/summit/sisca/countries.aspx?lang=En>

and sustainability of efforts to contribute to strengthening the leadership of women in the public and private sectors and to advance a policy agenda on gender equality and women's rights in the Americas and the Caribbean, and has the following specific objectives:

- Improve the coordination and coherence of actions among international, intergovernmental and inter-American institutions and other interested parties to position the Americas as a leader in achieving SDG 5.5 within the framework of the Summit of the Americas process.
- Promote better understanding, develop evidence and share knowledge about how women's leadership contributes and impacts the SDG agenda and inclusive societies.
- Develop a repository of replicable good practices and innovative approaches that can be implemented on a large scale to promote and sustain women's leadership.
- Amplify existing initiatives led by Task Force members and find opportunities to make them more accessible to historically excluded groups.
- Create opportunities for women leaders to acquire knowledge, build trust and establish networks to support their continuous personal and professional growth.

To achieve these objectives, the Task Force agreed on the following strategic lines of work:

- i) **Sharing knowledge:**
 - o Generating, disseminating and using knowledge about the leadership of women in different sectors to facilitate the identification of gaps and optimal strategies to address them.
 - o Informing about our collective learning about the state of women's leadership in the region
- ii) **Coordinating our activities:**
 - o Implementing joint initiatives (projects, events) and contributing to the efforts of others to respond to gaps identified in support for women's leadership.
 - o Expanding and disseminating the results of our individual and collective work
- i) **Strategically influencing:**
 - o Advocating for a greater positioning of the issue of women's leadership, both in the agendas of international and regional meetings, as well as at the individual level of key leaders.
 - o Creating alliances and partnerships in a wide range of actors to generate awareness and sustained change.

Throughout the process of its establishment, as well as in the subsequent work (April 2018 to date), the CIM and the other members of the Task Force have maintained a close consultation and coordination relationship with the Member States to ensure the pertinence and the ownership of its different initiatives. Several meetings have been held, both formal and informal, with the States to update them on the progress of the Task Force and to seek feedback on the proposed initiatives. One of the main objectives of the Task Force is to ensure the incorporation of the leadership theme into the political and programmatic commitments of its member institutions and also of the States, thus leaving a strong framework for leadership work at least until the end of the year 2021 and ideally beyond.

In collaboration with the Department for Effective Public Management (DEPM), through the School of Governance of the OAS and with the support of the Mexican Agency for International Development Cooperation (AMEXCID), the CIM developed the "'Elvia Carrillo" Inter-American Program on Public Leadership for Women Candidates,"²⁸ with a view to strengthening the capacities of women who have decided to run as candidates for elected office and with emphasis on: i) skills for political practice such as

28. Elvia Carrillo was a Mexican feminist and suffrage leader, born in Motul de Carrillo Puerto, Yucatan, in 1881. She dedicated her life to achieving women's suffrage and fighting for birth control, sexual freedom and divorce, among other rights. She was elected to the Yucatan Congress in 1923, being the first Mexican woman to assume that position of popular representation, when women in Mexico still lacked the right to vote. More information at: https://es.wikipedia.org/wiki/Elvia_Carrillo_Puerto (available only in Spanish)

effective communication, negotiation and resolution of conflicts, preparation of electoral campaigns, fundraising for electoral financing, and construction of the political agenda; as well as ii) committing the participants to the promotion of the agenda for women's rights in the Americas and participation in women's political networks. The Program has a total duration of three weeks, divided between a two-week virtual course and a one-week face-to-face training. The virtual component of the first edition of the course began on March 31st 2018, with the face-to-face week in Mexico City from April 10th to 13th 2018.

Following this initial edition, the CIM received several requests to replicate the course in other countries, as a result of which:

- A reduced and exclusively face-to-face version of the course was offered in Chiapas, Mexico, for more than 200 candidates in May 2018, in collaboration with the National Electoral Institute (INE).
- The "'María Jesús Alvarado' Skills Strengthening Course for Women Candidates" was organized in Peru, in collaboration with the National Elections Board, with the virtual stage from August 6th to 17th and the face-to-face stage in Lima from August 20th to 22nd.
- The "'Hermanas Mirabal' Skills Strengthening Course for Women Candidates" in the Dominican Republic was organized in collaboration with the Central Electoral Board of that country, with the virtual stage from November 9th to 23rd and the face-to-face stage in Santo Domingo November 26th to 30th 2018
- The "'Thelma King' Skills Strengthening Course for Women Candidates" was organized in Panama in collaboration with the Electoral Tribunal of that country, with the virtual stage from February 1st to 15th 2019 and the face-to-face stage in the City of Panama from February 18th to 22nd 2019.²⁹
- A new reduced and exclusively face-to-face version of the Course was organized in Aguascalientes, Mexico, in March 2019, in collaboration with the National Electoral Institute of Mexico.
- Currently, editions of the course are being organized in Bolivia and Colombia

Within this framework, the organization of a meeting of experts to examine the extent to which the training of women politicians is contributing to strengthen women's leadership in electoral contexts is also in progress, by generating a space for the exchange of knowledge and good practices to identify mechanisms to monitor the effects of training on the political careers of the participants.

Developing tools to address political violence against women, with emphasis on the promotion of legislation

Political rights are fundamental rights and promoting their exercise requires the highest standard of State action, as well as other fundamental agents for democracy, such as political parties. In general, political parties are private organizations for public purposes, and in practically all countries they receive State funding, which is why they must be subject to laws and public scrutiny. However, these organizations still operate with large deficits, the lack of internal democracy is one of the main challenges. In relation to equality, studies indicate that although women's participation in political parties has increased, women continue to be poorly represented in leadership positions and there are still multiple gender-related barriers that limit their trajectories in these spaces. In addition, since the problem of violence against women in politics was incorporated into the work of national and international organizations, the research carried out and the testimonies of women have shown that this violence occurs largely within the political parties.

In this context, during 2018 the CIM developed the "Model Protocol for Political Parties: Prevent, Address and Punish Violence against Women in Political Life,"³⁰ which seeks to support the efforts of political parties to establish new norms and adopt measures to prevent, with a view to eradicating this

29. See: <http://www.oas.org/es/sap/dgpe/escuelagob/imgs/20181112-convo%20panama.pdf> for more information

30. Available at: <http://www.oas.org/es/CIM/docs/ViolenciaPolitica-ProtocoloPartidos-ES.pdf> (only in Spanish)

violence, as well as developing clear procedures aimed at punishing those responsible and repairing the victims, in order to eliminate impunity and ensure security in party life.

In February 2019, the CIM was invited to participate in the Think Tank "Building a strategic roadmap to prevent, punish and eradicate gender-based violence in the political sphere in Latin America," organized by UNDP, UN Women and International IDEA within the framework of the Athena Project on women's political participation. The meeting aimed to identify the progress and the pending challenges for an adequate conceptualization, monitoring and measurement of the problem of gender violence in the field of politics in order to find effective measures to prevent, punish and eradicate this form of violence and facilitate the preparation of a roadmap for the construction, approval and implementation of legal and non-legal tools that comprehensively address the problem in the countries of the region. The CIM presented the results of its work on political violence in two panels: 1) Conceptual challenges of the phenomenon of gender violence in the political sphere: what have we advanced and what are the critical knots?; and 2) Legal and non-legal tools, strengths and weaknesses.

Strengthening the regional legislative agenda on women's rights

In July 2012, October 2013, September 2015 and October 2016, the CIM organized Consultations with Parliamentarians of the Americas, in collaboration with the Network of Women Parliamentarians of the Americas of the Parliamentary Confederation of the Americas (COPA). These consultations brought together Presidents of the Commissions of gender equality of legislative bodies and parliamentarians from the Americas, in order to identify the main problems, priorities and strategies to introduce the rights of women and gender equality into the legislative agenda in the context of international and Inter-American commitments made by the States.

On February 27th 2018, the Fifth Consultation was held in Panama City, around two issues that followed up on the previous Consultations: i) Balance of achievements and challenges for the advancement of the legislative agenda on gender in the hemisphere; and ii) Violence against women, with particular emphasis on the manifestations seen in political life.

On March 4th 2019, the CIM was invited by the Chamber of Deputies of Mexico to the "Open Parliament: Political Gender Violence" organized by the Chair of the Gender Equality Commission of the Chamber, with the objective of collecting and systematizing the diverse experiences and knowledge on police violence against women from different perspectives such as electoral authorities, autonomous bodies, legislative power, civil and academic associations as well as the general public in order to create a legislative route for this purpose. The CIM contributed a presentation on the Model Inter-American Law to prevent, punish and eradicate violence against women in political life

In the framework of the commemoration of the International Women's Day of 2019, the CIM collaborated with the National Electoral Institute of Mexico, the Legal Research Institute of UNAM and UN Women, to organize the "XX" meeting with the objective of analyzing the obstacles faced by the implementation of the principle of gender parity in the nomination and exercise of elected office, reviewing concrete experiences in Mexico and other Latin American countries

5.3. Women's economic rights for integral development

Over the last three years, the CIM has broadened its collaboration with the Executive Secretariat for Integral Development (SEDI), including the inter-American committees and ministerial meetings of various sectors, their technical secretariats and cooperation networks that fall under SEDI. In this regard, the technical advice and assistance provided by the CIM is reflected in terms of its incidence in the formulation and implementation of policies, programs, and projects.

In addition to the economic area, which has focused primarily on the issue of labor, the CIM has worked with other sector areas including social development, disaster management, competitiveness, ICTs, and ports, as well as with the Educational Portal of the Americas and the OAS Scholarships Program.

In the area of labor, the Department of Human Development, Education, and Employment (DDHEE) is in constant coordination with the CIM to follow up on the “Strategic guidelines of the XV IACML for advancing gender equality and non-discrimination within a decent work framework” (2007), the conclusions of the First Inter-Ministerial Meeting between Ministers of Labor and Ministers of Women or senior authorities in this sector in the Hemisphere regarding Gender Equality in Decent Work (2011), and the results of the CIM project “Advancing Gender Equality in the Context of Decent Work” (2009-2011).³¹ The CIM-IACML collaboration is reflected in the consolidation of a gender and women’s rights perspective on the technical and political agenda of this Conference. The CIM-IACML collaboration is reflected in the consolidation of the gender and women's rights perspective in the technical and political agenda of that Conference. During the period of this report, with the support of the CIM, the IACML approved during the XX Inter-American Conference of Ministers of Labor (IACML) (held in December 2017) a mandate to update the study on "Institutionalization of the perspective of gender in the Ministries of Labor of the Americas "with the purpose of knowing the progress that the Ministries of Labor have had in this area, identify challenges and provide a solid basis to plan new strategies to support their efforts in the most effective manner. The CIM has also worked very closely with DDHEE through the Educational Portal of the Americas in the preparation and delivery of OAS online courses and management of the OAS’ Gender Community of Practice. Additionally, as a result of the open competitions in which it participates with the OAS Scholarships Program, the CIM receives scholarships that it can offer in the region for online training.

With the then-Department for Economic and Social Development (DDES), currently the Department for Social Inclusion, the CIM is supporting the implementation of Participatory Gender Audits (PGAs) in various Social Ministries in collaboration with the National Machineries for the Advancement of Women, in the framework of the Inter-American Social Protection Network (IASPN), and with the support of the Government of the United States of America. To date, PGAs have been carried out with the Social Ministries of Guatemala (March-April 2014), Uruguay (July-August 2014), and Paraguay (September 2014). This technical assistance includes training on the PGA methodology from a team of facilitators that includes personnel from the Social Ministry and the National Machinery, followed by the PGA itself over a two-week period under the guidance of experts and with the participation of the team that has been trained. The PGA concludes with an Action Plan for mainstreaming a gender perspective in the Social Ministry. During the period of this report, the Ministers of Social Development, meeting in March 2019, approved the conduct of participatory gender assessments within the Ministries of social development, in collaboration with the CIM.

5.4. Citizen security from a gender perspective

In early 2015, the CIM began to work with the Washington Office on Latin America (WOLA), the International Drug Policy Consortium (IDPC), and DeJusticia on the project “Women, Drug Policies, and Incarceration in the Americas,” to assist with development of more humane and effective policies to address drugs and incarceration from a gender and human rights perspective. This project has generated the following concrete results:

- Establishment of a Regional Working Group³² to analyze and share best practices on the situation

31. Available at: <http://www.oas.org/en/cim/labour.asp>

32. For more information, see:

https://www.wola.org/sites/default/files/Drug%20Policy/Women%20project/Bios%20Women_Incarc_%2010oct15.pdf

- of women incarcerated for drug-related crimes;
- Development and publication of “*Women, Drug Policies, and Incarceration: A Guide for Policy Reform in Latin America and the Caribbean*”³³
- Launch of this Guide during a panel discussion held in Washington, D.C. on February 2nd 2016; and
- Preparation of four photo essays³⁴ that show the cost and human face of punitive drug policies and their gender manifestations.

During 2017, the dissemination of these materials continued and the CIM participated in a series of international events on this issue, which is gaining increasing visibility and relevance in several countries of the region.

The current situation points to the urgent need to comprehensively examine the issue of incarceration of women from a gender perspective and, as a result of its existing work, the CIM has received numerous requests to work in more detail on the situation of women and incarceration in more comprehensive terms, including in particular specific issues such as violence against women deprived of their liberty and associated with imprisonment, the impact on the family of the imprisonment of women and the responsibility of women for caring for family members or other persons deprived of their liberty.

Efforts continue to identify specific funds to carry out this work, however in April 2019 a meeting of experts was organized to discuss the key topics that a hemispheric report on this issue would have to include, and multiple alliances were identified that can contribute to the preparation and validation of the report, as well as in the implementation of its recommendations.

6. Strengthening and visibility of the CIM

Commemoration of the 90th anniversary of the CIM

In 2018, the Inter-American Commission of Women (CIM) of the Organization of American States (OAS) will celebrate 90 years of struggle for the recognition and protection of women's human rights, in compliance with the mandates granted by its Assembly of Delegates, the General Assembly of the OAS, the Summits of the Americas and other hemispheric intergovernmental forums. Since its creation in 1928 during the Sixth International Conference of American States that took place in Havana, Cuba, the CIM has played a leading role in the struggle for women's equality in the region and has become the hemispheric forum par excellence for reflection and debate on public policies to promote women's rights and gender equality.

Throughout these years, the work of the CIM has taken shape in three fundamental areas:

- Promotion of the adoption of inter-American agreements for the recognition and promotion of women's rights;
- Provision of technical support to OAS Member States for these agreements to be translated into public policies and programs for women's rights and gender equality; and
- Institutionalization of a gender equality and human rights approach in the work of the OAS.

The 90 years of the CIM provide an opportunity to take stock of achievements and to identify remaining challenges for the full enjoyment of women's rights and to refine the priorities that the CIM has established as the basis of its work for the next years. In this context, and with a view to reaffirming and

33. Available at: <http://www.oas.org/en/cim/docs/WomenDrugsIncarceration-EN.pdf>

34. Available at: <https://www.wola.org/es/analisis/mujeres-encarceladas-fotos-muestran-el-costo-humano-de-las-politicas-de-drogas-en-las-americas/>

strengthening the commitment of States to women's human rights and gender equality, the Second Regular Session of the Executive Committee of the CIM adopted the " Proposal for the Celebration of the 90th Anniversary of the Inter-American Commission of Women" (CIM/CD/doc.11/17 Rev.1), which includes the following specific activities:

- Development of a review document on the persistent challenges to the achievement of gender equality and the full exercise of the rights of the women in the Americas. In this sense, in November 2017 the Delegates were sent a request for articles and guidelines for their preparation. As of the date of this report (March 19th 2018), articles have been received from ten member states.
- Organization of a public event for the 90th anniversary. The event was held on Tuesday, February 20th 2018 as a special session of the Permanent Council of the OAS,³⁵ under the Presidency of the Permanent Representative of Chile to the OAS and with the participation of: Isabel de Saint Malo de Alvarado, Vice President and Minister of Foreign Affairs of Panama; Maria Alejandra Vicuña, Vice President of Ecuador; Ana Helena Chacón Echeverría, Second Vice President of Costa Rica; Néstor Mendez, Assistant Secretary General of the OAS; the President of the CIM; Elizabeth Odio Benito, Judge of the Inter-American Court of Human Rights; Otilia Lux de Coti, Activist for the rights of indigenous communities (Guatemala); and Andrea Irrarázaval Olavarría, General Manager, Clean Energy. The event focused on the concrete actions needed to close the persistent gap between women's rights on paper and in practice, which is one of the biggest obstacles to sustainable development, effective democratic governance and human security. Subsequently, the Third Regular Session of the Executive Committee of the CIM was held.
- Organization of a dissemination campaign prepared by the Secretariat of the CIM and replicated by the Delegates. For this, with the support of the Delegation of Mexico, a logo was designed for the 90th anniversary and a social network campaign (Facebook, Twitter) was launched with specific messages about the achievements of the CIM since its creation.

Promotion and dissemination activities

In accordance with the new dynamics of communication, the CIM has devoted its efforts in 2017 to strengthening, via new technologies, its links with civil society, multilateral organizations, foundations, and government institutions, including the justice sector and parliaments, as well as with the media, youth, and citizens of the region, and to bringing greater visibility to the regional agenda for gender issues in order to advance its goals in the areas of democracy, human rights, security, and development. As stated in the *Strategy for strengthening coordination between the CIM and civil society* (CIM/CD/doc.6/13 rev.3), the CIM continues to encourage women's and human rights organizations from the region to register with the OAS Civil Society Registry.³⁶

These efforts were carried out through different tools that have allowed for the promotion of the work of the CIM and enhancement of its relevance in the promotion and protection of women's rights. The Red CIM (CIM Network), which is an electronic database used for mass emailing, was expanded. To date, the Network includes over 5,000 participants, including CIM Delegates, National Authorities and Experts of the MESECVI, the permanent missions and offices of the OAS in the member states, civil society organizations dedicated to the promotion of women's rights, the OAS Gender Community of Practice, academic and research centers, the media, and youth networks, among others. In 2018, over 2,000

35. The video of the full event is available at:

<https://www.youtube.com/watch?v=qWC5qGbSCYg&list=PLkh9EPEuEx2tZ4zuqBaAJkJay1cDYIzk5&index=11>

36. The full list of civil society organizations registered with the OAS is available at: http://www.oas.org/en/ser/dia/civil_society/registry.shtml.

messages were sent via the network to report on the activities of the CIM, present its publications, news, and press releases, and to circulate questionnaires and request information.

The CIM's Twitter feed (@CIMOEA / @CIMOAS / @MESECVI) includes almost more than 6,000 followers and its Facebook page has received more than 15,000 "likes" and "follows" – in both cases an increase of more than 50% since 2017. It is important to note that these pages are highly visible, that the content is available to anyone, without their having to be accepted as "friends" of the CIM, and that they are highly ranked in Internet searches. These social media have been used to promote CIM events, as a result of which both in-person attendance at such events and followers of the live transmissions have increased markedly.

In 2017, the Caribbean Specialist at the Inter-American Commission of Women started a two-year research project to document the history of the Caribbean Member States within the Commission. This special project is entitled: *An Unlikely Symbiosis: The Contribution of the CARICOM Member States to Inter-American Commission of Women: 1967-2008*. It aims, through a publication, to give due visibility to the immense and varied contributions that the Caribbean sub-region has collectively made to the Commission. Although the Anglophone Caribbean States joined the CIM 46 years after its existence, the small sub-region has brought wide-ranging diversity to the Commission; helping to broaden and develop the Commission's areas of work and strengthen its inclusivity. Within the time under review, 1967-2008, the Commission has also contributed significantly to the Caribbean sub-region in providing substantial technical and financial assistance to various local, national and sub-regional projects in the CARICOM member states. Beginning in 1976, The Commission can be credited with pioneering many of the sub-region's activities in skills training, capacity-building; institutional strengthening; and income generation projects for women.

7. Financial situation and budget execution through December 31st 2018

As mentioned above, the financial and human resources scenario of the OAS over the next few years is not very encouraging, and any cut in the regular budget of the CIM will necessarily have an impact on the Commission's ability to fulfill its mandates. The Commission would give priority to the essential activities that are contemplated in the legal instruments of the CIM, such as the holding of the regular sessions of the Executive Committee, the preparation of the annual reports of the CIM, the MESECVI and the implementation of the Inter-American Program on the Promotion of the Human Rights of Women and Gender Equity and Equality and the provision of technical assistance within the OAS to ensure the incorporation of the gender perspective in the Organization's projects.

The CIM does not contemplate a cut in personnel, so that the entire proposed cut of 5.5% by 2020 will come from the "non-personnel" funds of the CIM, which implies a reduction of almost 40% in the funds available for the execution of this Triennial Work Program 2019-2022. In this context, the Program has been prepared from a perspective of austerity and its full implementation will be possible only with a significant amount of specific funds, or a significant change in the financial situation of the OAS and the CIM that will result in a greater amount of regular funds.

The staff of the CIM Secretariat includes, at this time, an Executive Secretary, seven staff at the professional level and one administrative-level staff member. Additionally, the Secretariat has a fluctuating number of consultants, depending on the regular and specific funds available for the execution of programs and projects, as well as interns, provided by the OAS Internship Program.

Execution of the Regular Budget of the CIM 2018

Object of expenditure	2018
	Budget Execution
CIM personnel	\$1,039,081
Interagency assistance	82,985
Documents	23,289
Equipment and supplies	8,465
Contracts and conference services	393,192
Other expenses	21,222
Total	
Total (Personnel)	1,039,081
Total (Non-personnel)	529,153

Table 1: Evolution of the budgetary situation of the Executive Secretariat of the CIM

	2012	2013	2014	2015	2016	2017	2018	2019	2020 (proyectado)
OAS Regular Budget	\$85,350,800	\$83,870,500	\$82,978,100	\$84,324,100	\$84,300,000	\$73,500,100	\$81,575,000	\$82,700,000	\$82,700,000
CIM Regular Budget	\$1,254,000 (1.5%)	\$1,295,100 (1.5%)	\$1,355,400 (1.6%)	\$1,353,600 (1.6%)	\$1,413,600 (1.7%)	\$1,261,600 (1.7%)	\$1,726,800 (2.12%)	\$1,726,800 (2.01%)	\$1,632,500 (1.97%)
	\$237,000 (Non-personnel)	\$237,000 (Non-personnel)	\$223,500 (Non-personnel)	\$223,500 (Non-personnel)	\$285,500 (Non-personnel)	\$218,500 (Non-personnel)	\$410,800 (Non-personnel)	\$381,100 (Non-personnel)	\$238,000 (Non-personnel)
OAS Staff (regular budget)	464	431	435	405	389	412	412	400	N/A
CIM Staff (regular budget)	6 (1.3%)	8 (1.9%)	8 (1.8%)	8 (2.0%)	8 (2.0%)	7 (1.7%)	9 (2.18%)	9 (2.25%)	9 (N/A)

Tabla 2: Specific funds

	2012	2013	2014	2015	2016	2017	2018	2019
OAS Specific funds	\$77,815,621	\$79,338,917	\$84,454,396	\$82,930,757	\$78,374,693	\$75,485,200	\$64,914,600	\$52,732,000
CIM Specific funds	\$746,203 (0.96%)	\$433,427 (0.55%)	\$558,119 (0.66%)	\$638,505 (0.77%)	\$225,937 (%0.28)	\$85,000 (0.11%)	\$203,300 (0.31%)	\$85,000 (0.16%)