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ACTIVITY REPORT OF THE EXECUTIVE SECRETARIAT OF THE CIM (September through January 2023)

This report details the activities of the Presidency and Executive Secretariat of the CIM, as of the First Regular Session of the Executive Committee of the CIM 2022-2025, held virtually on September 27, 2022.

1. Introduction

Following up on the multiple mandates given by the OAS General Assembly to the General Secretariat in relation to the Strengthening of the CIM,¹ the Secretary General and the OAS Member States during the period under review have provided important political support to the CIM. The CIM Presidency, from Panama², has had an impact in important spaces such as the General Assembly and the Permanent Council of the OAS and other specific spaces created to highlight key issues such as parity, women's economic rights, care, women, peace and security, with a continued emphasis on the impact of COVID-19 and the gender dimensions and women's leadership in the response. Similarly, the CIM Vice Presidents, from Chile, El Salvador and Saint Lucia, have provided key political support and leadership to the process of strengthening and raising the visibility of the Commission and the agenda for gender equality in the work of the OAS.

A growing number of States have expressed their support for the work of the CIM and have requested technical assistance and support in different areas. In the context of the current financial situation of the OAS, marked by a deep crisis, a series of budget cuts have forced the CIM to place greater emphasis on mobilizing specific resources, and in this regard, the Governments of Canada, Spain, Italy, Liechtenstein, Mexico, Portugal, Trinidad and Tobago, Chile, France, as well as the EuroSocial+ Program, the Spotlight Program and the Pan American Development Foundation (PADF), have provided essential support to strengthen the Commission and its work in different areas.

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 \(XXXVII-O/07\)](#), [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 \(XLVII-O/17\)](#)/chapter xviii, [AG/RES. 2928 \(XLVIII-O/18\)](#)/ chapter xiv, [AG/RES. 2941 \(XLIX-O/19\)](#)/ chapter xvi, [AG/RES. 2961 \(L-O/20\)](#)/ chapter xx, [AG/RES. 2976 \(LI-O/21\)](#)/ chapter xii, y [AG/RES. 2991 \(LII-O/22\)](#)/ chapter xviii.

2. During the period covered by this report, the Presidency of the CIM has been held by the Permanent Delegate of Panama to the CIM, María Inés Castillo de Sanmartín (05/22-present).

Similarly, a significant number of States have reaffirmed their commitment to gender mainstreaming and the need to broaden, deepen and reenergize efforts both at the national level and within the OAS to achieve the objectives set out in commitments such as the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP) and other agreements. However, intergovernmental negotiations on the issue of gender equality continue to be marked by a polarization that poses significant limitations to the ability of the CIM and the OAS to ensure the progressiveness of rights. In this regard, the CIM has noted a clear demand from many States, civil society and other partners to strengthen strategic alliances, build bridges through dialogue, build will and capacity, and generate knowledge on gender equality as a human good.

Fulfillment of the mandate to strengthen the CIM requires increased internal coordination with all areas of the Organization and ongoing participation in its activities to ensure the integration of a gender equality, diversity and rights perspective, in the context of full implementation of the General Secretariat's Institutional Policy on Gender Equality, Diversity and Human Rights (Executive Order No. 16-03).³ Particularly noteworthy is the collaboration with the Department for Electoral Cooperation and Observation (DECO) and the Mission to Support the Peace Process in Colombia (MAPP) of the Secretariat for Strengthening Democracy (SFD), the Department of Effective Public Management (DGPE) and the Summits of the Americas Secretariat (SAS) of the Secretariat for Hemispheric Affairs (SAH), the Inter-American Commission against Terrorism (CICTE) and the Inter-American Drug Abuse Control Commission (CICAD) of the Secretariat for Multidimensional Security (SSM), the Department of Human Development, Education and Employment (DDHEE) and the Department of Economic Development (DDE) of the Executive Secretariat for Integral Development (SEDI) and the Secretariat for Access to Rights and Equity (SADyE), all of which have produced substantive and important results in terms of strengthening the OAS' capacity to respond to the agenda for gender equality in the Americas.

2. Mandates of the OAS General Assembly at its Fifty-Second Regular Session⁴

The 52nd Regular Session of the OAS General Assembly was held October 5-7, 2022, in Lima, Peru, in person for the first time since the beginning of the pandemic. In addition to hearing the presentation of the CIM Annual Report⁵ by the President of the CIM,⁶ the Assembly adopted a resolution on "Promotion and Protection of Human Rights," which in chapter xviii on "Strengthening the Inter-American Commission of Women for the Promotion of Gender Equality and Equity and Women's Rights,"⁷ reiterates the commitment of the Member States to strengthening the CIM and assigns it a series of mandates in follow-up to the IAP and in relation to key issues such as: (i) eradication of violence against women (ii) universal access to sexual and reproductive health services (iii) women's economic rights; (iv) recognition, reduction and redistribution of domestic and care work among co-responsible actors, as well as remuneration and recognition of care workers; (v) leadership of women and young people, especially those belonging to

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

4. Details of compliance with the mandates adopted by the OAS General Assembly can be found in Section 5 of this report.

5. Available at: <https://www.oas.org/en/cim/reports.asp>

6. The complete speech of the President of the CIM can be found at <https://www.oas.org/en/cim/library.asp#Speeches>

7. Available at: https://scm.oas.org/doc_public/ENGLISH/HIST_22/AG08673E03.docx (version pending review by the Style Committee).

traditionally excluded groups and who live under threat because of their defense of the environment; (vi) incorporation of the gender perspective in all OAS organizations and bodies.

A specific and historic declaration was also achieved on "Women's Leadership for the Advancement of Gender Equality and Democracy in the Americas,"⁸ in which the General Assembly recognized that equal participation and gender equality are essential components of representative, pluralistic and inclusive democracies and emphasized that women's participation and gender equality are essential components of representative, pluralistic and inclusive democracies and emphasized that women's participation and gender equality are essential components of representative, pluralistic and inclusive democracies, It reaffirmed its commitment to the Declaration of Santo Domingo on Equality and Empowerment in the Exercise of Women's Political Rights for the Strengthening of Democracy,⁹ and pledged to accelerate the pace of change towards equality.

3. Fulfillment of the Mandates adopted by the CIM Executive Committee 2022-2025

On September 27, 2022, the CIM Executive Committee 2022-2025 held its First Regular Session, virtually. During the session, the Committee adopted a series of agreements, the fulfillment of which is detailed below:

Agreement	Status of fulfillment
<p>1 Taking note of the Report of the Secretariat to the 39th Assembly of Delegates of the CIM, to request that the Executive Secretariat:</p> <ul style="list-style-type: none"> a. In future reports, move forward gradually with an emphasis on documenting concrete results and fulfilling mandates, rather than activities, using relevant statistics and indicators; and b. Highlight the issues that impact, and the work being done in, the Caribbean sub-region. 	<p>In progress</p> <p>The CIM Annual Report 2022, which will be submitted to the 53rd OAS General Assembly (June 2023), will have this approach</p> <p>A workshop has been held within the CIM on results indicators</p>
<p>2 In view of the reflections shared by the Delegates on the implementation of the Strategic Plan 2022-2026:</p> <ul style="list-style-type: none"> a. Approve the activities proposed by the Executive Secretariat for the next period; b. Requests that the Executive Secretariat prepare a draft of operational guidelines for the implementation of the 2022-2026 Strategic Plan; and c. Requests that the Executive Secretariat incorporate in these operational guidelines a focus on security and organized crime, as well rurality. 	<p>In progress</p> <p>The Rural Women's Table has been convened for February 13, 2023</p> <p>A meeting has been scheduled with the OAS bodies responsible for security and organized crime issues</p>
<p>3 In view of the draft "Mainstreaming+ for Equality and Transformation: CIM/OAS Strategy," contained in document CIM/CD/doc.4/22, requests that the Executive Secretariat:</p> <ul style="list-style-type: none"> a. Continue enriching the document with the experiences and contributions of the Delegates; b. Proceed with the consultation of the National Mechanisms of the Caribbean, to incorporate their experiences and reflections with 	<p>Fulfilled</p> <p>The Strategy was presented at a pilot workshop in September/October 2022 in Latin America and discussed at a meeting with the Caribbean NEMAs in December. The results of these consultations are being</p>

8. Available at: https://scm.oas.org/doc_public/ENGLISH/HIST_22/AG08673E03.docx

9. Available at: <https://www.oas.org/en/cim/docs/DeclaracionSANTODOMINGO-En.pdf>

Agreement	Status of fulfillment
<p>mainstreaming into the document; and c. Circulate a new version of the document.</p>	<p>incorporated into the document</p>
<p>4 In the framework of the commemoration of the ninety-fifth anniversary of the CIM (February 18, 2023):</p> <ol style="list-style-type: none"> a. Save the dates around February 18, 2023 for the celebration of an in-person event in Washington DC, to commemorate the 95th anniversary, as well as the Second Regular Session of the Executive Committee of the CIM 2022-2025; b. Organize simultaneous activities at the national level; c. Organize a side-event in the framework of the 66th session of the United Nations Commission on the Status of Women (CSW); d. Include in the commemoration activities a specific focus on young women; e. Include a focus on the timeline to highlight the progress of women's rights in the region and in the countries; and f. Request that the Executive Secretariat circulate to the Delegates, in a timely manner, the Concept Note proposal for the commemoration event and the pertinent documents of the Second Regular Session. 	<p>Fulfilled</p> <p>The special meeting of the Permanent Council will be held on February 16, 2023, in Washington, DC. An official event will be organized within the framework of the 53rd OAS General Assembly (June 21-23, 2023), as well as the Third Regular Session of the Executive Committee, in person</p>
<p>5 In view of the draft "Declaration of concern for the situation of women and girls in Afghanistan and Iran" transmitted by the Delegate of Chile, contained in document CIM/CD/doc.3/22:</p> <ol style="list-style-type: none"> a. Request that the Executive Secretary re-circulate the Declaration to the members of the Committee, who will send their comments no later than September 28, 2022; and b. Approve the revised version of the Declaration and request that the Executive Secretariat disseminate it to all the Delegates and through the corresponding dissemination channels. 	<p>Fulfilled</p>
<p>6 In view of the concerns expressed by the Delegates over the reduction in the budget of the CIM:</p> <ol style="list-style-type: none"> a. Request a bilateral meeting between the President of the CIM and the Secretary General of the OAS in order to discuss these concerns; and b. Formally communicate these concerns to the Committee on Administrative and Budgetary Affairs of the OAS (CAAP) with a request to maintain the CIM's budget as is, and not apply further reductions 	<p>Fulfilled</p> <p>The President of the CIM met with the Secretary General and the Vice President of the CAAP during the 52nd OAS General Assembly and communicated her concerns about the CIM budget</p>
<p>7 Request that the Executive Secretariat move forward with the organization of the two side-events proposed in the framework of the 15th Regional Conference on Women in Latin America and the Caribbean, and keep the Delegates informed of their organization</p>	<p>Fulfilled</p> <p>Two side-events were organized during the Conference, on the role of the private sector in care, and on women's leadership for the care agenda</p>

4. Strengthening the CIM

4.1. Strategic Planning and Results-based Management

The 39th Assembly of Delegates of the CIM was held in Panama City on May 25 and 26, 2022. Among other achievements, such as the adoption of the Declaration of Panama "Building Bridges for a New Social and Economic Pact Led by Women"¹⁰ and the election of a new Executive Committee for the period 2022-2025, the Assembly adopted a new CIM Strategic Plan for the 2022-2026 period.¹¹

The Strategic Plan is the result of a long process of consultative work with the Delegates, the Permanent Missions to the OAS, feminist and women's organizations and other regional and international organizations working in the area of women's rights and gender equality. The Plan seeks two fundamental objectives:

- i. To carry forward the "successes" of the 2016-2021 Strategic Plan, i.e. the existing lines of work of the CIM - especially political rights, economic rights, and mainstreaming - which have had resonance with the States and a sustained demand for greater technical assistance and replication of activities;
- ii. The identification of new lines of work, in response to the regional situation and the demands of the women's agenda - in particular new approaches and approaches to articulation and alliance building, a prioritization of sexual and reproductive health and reproductive rights, climate change and peace and security from the realities, resilience and leadership of women.

In recognition of the need to rebuild the bridge between the CIM and the CARICOM States, together with the Strategic Plan 2022-2026, the CIM also developed a Caribbean Engagement Strategy 2022-2026 which, in addition to the Strategic Plan, identifies concrete actions to increase the relevance of the CIM in the Caribbean, and the participation of CARICOM States in its work. In developing this Strategy, the CIM has created opportunities for dialogue and coordination with its main partners - the Delegates from the National Women's Machineries, the Permanent Representatives to the OAS, the OAS Offices in the Member States, counterparts in other regional and international agencies, and with women's and feminist organizations in the region.

4.2. The CIM's Communication Strategy

The CIM has a communication and positioning strategy focused mainly on giving greater visibility to its strategic axes and aligning its discourse with the 4 pillars of the OAS, in an effort to improve results and generate greater reach on different platforms.

During 2022, the communication content disseminated the partnerships, content development and work of the CIM in multiple areas and topics, through the development of communication campaigns, press releases, internal and external events, interviews, articles, and presence in the media, both internally and externally throughout the region. In particular, communication campaigns were organized around various international days to highlight the importance of the rights of domestic workers, Afro-descendant, indigenous, rural, disabled women and girls, and women living with HIV as well as specific issues such as the environment, population policies, mental health, and equal pay, among others. Finally, a campaign was organized for the 16 days of activism against gender-based violence, which sought to highlight key

10. Available at: <https://www.oas.org/en/cim/docs/DeclaracionPANAMA-En.pdf>

11. Available at: https://www.oas.org/en/cim/docs/plan_estrategico_Eng_22-26.pdf

milestones and different manifestations of this problem.

These efforts are carried out through different communication channels, mainly mass messaging, institutional mailings, social networks and website. The CIM has a virtual network of more than 5,000 participants, composed mainly of women interested in gender issues, ministers and senior gender authorities, representatives of various government sectors, civil society organizations, academia, research centers, the media, other regional and international agencies, among others.

The pandemic limited the possibility of organizing face-to-face events and meetings at headquarters and in the countries, so the CIM has prioritized and deepened the use of information technologies and social networks for the positioning of its issues, a practice that has continued even with a gradual return to face-to-face meetings. This evolution towards the digital world represents a paradigm shift that opens up a multiplicity of opportunities to generate new partnerships, increase visibility and impact, and optimize the use of limited resources.

In terms of outreach, it is estimated that, in the period of this report, through a series of proprietary events on the Zoom and Kudo platforms, more than 4,500 people have been reached directly, in addition to the significant subsequent reach of asynchronous webinar views and the reach of participation in a multiplicity of external events.

5. Activities of the CIM General Secretariat in Compliance with its Mandates and the CIM Strategic Plan 2022-2026

5.1. Partnerships and Articulation for Gender Equality as a Good of Humanity

During this period, the CIM made significant efforts to expand its coordination with representatives of OAS member states, ministers, high-level gender authorities and other relevant political actors, civil society organizations, international organizations, public entities at the national level, parliaments, academia and non-gender-sensitive sectors.

In follow-up to the Strategy for Strengthening Coordination between the CIM and Civil Society (CIM/CD/doc.6/13 rev.3),¹² the CIM has also strengthened coordination and established new partnerships with civil society organizations, particularly in the framework of the OAS General Assembly and the process of dialogue with civil society and in the context of the need to establish partnerships to rethink the discourse and priorities in the framework of a feminist reflection, anchored in human rights and gender equality.

Table 1: CIM Meetings, by sector (September 2022 to January 2023)

Sector	Meetings	Comments
OEA (Internal)	185	Internal CIM meetings and coordination meetings with other OAS agencies and institutional working groups.
Member States and Observers	84	Presentations to the Permanent Council and other bodies, meetings of the Committee, bilateral meetings and public meetings organized with national authorities.

12. Available at: <https://www.oas.org/en/cim/committee.asp>

Sector	Meetings	Comments
Civil Society	47	Closed coordination and public meetings organized with one or more organizations.
Internatinoal Organizations	23	Closed coordination and public meetings organized with one or more organizations, meetings of the Inter-American Task Force on Women's Leadership, etc.
Academia	12	Reuniones cerradas de coordinación y públicas organizadas con alguna institución, catedras como parte de algun diplomado/curso
Media	7	Individual and/or group interviews Individual and/or group interviews.
Others	34	Meetings with coordinating agencies and/or donors.

5.2. Women's Political Rights for Democratic Governance

Building a Regional Agenda on Gender Parity in Political Life

The CIM has defined the issue of parity as "...a measure of justice that incorporates three dimensions: (i) the opportunity for equal participation in decision-making positions in the public and private sectors, from the international to the local level; (ii) the exercise of political and economic power on equal terms, that is, free from discrimination and gender-based violence; and (iii) the incorporation into public policy of the women's rights and gender equality agenda in a cross-cutting manner into regulatory frameworks and public policies at the domestic level with an intersectional, intergenerational, and intercultural (and human rights) perspective, remembering that women's equal participation is an essential element of democracy."¹³ From this definition, the CIM has worked to position and make parity visible in all its work as a sine qua non for effective democratic governance, sustainable integral development and effective recovery and reactivation in the post-COVID period.

Strengthening Women's Leadership and Participation in Political Life

In 2017-2018, CIM launched the Course for Women Electoral Candidates with three objectives: 1) To improve the performance of participants in the electoral campaign, with sessions on campaign strategy and political communication; 2) To strengthen their response to the different forms of discrimination and violence they may face as women candidates, with sessions on leadership, political violence, and physical and digital security; and 3) To engage participants in promoting the women's rights agenda in the Americas and participation in women's political networks. The Course was launched in Mexico in April 2018 and until the end of 2019, nine editions were held face-to-face in several countries in the region, including Mexico (at the federal level, in Chiapas and in Aguascalientes), Peru, Dominican Republic, Panama, Bolivia, Colombia and Costa Rica, all in collaboration with the National Women's Mechanism and/or the electoral body.

The CIM has contextualized this Course within the framework of an Inter-American Program for Democratic Strengthening and Women's Leadership, which seeks to promote women's leadership and political empowerment from an integral perspective, through actions for the political empowerment of

13. CIM (2022). "Declaration of Panama "Building Bridges for a New Social and Economic Pact Led by Women" (CIM/DEC. 17 (XXXIX-O/22)), adopted by the 39th Assembly of Delegates of the CIM, available at: <https://www.oas.org/en/cim/docs/DeclaracionPANAMA-En.pdf>

women, the generation of knowledge, and the creation of a regional network that, from ideological and partisan plurality, articulates women in the promotion of the agenda for equality. The elements that make up this program are: (1) Course for Women Electoral Candidates; (2) Specialization on Leadership and Public Policy; (3) Research on women's political leadership; (4) the CIM Network of Women Politicians; and (5) Research and training in women's leadership for crisis and conflict management.

Within the framework of the Program and in the context of the pandemic (2020-2021), five virtual editions of the Course for Women Electoral Candidates were held in Ecuador, Honduras, Mexico, Paraguay and Costa Rica, and, during 2022, three "hybrid" editions (mixing face-to-face and virtual sessions) in Colombia (January 2022), Peru (July 2022) and Ecuador (December 2022). On the one hand, the virtual modality is more flexible for the participants and for the organizing entities the economic and coordination costs linked to the face-to-face part have been eliminated. However, the COVID-19 situation and the new virtuality also brought new challenges and limitations related to the participants' time availability, forcing the coordinating team to adjust schedules and shorten the course. The course is now in an evaluation phase to determine the best route for future implementation.

Violence against Women in Political Life

Following up on the guidelines of the Inter-American Model Law to Prevent, Punish and Eradicate Violence against Women in Political Life,¹⁴ the CIM has continued to socialize this tool, which has formed the basis for draft laws in several countries in the region. Most recently, the CIM presented the Model Law during the "National Meeting of Women Leaders: Eradicating Political Violence International Day for the Elimination of Violence against Women" at the National Assembly of Panama (November 25, 2022) and has organized other national and regional spaces to socialize and debate the issue, especially with a view to strengthening the sensitivity and legal framework around political violence against women.

Inter-American Task Force on Women's Leadership

An initiative promoted and supported by the Government of Canada, the *Inter-American Task Force on Women's Leadership*¹⁵ was launched in the framework of the Eighth Summit of the Americas (Peru, April 13-14, 2018) with a view to bring together and enhance the efforts of the different inter-American and international institutions that address women's empowerment and leadership from different perspectives. Since its establishment, the Task Force, through the CIM as Technical Secretariat, has coordinated a series of inter-institutional working meetings, has promoted communication campaigns on women's leadership in different areas, and has influenced multilateral and high-level meetings to position the issue of leadership and reach agreements to advance it, such as the CSW of the United Nations, the Assembly of Delegates of the CIM, the Regional Conference on Women in Latin America and the Caribbean, the Ibero-American Summit of the SEGIB and the Annual Conference of the CAF.

14. MESECVI (2017). Inter-American Model Law to Prevent, Punish and Eradicate Violence against Women in Political Life, available at: <https://www.oas.org/en/mese cvi/docs/LeyModeloViolenciaPolitica-En.pdf>

15. 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 Inter-American Commission on Human Rights (IACHR), the Pan American Health Organization (PAHO), ParlAmericas, the United Nations Development Programme (UNDP), UN Women, the International Institute for Democracy and Electoral Assistance (International IDEA) and the Ibero-American General Secretariat (SEGIB). In addition, two civil society organizations serve as permanent members of the Task Force: Caribbean Women in Leadership (CIWiL) and the Latin American and Caribbean Committee for the Defense of Women's Rights (CLADEM). The CIM serves as the Secretariat of the Task Force, with responsibility for its overall functioning and day-to-day operations.

During the Ninth Summit of the Americas, which took place in Los Angeles from June 6-10, the Task Force organized a high-level event¹⁶ among women foreign ministers from the region and other leaders to analyze the opportunities and challenges to women's leadership. During the event, it also launched the document "A Call to Action to Advance Women's Leadership and Parity Democracy in the Americas,"¹⁷ which has also become a microsite.¹⁸ Finally, the event also served as the awards ceremony for the Inter-American Award for Best Practices for Women's Leadership,¹⁹ which received more than 140 nominations²⁰ and awarded prizes in four categories:²¹ public sector (one prize and two special mentions), private sector (one prize and one special mention), and civil society (one prize and two special mentions), and women leaders in response to the COVID-19 crisis (two special recognitions).

The Task Force, in coordination with the Government of Canada and the Ministry of Social Development of Uruguay, also organized a side event within the framework of the 15th Regional Conference on Women in Latin America and the Caribbean, to highlight women's leadership in care agendas, highlighting in particular the experiences of Costa Rica and Uruguay.²²

5.3. Women's Economic Rights for Integral Development

In 2019 and as a follow-up to the Declaration of Lima on Equality and Autonomy in the Exercise of Women's Economic Rights, adopted by the 37th Assembly of Delegates of the CIM in 2016, the CIM launched an initiative that seeks to conceptually and politically position: (i) the need to strengthen the Inter-American legal framework around women's economic rights; and (ii) the importance of re-conceptualizing work to make unpaid and care work in the domestic sphere visible and foster social co-responsibility for care between women, men, the State and the private sector.

In this sense, the CIM identified the issue of care as a fundamental accelerator and necessary precondition for gender equality. In coordination and with the support of the European Union Program for Social Cohesion in Latin America (EUROSociAL+ Program), and following a series of sub-regional virtual consultations (South America, Central America, North America and the Caribbean) with the National Women's Machineries of the Member States to identify good practices, experiences and areas of cooperation,²³ in early 2022 the CIM launched the Inter-American Model Law on Caregiving²⁴ and a Guide

16. For more information, see: <https://www.oas.org/en/taskforcewomenleadership/initiatives/Panel-Summit-of-the-Americas.asp>. The video of the event is available at: <https://www.youtube.com/watch?v=2UBmWeaHtjU>

17. Available in Spanish at: <https://www.oas.org/es/taskforcewomenleadership/docs/llamadoalaaccion.pdf>

18. The microsite is available at: <https://www.oas.org/en/taskforcewomenleadership/initiatives/calltoaction/>

19. For more information about the award, see:

<https://www.oas.org/en/taskforcewomenleadership/initiatives/inter-american-award.asp>

20. The repository of initiatives submitted can be found at: <https://www.oas.org/ext/en/human-rights/repository-initiatives-women-leadership/>

21. To learn more about the award-winning experiences, see:

https://www.oas.org/en/taskforcewomenleadership/docs/2022Awarded_experiences.pdf

22. For more information about the event in Spanish, see:

<https://www.oas.org/es/taskforcewomenleadership/iniciativas/evento-paralelo-XVCRM.asp>

23. The results of these consultations have been systematized in:

<https://www.oas.org/en/cim/docs/CuidadosCOVID19-Hallazgos-en.pdf>

24. Available at: <https://www.oas.org/en/cim/docs/LeyModeloCuidados-En.pdf>

for its Implementation,²⁵ which seek to guide the adoption and effective implementation of public policies and proposals for regulatory frameworks that promote the generation of data and tools for measuring the use of time, raising public awareness of the impact of caregiving on women's lives, the protection of caregivers, and inter-institutional coordination for the development and implementation of policies.

Again in collaboration with the EUROsociAL+ Program, between 2021 and 2022, the CIM conducted research on the main gaps for women's economic rights, with emphasis on the private (MYPIMES), digital/technology, rural and tourism sectors, spaces considered highly affected by the pandemic and whose differentiated impact on women's lives has effects on their economic autonomy. The research, which included a series of meetings with experts, will guide the development of legal and policy instruments, as well as the provision of technical assistance to the States. If the Model Law on Care addressed the main structural barrier to women's full labor participation, in the same way and following the route established by the research, work is currently underway on the development of a legal instrument on women's labor insertion, which addresses other barriers and elements of discrimination experienced by women for their labor participation, with a particular focus on economic sectors with high female employment.

In November 2020, in collaboration with the Pan American Development Foundation (PADF), the CIM initiated work on domestic workers' rights, consisting of an analysis of legal standards and regulatory developments at the national level to produce: i) a series of public policy, programmatic, communication and other relevant recommendations; and ii) a communication campaign with a view to closing the gap in regulatory developments and their realization in the exercise of domestic workers' rights. The draft hemispheric analysis was shared at an event²⁶ organized with the International Labor Organization (ILO) and PADF in commemoration of the tenth anniversary of ILO Convention 189 on the rights of domestic workers and the final version of the analysis will be published, along with the communication campaign, during the first quarter of 2023.

In the area of labor, the CIM has maintained permanent coordination with the Department of Human Development, Education and Employment (DDHEE) to follow up on the "Strategic Lines of the XV ICFTU to advance towards gender equality and non-discrimination in the framework of decent work" (2007). This collaboration is reflected in the consolidation of the gender and women's rights perspective in the technical and political agenda of the Inter-American Ministerial Labor Conference (IACML). As part of this collaboration, on November 30, CIM participated in the third in a series of Hemispheric Dialogues among Gender Units of the Ministries of Labor, which seek to discuss and finalize the Manual or "ABC" of Gender Units of the Ministries of Labor, a document that will serve as a guide for the creation of these units in those ministries that do not have one, and for the strengthening of those that already exist.

5.4. Institutionalization of a Gender, Diversity and Rights Approach in the Work of the OAS and its Member States

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

Twenty-three years ago, the OAS Member States adopted the Inter-American Program on the

25. Available at:

https://www.oas.org/en/cim/docs/Gu%C3%ADa%20de%20implementaci%C3%B3n_LMIC_ENG_fn.pdf

26. The video is available at: <https://youtu.be/K4Vx68CObp4>

Promotion of Women's Human Rights and Gender Equity and Equality (IAP),²⁷ in order to i) systematically integrate the gender perspective in all organs and agencies and entities of the Inter-American system and ii) encourage OAS Member States to formulate public policies, strategies and proposals aimed at promoting women's human rights and gender equality in all spheres of life.

The IAP laid the groundwork for sustained, permanent and strategic work by the entire Organization, led politically by the OAS General Secretariat (GS/OAS) and technically and strategically by the CIM. The IAP was committed to the gender perspective as a cross-cutting tool to address the identities of men and women, the power relations and asymmetries that are marked in this context and that have a negative impact on women's and girls' access to opportunities and rights.

Institutional Policy on Gender Equality, Diversity and Human Rights of the General Secretariat

In 2016, the OAS General Secretariat adopted the Institutional Policy on Gender Equality, Diversity and Human Rights of the General Secretariat (Executive Order No. 16-03).²⁸ The Policy seeks to advance equality and equity in the exercise of rights, equal opportunities and equal treatment for men and women in all the work of the GS/OAS by strengthening its management, culture and institutional capacities. The Policy is accompanied by an Action Plan for its implementation, a document that was approved in October 2017 and is currently being executed.

Gender Parity Plan for Decision-Making Positions of the OAS General Secretariat

In October 2022, through Executive Order No. 22-05, the General Secretariat adopted the Plan for Gender Parity in Decision-Making Positions,²⁹ which seeks to "...increase the participation and representation of women in decision-making positions in the General Secretariat in order to achieve parity and thus contribute to egalitarian and equitable hemispheric policies". The goal of the Plan is to achieve gender parity (50/50) by the year 2025, by category, and when applicable by category and area, in P4 and P5 professional level positions and in positions of trust (P4, P5, D1 and D2) whose appointment corresponds to the person who heads the GS/OAS.

Results

During the period of this report, the main achievements in the implementation of these three instruments – the IAP, Gender Policy and its Plan of Action, and the Parity Plan, are:

- Ongoing training for OAS and Member State staff in the implementation of the gender, diversity and rights approach, through a series of concrete tools developed in collaboration with the Educational Portal of the Americas: i) the Massive Open Online Course (MOOC) on Gender, Diversity and Human Rights at the GS/OAS; ii) the "Virtual Course on the Rights and Gender Equality Approach in Policies, Programs and Projects,"³⁰ adding to the total of more than 1,500 people trained since the launch of the course in 2013; and iii) and the "Virtual Course on Strategic

27. OAS (2000). Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality: <https://www.oas.org/en/CIM/docs/PIA-En.pdf>

28. OAS (2017). Gender, Rights and Diversity in the Workplace of the OAS General Secretariat: <https://www.oas.org/en/CIM/docs/GPAP-En.pdf>

29. Available in Spanish at: http://www.oas.org/legal/english/gensec/EXECUTIVE_ORDER_No_22-5.pdf

30. For more information, see: <https://portal.educoas.org/home?lang=en>

Planning with a Gender Approach,"³¹ adding to the total of more than 300 people trained since the launch of the course in 2016, both in collaboration with the Educational Portal of the Americas.

- The continuation of the MOOC on Gender Analysis Plus (ABG+)³², launched in June 2021 in Spanish and English, with the support of the Government of Canada. Initially developed by Women and Gender Equality Canada (WAGE), ABG+ is an analytical process used to assess how different groups of women, men and people with diverse gender identities may differentially experience policies, programs and initiatives. In the inaugural semester of the course, 80 people from Canadian embassies, consulates and other missions in Latin America, 30 staff members from the Peruvian Agency for Environmental Assessment and Enforcement (OEFA) and 30 staff members from the Financial Intelligence Unit (UIF) of the Mexican Ministry of Finance and Public Credit have been trained.
- The Diploma in Communication, Gender and Human Rights, offered in collaboration with the Asociación Civil Comunicación para la Igualdad (Argentina), adding to the total of more than 150 people trained since the launch of the course in 2015.³³
- The Specialization in Gender Violence, Participation and Public Policy offered in collaboration with the Civil Association Communication for Equality (Argentina), adding to the total of more than 100 people trained since the launch of the course in 2018.³⁴
- The completion, in collaboration with the OAS Department of Press and Communications (DPC), of the OAS Guide to Inclusive Communication in English,³⁵ adding to the existing Guide in Spanish, which seek to provide GS/OAS staff, and other interested audiences, with practical and concrete examples of communications with a focus on equality and to promote actions and everyday discursive modes that contribute to equality, respect for human rights, and recognition of the diversity inherent in human nature, with its richness and dignity.

Part of CIM's work to advance the institutionalization of the rights and gender equality approach in the work of the OAS includes ongoing (i) collaboration with the OAS Department of Procurement and Management Oversight (DPMO), through technical assistance and recommendations; and (ii) provision of technical and theoretical assistance and advice to other OAS secretariats and departments, including inter-American committees and their secretariats, to advance women's rights and gender equality in the formulation and implementation of policies, projects and initiatives.

Strengthening the National Women's Mechanisms to Advance Gender Mainstreaming

Women Ministers face numerous structural, institutional and political challenges in carrying out their role as leaders of national gender equality plans. For this reason, the CIM has evaluated the strategic axes in order to offer a strengthening program that addresses the needs and realities of the new normal.

Since 2014, the CIM has carried out Participatory Gender Diagnoses (PGDs) to incorporate gender perspective in all policies, at all levels and at all stages, by the actors normally involved in the adoption of

31. For more information see: <https://portal.educoas.org/home?lang=en>

32. Inscription available at: <https://moocs.educoas.org/course/index.php?categoryid=7>

33. For more information (in Spanish), see: <https://comunicarigualdad.com.ar/diploma-comunicacion-ddhh-genero-diversidad/>

34. For more information (in Spanish), see: <https://comunicarigualdad.com.ar/especializacion-en-violencia-de-genero-participacion-y-politicas-publicas/>

35. Available in English : <https://www.oas.org/en/cim/docs/GuiaComunicacionInclusivaOEA-EN.pdf> and in Spanish: <https://www.oas.org/es/cim/docs/GuiaComunicacionInclusivaOEA-ES.pdf>

such policies, to finally, elaborate an action plan. As a follow-up to this work, in 2014 the CIM developed a project to facilitate the methodological transfer of the PGD to the National Women's Machineries in the region, for replication in other sectors and public institutions. Since then, the project has received funding from the Government of Liechtenstein to implement the methodological transfer in Paraguay (2015), Costa Rica (2017, at the municipal level) and the Dominican Republic (2018 and 2019, at the inter-institutional level) in collaboration with the Principal Delegates and the National Machineries of those countries. At the beginning of 2022, the first virtual edition of the Methodological Transfer was carried out with the Human Rights Secretariat of Ecuador.

As a result of this experience and the great demand for technical assistance received by the CIM from the National Mechanisms, in June 2020 the CIM initiated a technical and political exchange dialogue with representatives of selected Mechanisms to identify the main advances, challenges and needs of the National Mechanisms in terms of the effective operationalization of their role as leaders of the national equality/gender policy. The results of these dialogues, together with the evaluations of the IPA+20 and the DPG implementation process have formed the basis for the elaboration of the "Mainstreaming+ Strategy for Equality and Transformation,"³⁶ which seeks to catalyze some key elements of mainstreaming, including the articulation of a solid architecture, the deepening of strategic alliances, inter-sectoral, multi-sectoral, multi-level and territorial co-responsibility, the intersectional approach that elevates the voices of women in all their diversity, as well as the allocation of the necessary budget to make mainstreaming effective.

This Strategy, prepared based on consultations with the National Mechanisms for Women in Latin America (2021) and the Caribbean (2022), was socialized in a pilot workshop that was carried out with the National Mechanisms and some municipal/local governments of Chile, Colombia, Costa Rica, Ecuador, El Salvador, Honduras, Paraguay, the Dominican Republic, Uruguay (September/October 2022) and Argentina, Bolivia, Guatemala, Mexico, Panama, and Peru (January/February 2023). An English version of the workshop is being planned, to be implemented in the Caribbean during 2023.

5.5. Peace and Security from a Gender Perspective

In October 2019, the United Nations Security Council encouraged regional organizations to convene meetings with the participation of governments, relevant agencies and civil society to review the implementation of the women, peace and security agenda in their respective regions; formulate practical and measurable actions. The social reality of the Americas requires a non-traditional approach to the issue of crises, (armed) conflicts, peace and security. The recent social and political tensions that have crystallized in different parts of the hemisphere in recent years present a complex scenario that directly affects women's security and has created new entry points for an expanded women, peace and security agenda in the region, based on Resolution 1325 and related resolutions.

In this regard, and with the support of the Governments of Italy and Liechtenstein, the CIM initiated a process of dialogue and reflection to identify these entry points, which include the unmet demand for social and economic equality, the social conflict that generates this demand and the violence that sometimes arises from this conflict, transnational organized crime and the insecurity it generates, the deterioration of democracy, in particular the rise of authoritarianism and the explicit threats to the human rights of women and LGBTI people, the reduction of civil society spaces for action, violence against women

36. Available in Spanish at: https://www.oas.org/es/cim/docs/Estrategia_transversalidad_ESP_fn.pdf (English version forthcoming)

human rights and environmental defenders, the destruction of the environment and the growing insecurity of all kinds resulting from climate change, the proliferation of weapons, particularly small arms and their role in the intensification of gender-based violence and the increase in femicides, and the displacement and migration related to all of these situations.

The CIM's response revolves around knowledge management, the creation of spaces for dialogue and capacity building in three key areas: i) the re-energization of the women, peace and security agenda in the Americas; ii) the role of women in the management of all types of crises and conflicts, based on democratic feminist leadership; and iii) violence against women in contexts of social conflict. During this period, the CIM organized a high-level event (November 3, 2022)³⁷ to launch the document "Pathways to Peace and Security, Forged by Women: An Agenda for the Americas",³⁸ which proposes a reconceptualization of the role of women in the management of all types of crises and conflicts, based on democratic feminist leaderships; and ii) violence against women in contexts of social conflict, which proposes a reconceptualization of "security" in a feminist key to catalyze the women, peace and security agenda in the Americas, with the identification of new entry points, actors, alliances and priorities, taking into account the incorporation of the gender perspective and women's leadership. To complement this discussion at the conceptual and programmatic level, in August 2022 the CIM launched the first edition of the virtual course "Women, Peace and Security in the Americas," in collaboration with the Educational Portal of the Americas, training an initial group of 30 women from nearly 10 countries in the region.

6. Continuity of Operations and Financial and Human Resources Status as of January 31, 2023

The financial and human resources scenario of the OAS over the next few years is not very encouraging, and any cuts in the regular budget of the CIM will necessarily have an impact on the Commission's ability to fulfill its mandates.

The CIM has given priority to essential activities that are contemplated in the CIM's legal instruments, such as holding regular meetings of the Executive Committee, preparing the annual reports of the CIM and MESECVI, following up on the implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP), and providing technical assistance within the OAS to ensure that the gender, diversity and rights approach is incorporated into the Organization's projects.

Table 2
CIM Budget, 2023
(Regular Fund)

Object	USD \$
Personnel	1,495,300
Non-Personnel	151,800
Total	1,647,100

In 2022, the CIM confirmed that the staff of the Executive Secretariat is its most important and limited resource. Therefore, and given the variation applied to the 2023 budget, a cut in personnel was not contemplated, so the entire cut came from the "Non-personnel" funds of the CIM. This implied a 22.15% reduction in the funds available for this item. For the year 2023, the budget negotiated by the Committee on Administrative and Budgetary Affairs (CAAP) and approved by the OAS General Assembly contemplated a 1.57% increase in the funds available for the CIM, but only as a consequence of the increase in cost of life, which was applied to the "Personnel" category.

37. The video of the event is available at:

<https://www.facebook.com/ComisionInteramericanaDeMujeres/videos/1268118850636646>

38. Available at: https://www.oas.org/en/cim/docs/MPS_eng_fn.pdf

The staff of the CIM Executive Secretariat currently includes an Executive Secretary, seven professional staff members and one administrative staff member. In addition, the Secretariat has a fluctuating number of consultants, depending on the regular and specific funds available for the execution of programs and projects, and interns, provided by the OAS Internship Program.

Table 3: Financial Situation of the Executive Secretariat of the CIM: A 10-year overview

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
OAS Regular Budget	\$83,870,500	\$82,978,100	\$84,324,100	\$84,300,000	\$73,500,100	\$81,575,000	\$82,700,000	\$82,700,000	\$79,000,000	\$81,000,000	\$82,800,000
CIM Regular Budget	\$1,295,100	\$ 1,355,400	\$1,353,600	\$1,413,600	\$1,261,600	\$1,726,800	\$1,726,800	\$1,659,000	\$1,573,800	\$1,621,600	\$1,647,100
Personnel	(1.5%)	(1.6%)	(1.6%)	(1.7%)	(1.7%)	(2.12%)	(2.01%)	(2.00%)	(1.99%)	(2.00%)	(1.99%)
Non-personnel	\$237,000	\$223,500	\$223,500	\$285,500	\$218,500	\$410,800	\$381,100	\$258,100	\$195,000	\$195,000	\$151,800
OAS Staff (Regular Budget)	431	435	405	389	412	412	400	375	373	371	363
CIM Staff (Regular Budget)	8 (1.9%)	8 (1.8%)	8 (2.0%)	8 (2.0%)	7 (1.7%)	9 (2.18%)	9 (2.25%)	9 (2.4%)	9 (2.4%)	9 (2.43%)	9 (2.48%)

OAS Specific Funds	\$79,338,917	\$84,454,396	\$82,930,757	\$78,374,693	\$75,485,200	\$64,914,600	\$52,732,000	\$47,839,400	\$47,438,000	\$53,254,400	\$55,025,400
CIM Specific Funds	\$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%)	\$208,900 (0.43%)	\$370,000 (0.78%)	\$295,000 (0.55%)	\$567,300 (1.03%)