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REPORT OF THE SECRETARY GENERAL ON THE IMPLEMENTATION OF THE
“INTER-AMERICAN PROGRAM ON THE PROMOTION OF WOMEN'S HUMAN RIGHTS
AND GENDER EQUITY AND EQUALITY”
PURSUANT TO RESOLUTION AG/RES. 2689 (XLI-O/11)

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PROMOTION OF THE HUMAN RIGHTS OF WOMEN
AND GENDER EQUITY AND EQUALITY

I. BACKGROUND

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

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

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

The CIM was tasked with implementation of the Program and the Commission was also recognized as the main policy-generating forum for the promotion of women’s rights and gender equity and equality. The objectives and lines of action of the IAP have been consistent with the mandates of the CIM Strategic Plan of Action, its Biennial Program of Work, and Summit of the Americas Action Plans.

Since it was approved in the context of the General Assembly, the Member States have reiterated their commitment to executing the IAP. In keeping with the mandates of the CIM and based on recent evaluations conducted on the IAP (CIM/doc.7/10) ten years after its approval and on the Mechanism to Follow Up on Implementation of the Convention of Belém do Pará, and taking into account the internal consultations on institutional priorities with the OAS Secretariats, the CIM has prepared its 2011-2016 Strategic Plan. With this Strategic Plan, adopted by the CIM’s 2011-2012 Executive Committee in its first regular session (April 7 and 8, 2011), the CIM seeks not only to strengthen its fundamental role as a hemispheric political forum regarding gender equality and equity, and the human rights of women, but also to contribute to the operationalization of the IAP in the light of

current institutional and regional challenges. This plan, as well, provides the foundation for management by results.

The principal strategies of the 2011-2016 Strategic Plan and the 2011-2012 Biennial Program of Work of the CIM are coordination and harmonization of CIM actions with those of the OAS, and the institutionalization of a rights-based and gender equality approach in the main forums, programs and institutional planning of the Organization.

Noteworthy is the close relationship between the aforementioned resolution AG/RES. 1732 (XXX-O/00) and resolution AG/RES. 1741 (XXX-O/00) “Integrating a Gender Perspective in the Summits of the Americas,” which provides specific recommendations for the Third Summit and recommends that the Meetings of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States be held every four years in order to contribute to the follow-up activities of the Summit. The last Meeting of Ministers (REMIM-IV) was held in November 2011, in San Salvador, El Salvador.

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

Under Heading 2, sections 2.1.3 and 2.1.4, the IAP establishes that it is necessary to adopt the measures needed to integrate a gender perspective into the execution of programs and activities by all organs, agencies, and entities of the OAS and to provide them with the necessary training. In May 2001 the OAS Secretary General signed an agreement with the Canadian International Development Agency (ACDI/CIDA) to carry out a “Project on Integration of Gender Perspective within the OAS,” to be coordinated by the OAS and the CIM. Two hundred members of the General Secretariat’s staff were trained in a first phase of this project from February 2002 to December 2003, particularly those charged with the execution of programs and policies. In a second phase, from October 2005 to August 2006, seven workshops were held in specific areas, in which 125 staff received training. This stage provided tools in response to specific needs in different areas of the Secretariat. A handbook on the integration of a gender perspective was written for the organization’s personnel, with tools for gender analysis. Document CIM/doc.13/06 “Report on the Implementation of the IAP,” provides details regarding the first two phases of this effort.

Subsequently, in 2008, as part of the 2008-2011 OAS/CIDA Cooperation Plan, Canada approved funding to implement the project “Integrating Gender Analysis and Gender Equality and Equity as Crosscutting Themes and Objectives of all OAS Programs,” which constituted the third

phase of the prior initiative. Project components include on-site and virtual training, and development of a community of practice and gender indicators. The first three components were to be executed by CIM and the fourth component, by the Department of Planning and Evaluation.

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

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

A training guide on gender for participants and facilitators has been put together based on the on-site training sessions and the handbook prepared over the first years of this program, which has also served as a foundation for the virtual training stage, to be launched in the first semester of 2012 for OAS personnel and other professionals of the inter-American system. At the same time, an OAS Gender Community of Practice has been under preparation. The preparation of a virtual course and the community of practice are being coordinated with the Educational Portal of the Americas of the OAS.

II. BASIC INDICATORS

Resolution AG/RES. 2689 (XLI-O/11) "Promotion of Women's Human Rights and Gender Equity and Equality," passed by the OAS General Assembly in 2011, entrusts the Secretary General with requesting the organs, agencies, and entities of the Organization to include in their annual reports to the General Assembly their initiatives to mainstream a gender perspective into their policies, programs, projects, and activities; and to forward that information to the CIM so that it may be included in the annual report to on the implementation of the IAP and this resolution.

On December 6, 2011, the Permanent Secretariat of the CIM sent a communication to all the organs, agencies, and entities of the General Secretariat reminding them of the need to comply with the provisions of the General Assembly resolutions, and requesting them to send the information that has allowed the drafting of this report. To this end, as with last year, the Secretariat attached a questionnaire to this request, prepared by the CIM specifically designed to collect the inputs for this report.

As can be seen below, the ten question questionnaire was sent to the directors of 34 departments of the General Secretariat and 8 to Autonomous and Decentralized Agencies. An abbreviated version of the questionnaire, with six questions, was sent to the OAS national offices. (The questionnaires can be found in Annex 4.) Twenty-six departmental responses were received, and 8 from the Autonomous and Decentralized Agencies. The percentage of responses from the national offices was 51.6.

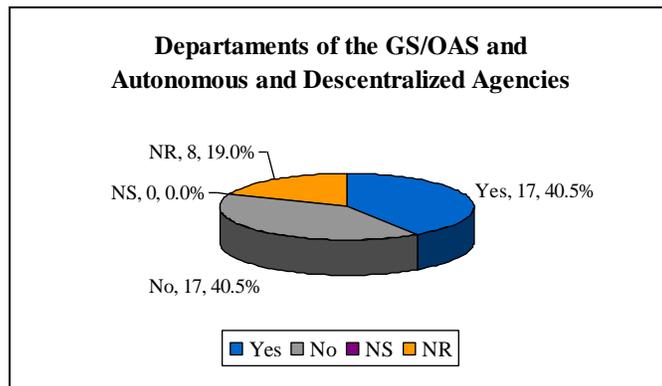
Body	No. of Questionnaires sent	No. of Questionnaires returned	% Responses
Departments of the GS	34	26	76.5%
Autonomous and Decentralized Agencies	8	8	100.0%
<i>Total Questionnaire 1</i>	42	34	81.0%
Country Offices	31	16	51.6%
<i>Total Questionnaire 2</i>	31	16	51.6%

As shall be seen below, of the 34 responses received from both the departments and Autonomous and Decentralized Agencies, 20 indicated that they act as a technical or executive secretariat of an inter-American commissions and/or ministerial or similar meetings. Among these, all except one answered that the topics of gender equality and the rights of women are in some measure present in their work. (See page 11.) (Annex 1 contains a summary of all the responses received.)

A. Specific mandates on gender equality and rights

When asked whether *in addition to the IAP, do you have (a) specific mandate(s) to advance gender equality and women’s rights in the areas of the department/unit/agency under your responsibility*, 12 of the GS departments and 5 Autonomous and Decentralized Agencies responded affirmatively, i.e., 40.5% answered yes, they had a specific mandate. The answer was no for 40.5% (17), while 19.0% (8) did not respond.

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



The following bodies have specific mandates on gender:

- The departments of the *Executive Secretariat for Integral Development (SEDI)* follow the “Strategic Plan for Partnership for Integral Development, 2006-2009,”¹ which will remain in force until December 2012, and in which gender equity and equality is a cross-cutting theme that should be considered in all programming of development cooperation. The plan also addresses the empowerment of women, their full and equal participation in the development of our societies, and equal opportunities for them to exercise leadership are all central to integral development and the elimination of the broad range of inequalities that still exist. In addition to the Strategic Plan, three of SEDI’s four departments have more specific mandates, adopted at ministerial meetings and at the OAS General Assembly: the Department of Social Development and Employment (DSDE), the Department of Economic Development, Trade, and Tourism (DEDTT), and the Department of Human Development, Education, and Culture (DHDEC)

Mandates at the ministerial level were reaffirmed in 2011 regarding Labor (XVII CIMT, El Salvador), and Science and Technology (III Ministerial, Panama). In the case of Tourism, after the last Inter-American Congress of 2003, in September of 2011, in El Salvador, the ministers underscored the contribution of women to the sector and the importance of providing policies beneficial to women-owned businesses. The area of Competitiveness, under the DEDTT, should also be highlighted. At the Competitiveness Forum V (Santo Domingo, October), the Competitiveness Authorities and Councils of the Inter-American Competitiveness Network (RIAC) decided, among its principles to advance towards a more competitive and prosperous region, and as a part of the Santo Domingo Consensus, the principle of promoting gender equity.

- Within the *Secretariat for Multidimensional Security*, the Inter-American Drug Abuse Control Commission (CICAD) has a direct mandate regarding gender since 2010 in its Hemispheric Drug Strategy, adopted by the OAS General Assembly in its 40th regular session in Lima: “3. Policies, measures, and interventions to address the world drug problem should take gender issues into account.” Regarding public security, the Meeting of Ministers of this sector (MISPA), for the first time, in their third meeting (Trinidad and Tobago, November 2011), discussed the gender perspective. The “Port of Spain Recommendations for Police Management” were approved, underscoring the need to continue promoting police reform processes in the Americas from a gender perspective; this is a step forward, politically, since the launching of the MISPA process in 2008.
- At the *Secretariat for Political Affairs*, the Department for Effective Public Management references the Inter-American Program for a Universal Civil Registry and the Right to Identity. In response to this Program, efforts of the Department have mainly been through the Universal Civil Identity Program of the Americas (PUICA), into which attempts are being made to integrate the gender perspective.

1. According to AG/RES. 2641 (XLI-O/11), the CIDI Strategic Plan 2006-2009 is in effect until December 2012.

- At the *Secretariat for Administration and Finance*, both the Department of Human Resources (DHR) and the Department of Planning and Evaluation (DPE) have specific gender mandates. The DHR references mandates emanating from the General Assembly asking the GS to submit to the Committee on Administrative and Budgetary Affairs (CAAP) quarterly reports including information on human resource management, gender distribution and geographic representation. There are also mandates that entrust the GS with the presentation of a comprehensive plan for human resources management, that considers gender balance in all the OAS fields; the GS is urged to step up its efforts to achieve the target of women holding 50% of all positions at each grade level in all bodies of the OAS, especially at level P-5 and above. Furthermore, the DPE underscores General Assembly mandates regarding the IAP, calling for the systematic incorporation of the gender perspective into international instruments, mechanisms, and procedures in the OAS and in ministerial agendas, and those urging the GS to continue carrying out training projects on gender analysis at the OAS, jointly with the CIM, especially for high-level officials in managerial positions and new officials who work in priority areas and who, together with DPE, draft gender indicators for programs or specific priority themes to be included in a pilot project.
- In the *Office of the Assistant Secretary General*, the Secretariat of the Inter-American Committee on Ports (CIP) follows three mandates on this topic. Two of them, issued in 2010, are the creation, as a subcommittee under the 2010-2011 CIP Executive Committee, of the Inter-American Port Network of Women, which gathers statistics on participation in the port sector, new agreements and training programs and, more recently in 2011, within the framework of the 12th CECIP Meeting, the establishment of specific actions under this subcommittee.
- Four of the eight Autonomous and Decentralized Agencies surveyed by CIM/OAS responded that they have specific mandates:

The Inter-American Commission on Human Rights has designed a strategy to address matters pertaining to gender equality from a human rights perspective, as part of its mandate to promote and protect human rights in the Americas. In order to implement this strategy, the IACHR created the *Special Rapporteurship on Women's Rights* in 1994 to review the extent to which the legislation and practices of the OAS Member States impair women's rights and uphold the general obligations of equality and non-discrimination enshrined in international and regional human rights instruments such as the American Convention and the Convention of Belém do Pará.

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

The Inter-American Telecommunications Commission has two specific mandates. The first one was issued in 2011 by the 19th Meeting of the Permanent Consultative Committee, on Gender Issues in the Americas, which resolved to create a "Program for the Inclusion of Women and Girls in ICTs," and charged the Secretariat with forwarding this resolution to

international agencies and other organizations specialized in this matter in order to link this proposal with the current and emerging context related to the gender perspective. This mandate complements the one adopted by the Permanent Executive Committee, which entrusts its Coordination Center for the Development of HR with the organization of the necessary activities, by identifying specific actions, to promote gender equality.

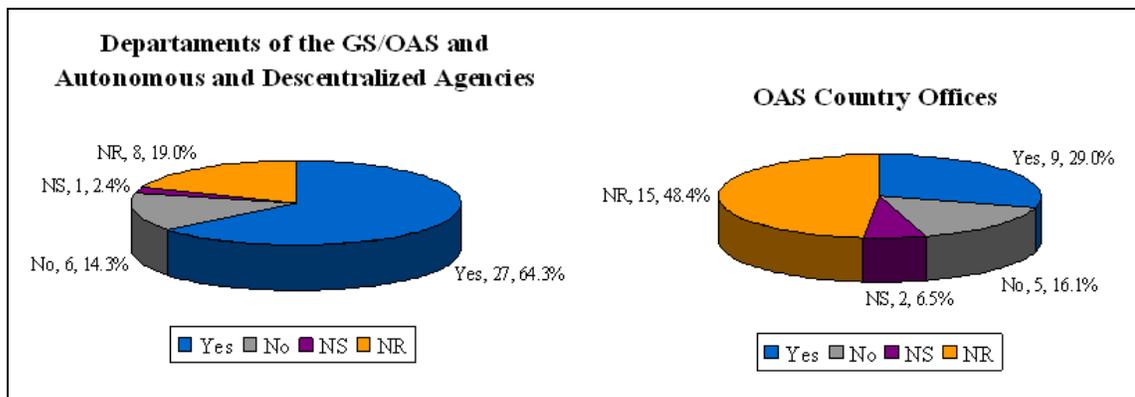
The Inter-American Institute for Cooperation on Agriculture (IICA) has a mandate to “Incorporate the Gender Perspective into Institutional Policies”, which was approved in 1999 within the framework of the Inter-American Board of Agriculture (IABA), whereby it resolves to incorporate the gender perspective into the IICA institutional system, and requests the Director General to make the legal, regulatory and operational changes to make it possible to fulfill this mandate. It further requests of the IICA General Director that the Institute’s gender policy to also be expressed in the actions and instruments of technical cooperation of the Institution.

The Inter-American Children’s Institute (IIN) and the Pan American Institute of Geography and History (PAIGH) stated that they have no specific mandates related to gender equality. The IIN, however, indicated that this topic is part of their cross-cutting and protection of rights approach in their 2011-2015 Action Plan.

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

When asked the question whether their *department/unit/agency has any strategy to integrate a rights-based and gender approach into its activities*, as shown in the graph, 27 bodies (22 departments of the GS and 5 Autonomous and Decentralized Agencies), in other words, 64.3% of all of the bodies queried, responded in the affirmative, compared to 60% for the previous period; 14.3% (6) claimed to not have any and 21.4% (9) did not specify anything or respond. On the other hand, 29% (9) of the Country Offices said they did, 16.1% (5) said they did not, and 54.9% (17) did not respond or specify anything. It must be clarified that a great deal of the bodies stated that the strategy they have is not formal and that it has been taking place gradually in their activities.

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



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

The responses provided by all bodies are summarized below:

- The *Summits Secretariat* promotes the inclusion of a gender perspective in all its activities, including the preparation for and the follow up to the Summit of the Americas as well as in its events and activities with social actors, and political dialogs.
- In the *Secretariat for Political Affairs*, the DECO has a policy for the promotion of awareness in gender topics for its staff and for the members of the OAS Electoral Observation Missions (EOMs). A gender perspective is being included in the formulation and implementation of projects. Efforts are being made to disaggregate the information about the EOMs by sex and to expand the participation of women in the structure of the EOMs, especially in decision-making positions. The Department of Democratic Sustainability and Special Missions, through its Mission to Support the Peace Process, is executing a 2011-2013 strategic plan that includes a gender perspective. The Department for Effective Public Management has been integrating a gender perspective into the Universal Civil Identity Program in the Americas (PUICA) projects, which seek to facilitate access to civil identity for all persons of the region focusing on those most affected by under-registration, a category under which women and young girls fall.
- In *SEDI*, all of the bodies indicate that they have some kind of strategy: the Department of Human Development, Education and Culture monitors gender distribution in its programs for education, scholarship/fellowship and student loan programs it has in order to ensure fair distribution. It supports scholarship and education programs that advance a gender perspective in a variety of fields. The Rowe Fund gathers statistics disaggregated by sex and monitors the gender balance among applicants. The Department for Economic Development, Trade, and Tourism is mainstreaming the rights-based and gender equality approach in its programs and projects, and has projects specifically oriented to strengthening the economic empowerment of women through Micro, Small and Medium Enterprises (MSMEs). The Department of Social Development and employment, with the aim of promoting social development with equity, emphasizes the protection of the rights of vulnerable groups due to age, gender, disability, and/or ethnic or geographic origin. Regarding labor, strategic guidelines were adopted by the Ministerial Conference for the purpose of making progress in the inclusion of gender as a cross-cutting theme in this sector.

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

- The *Secretariat for Legal Affairs (SLA)*, through the judicial facilitators service coordinated by the Office of the Secretary, seeks to increase the number of women facilitators and to provide training related to women's and gender issues. The Department of International Law implements the policy of incorporating a gender perspective into its programs, projects and activities, and into its technical assistance. It has prioritized gender as one of its cross-cutting themes. This policy is reiterated in planning and follow-up meetings, involving staff and independent contractors. The Department of Legal Cooperation underscores that the OAS's fight against corruption, by means of the operations carried out by the Follow Up Mechanism for the Implementation of the Inter-American Convention Against Corruption (MESICIC) promotes equal gender rights, given the fact that the pernicious effects of corruption disproportionately harm the more vulnerable sectors, including women.
- In the *Secretariat for Multidimensional Security*, the Inter-American Committee against Terrorism (CICTE) maintains an open policy for the participation of women in all of its courses and programs, recognizing the vital role that women play in States Members' efforts to prevent, combat and eliminate terrorism. CICAD has a mandate to draft and evaluate policies and projects based on scientific evidence, in which one of the central parameters is gender, in light of the fact that drug use often follows different trends depending on age, gender, social class, etc. It seeks to advance this approach in its horizontal and international cooperation, and to identify gender gaps, as part of its training follow-up. The Department of Public Security states that although it does not have a specific mandate to consciously and actively incorporate gender into its work, it does promote a gender perspective in its projects and activities, as evidenced by the important achievements in gender matters within the framework of MISPA-III.
- In the *Secretariat of External Relations*, all of its bodies indicate that they have a strategy, although not necessarily a written one. The Department of International Affairs (DIA) brings a gender perspective to the Lecture Series of the Americas, the Policy Roundtable Series, and in activities with civil society, promoting the participation of women as panelists/participants, and including this topic area in these events. In addition, in the Model OAS General Assembly it includes topics related to women's issues and/or promotes the inclusion of the gender perspective, by providing documents for its study and analysis; as a consequence, it is included in the resolutions issued in this venue. In the mobilization of resources with the Permanent Observers a particular effort is made to present projects and initiatives of the CIM. Regarding inter-institutional relations, the inclusion of gender-related topics in memorandums of understanding and other strategic partnerships is promoted. For

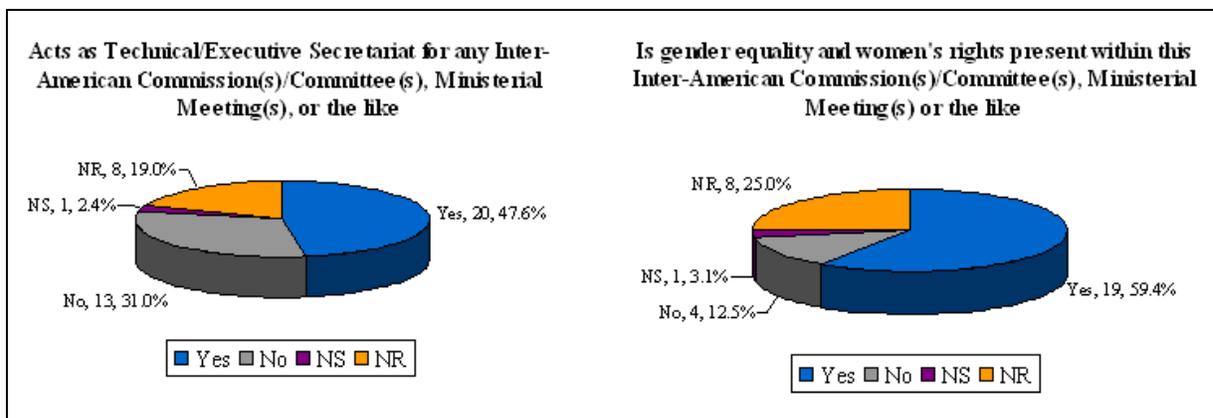
their part, the Press Department and the Department of Strategic Communication and Image state that the rights-based and gender equality approach is one of their central topics, for which they disseminate and promote activities and events related to it using diverse mechanisms. The Trust for the Americas emphasizes gender parity in its initiatives, particularly in training and the promotion of employment of persons in conditions of vulnerability, and of male and female community leaders.

- In the *Secretariat for Administration and Finance*, the DHR notes that it endeavors to strike a gender balance by providing the OAS/GS with information on its current status regarding geographic and gender distribution in its Quarterly Resource Management Report, and by issuing recommendations on nationality and gender regarding persons who come to work with the OAS/SG in the future, with the objective of introducing gender balance. The Department of Planning and Evaluation, as the department responsible for the development of tools and procedures to facilitate performance-based project management, is tasked with promoting the incorporation of the gender perspective into the processes of project formulation, design, monitoring and evaluation.
- The *Autonomous and Decentralized Agencies* listed the following among their strategies: in the IACHR, the Special Rapporteurship on the Rights of Women deals with topics related to gender and women's rights in the implementation of the inter-American system's human rights mechanisms: the processing of individual petitions with cases specifically related to gender; the processing of precautionary measures; the litigation of cases before the Inter-American Court; the preparation of *in loco* visits; the convening of thematic hearings, and the publication of country and regional reports on different topics related to the rights of women. Likewise, PAHO, through its Gender, Diversity and Human Rights Office, coordinates its actions and the process for the implementation of gender policy throughout the entire PAHO. The strategy to achieve this objective is based on the Plan of Action, which contains indicators that the countries and the Organization's secretariat report on. The first progress report regarding the implementation of the policy on gender equality, following its Plan of Action, is being drafted and will be submitted to the Member States in September 2012. The IIN has a 2011-2015 Plan of Action that includes the topic of gender as part of its cross-cutting and rights-based approach, and has resolved to include a gender perspective in all the stages of each thematic area of the plan. In addition, the IIN seeks gender parity in all its spheres of work, including the top echelons.

The ideas expressed in CITELE's mission, as adopted in 2010, and which are based on the principles of universality, solidarity, transparency, equity, reciprocity, nondiscrimination, technological neutrality, and resource optimization, taking into account of the environment and sustainable human development to benefit society in every country of the region, permeate all of its activities. IICA endeavors that all its technical cooperation activities are carried out taking into consideration gender equity and social inclusion, which are part of its principles. The PAIGH indicates that within its technical cooperation and scholarship selection activities, it promotes a gender perspective, and that there is a considerable number of women responsible for its scientific activities.

Country Offices: Twenty-nine percent (9) of the Country Offices stated that they have some kind of strategy to promote gender and rights equality, although most of them also said that it is not formal and that it is implemented through the promotion of these topics and the inclusion of this perspective in the projects and activities in which they participate (*see details in Annex 2*).

Departments of the OAS/GS and Autonomous and Decentralized Agencies



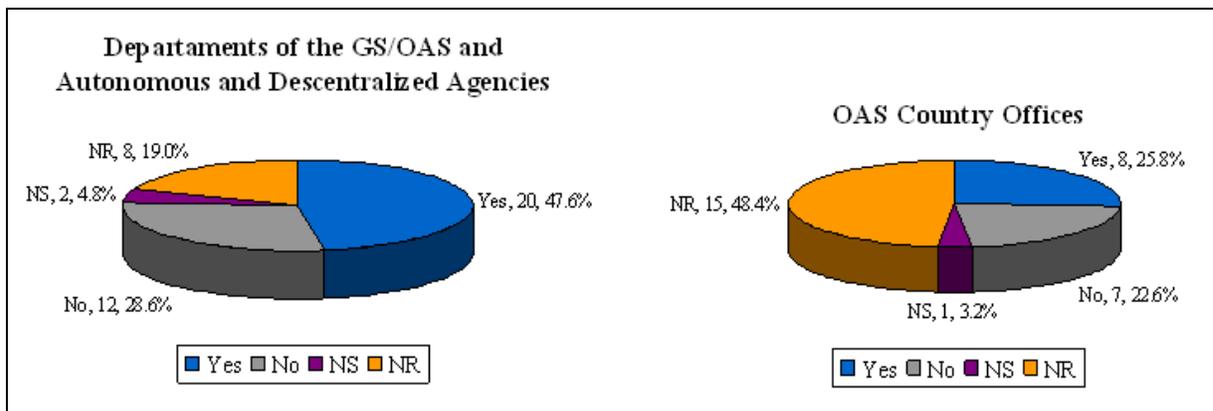
C. Rights-based and gender equality approach in sectoral meetings at the ministerial and Inter-American committee level

Out of all the departments of the OAS/GS and the Autonomous and Decentralized Agencies surveyed, 47.6% (20 bodies) indicated that they act as the Technical or Executive Secretariat of Inter-American commissions or committees and/or ministerial or similar meetings. It is noteworthy that of these bodies, all except for a single one also responded that the theme of gender equality and women's rights is also present in the Inter-American commissions/committees or ministerial or similar meetings for which they act as the Secretariat. Of the 20 bodies, 7 stated that they acted as the Technical or Executive Secretariat of at least two forums at the ministerial level; three of these bodies were under SEDI. This aspect shows us the potential impact that the OAS can have at the Inter-American level, through these sector forums, to advance a rights-based and gender approach at the inter-American level. A deeper analysis is required to identify the level at which this has been taking place in each one of these forums.

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

In response to the question asked to the OAS/GS departments and Autonomous and Decentralized Agencies as to *whether or not they have policy(-ies), program(s) and/or project(s) that promote gender equality and women's rights*, 47.6% (15 departments and 5 Autonomous and Decentralized Agencies) responded that they did. This question was also asked to the Country Offices of which 25.8% (8) responded that they did. Some of the Autonomous and Decentralized Agencies and Country Offices clarified, with regard to these efforts, that they were not necessarily all designed for the purpose mentioned in the question.

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



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

Secretariat	Departments	Name of Projects / Programs
Executive Secretariat for Integral Development (SEDI)	Dept. Social Development and Employment	- Gender Component in the framework of the Inter-American Network for Labor Administration (RIAL) - Program for the Protection of Vulnerable Groups – Gender Audits Project - Project for the Development of an Integral Care Model for Women Victims of Violence in the Tijuana Area
	Dept. Economic Development, Trade, and Tourism	- Economic Empowerment and Trade Program - Establishment of Small Business Development Centers (SBDCs) in CARICOM Member States” -Mainstreaming the Gender Perspective in the Regional Dialog on Competitiveness - Women in new tourist businesses (not yet executed)
	Dept. Human Development, Education, and Culture	- Launching of on-line gender courses - Horizontal Cooperation Fund for Technical Assistance Missions - Inter-American Teacher Education Network (ITEN)
	Dept. Sustainable Development	- Strengthening the Public Participation Mechanisms for Sustainable Development
	FEMCIDI	- Regional Network of Women in Politics: Promoting the Participation of Women in Politics For Good Governance and Democracy - Poverty Reduction and Capacity Building among Rural Women in Grenada - Political Participation of Women, Key Element for a True and Effective Democracy
	YABT	- Youth Forum of the Americas – for young businesswomen and indigenous women
Secretariat for Legal Affairs (SLA)	Executive Office of the Secretary	- Inter-American Program of Judicial Facilitators - Certification course in Access to Justice for operators of justice (in process)
	Dept. International Law	- Program of Action on Indigenous Peoples in the Americas. Component: Training - Project Leadership Development for Afro-Descendants - Network of Hemispheric Legal Cooperation in the Area of Family and Child Law - Program on International Humanitarian Law

Secretariat for Political Affairs (SPA)	Dept. of Electoral Cooperation and Observation (DECO)	- Project on Incorporating the Gender Perspective into the OAS Election Observation Missions (EOMs) - Project: Methodology for the Observation of <i>Political Financing Models</i> in Elections in Electoral Observation Missions (EOMs) - Women's participation as chiefs of EOMs
	Dept. for Effective Public Management	- Strengthening the Hospital Records System in el Salvador and Guatemala Project - Campaigns for the Registry of Persons in Bolivia, Guatemala, Haiti and Peru
	Dept. Sustainable Democracy and Special Missions	- Mission to Support the Peace Process in Colombia - Office of the GS/OAS in the Adjacency Zone between Belize and Guatemala
Secretariat for Multidimensional Security (SMS)	CICAD	- Intervention Project for Girls and Female Adolescents in Conflict with the Law in El Salvador
	Dept. Public Security	- Inter-American Police Training Program (PICAP)
Secretariat for Admin. and Finance (SAF)	Dept. Planning and Evaluation	- Institutionalization of General Secretariat policy and procedures for performance evaluation
Secretariat for External Relations (SER)	Dept. International Affairs	- It promotes gender equality through its programs (Lecture Series, Policy Roundtables, dialogues with civil society and the MOAS)
	Press Department	- Promotes gender equality and issues communiqués and press releases on this topic (24 releases in 2011)
	Dept. Strat. Comm. and Image	- Promotes gender equality on the OAS website, through live webcasts and social networks
Assistant SG	CIP	- Inter-American Network of Port Women
Autonomous and Decentralized Agencies		
IACHR	Carries out important actions through its Rapporteurship on the Rights of Women	
PAHO	Program on Integrating a Gender Perspective	
CITEL	Program for the Inclusion of Women and Girls in ICTs (seeking resources)	

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

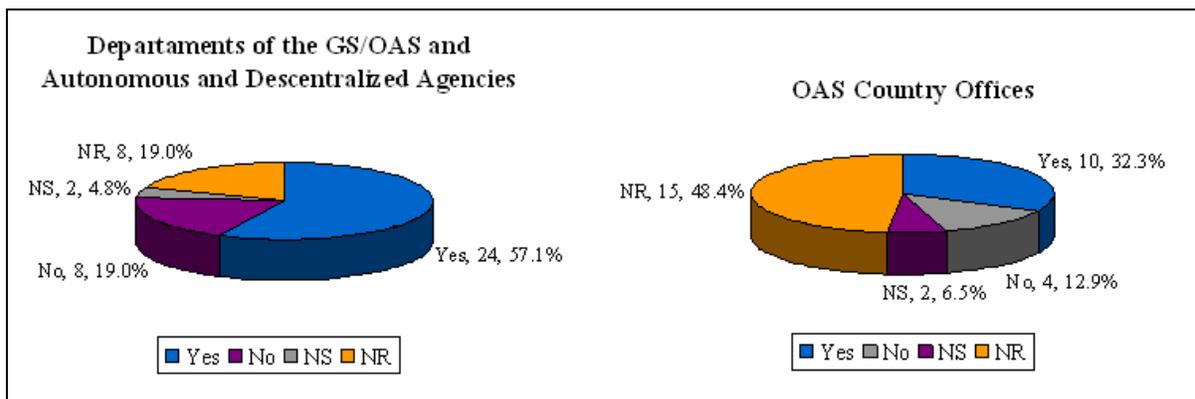
E. Technical capacity to implement a rights-based and gender equality approach

Among the departments of the GS and Autonomous and Decentralized Agencies participating in the survey, 57.1% (24) responded that they do have the technical capacity to implement a gender and women's rights perspective; 19% (8) said they did not, and 23.8% (10) did not respond or offer specifics. Among the National Offices responding, 32.3% (10) stated they did have this technical capacity, 12.9% (4) said they did not, 48.4% (15) did not answer the question, and 6.5% (2) did not offer specifics.

In referring to the nature of their technical capacity, responses included: a) having professional staff who have been trained on the subject of gender through courses offered by the OAS, personnel that had more in-depth education and greater experience in the field of gender (for example, the Department of Planning and Evaluation – DPE, DECO, the Department of Public Security – DPS, the Department of International Law – DIL), and departments that have gender experts belonging to the ranks of staff or contract employees (for example, DECO, THE Department

of Social Development and Employment – DSDE, the Department of Democratic Sustainability and Special Missions (DSDSM-MAPP) DPS, and DPE). Among the agencies, PAHO has advisors on gender and health; b) having access to partner institutions with experience in the subject (for example, DSDSM-MAPP; c) having materials or methodologies available for reproduction (for example, DECO, DPE, and DIL), and d) having an institutionalized mechanism, such as the IACHR (Rapporteurship on the Rights of Women).

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



Country Offices: they include, as part of their capacity in gender issues, guidance and training provided by the GS, prior training that some of the representatives had before being appointed, and access to the experience of local partner institutions. Other offices, such as the one in Trinidad and Tobago state that they have had no training on the subject.

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

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

Departments of the OAS/GS and Autonomous and Decentralized Agencies: In their responses, the departments expressed their interest in continuing to receive gender training, and to the extent possible, pass it on to project staff in the field (e.g. PUICA and Judicial Facilitators); ongoing technical assistance and support for the inclusion of the rights-based and gender equality approach in its projects and activities; the keeping of an open dialog and the strengthening of existing cooperation and alliances. Additionally, some bodies noted that they would require specific technical support in the framework of their programs or projects. The Autonomous and Decentralized Agencies, for their part, emphasized that they would like to strengthen their current cooperation with the CIM and continue to receive the assistance that it has been providing up to now.

Country Offices: The predominant responses were receiving gender training; exchanging information and best practices; having materials made available to them for dissemination and outreach; sharing strategies. They also expressed their interest in enhanced communication with the CIM.

III. ACTIONS TAKEN BY OAS ORGANS, AGENCIES AND ENTITIES

Based on the information submitted by the different bodies, this section covers the specific actions taken by them in implementing the IAP between March 2011 and February 2012.

A. OAS ENTITIES AND AGENCIES

1. Department of Legal Services

In its capacity as legal counsel, this Department addressed several questions raised by the CIM and provided legal assistance at different meetings of the Commission.

2. Summits of the Americas Secretariat (SAS)

The SAS has a standing policy to promote equitable participation between men and women in its activities with social actors. This applies to the selection of both funded partners and speakers/moderators. As part of the Summit process, it facilitates the incorporation of the results of the high level CIM meetings at the Summits of the Americas. Over the period covered by this report, the following should be highlighted: the conclusions and recommendations issued by the Fourth Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women of the Member States (REMIM IV) (El Salvador, November 1, 2011), which were conveyed to the Summits process through the Summit Implementation Review Group (SIRG), as were those from civil society, which came from the virtual consultation coordinated by CIM and the SAS. Also worthy of note was the participation of the Executive Secretariat of the SAS in REMIM IV and in meetings of the CIM's Executive Committee, through its progress reports regarding the Sixth Summit and its follow-up.

3. Secretariat for Legal Affairs (SLA)

The Executive Office of the Secretary executes the *Inter-American Judicial Facilitators Program (PIFJ)*, which contributes to the promotion of gender equity and equality and human rights. Within this framework, through the "*National Judicial Facilitators Service Project*," as of 2006, access to justice for vulnerable segments of the population has been promoted. The service is offered in five countries, 4,388 facilitators are engaged, and 1,321 operators have earned a *Certification in Access to Justice*. This effort seeks to train judges, prosecutors, police officers and other justice operators to manage the National Facilitators Service and to learn the skills to manage their offices taking into account the individual requirements of a variety of segments of the population regarding access to justice, particularly women. The PIFJ team met in Washington, in December, with the Executive Secretariat of the CIM, to explore future possibilities for collaboration.

a) Department of International Law

As of 2009, the DIL is executing a *Program of action to strengthen the participation of indigenous peoples in the Inter-American system, Component: Training*," which is designed to strengthen indigenous women's leadership skills, by promoting greater participation in citizenship

building processes in the Americas. Two training exercises were organized in 2011 on women's political participation and the inter-American system. Out of all the 53 participants, 70% were women. It was carried out in collaboration with indigenous NGOs, the Indigenous Fund for Latin America and the Caribbean, the Inter-American Court of Human Rights, the Inter-American Institute of Human Rights, and the Inter-American Commission on Human Rights. In addition, as part of the project for the "*Training of Afro-descendant Leaders*," started in 2011, the IACHR endeavors to improve the coverage of aspects related to gender, particularly the greater discrimination of which women are victims. A module on gender was also included in the handbook currently being drafted, as well as in the programmed workshops. This effort is being carried out in partnership with NGOs related to the topic of Afro-descendants and human rights, the Rapporteurship on the Rights of Afro-Descendants, the Summits Secretariat, and the Department of State Modernization and Good Governance.

The Department also endeavors, pursuant to the four inter-American conventions on international family law,² to make the *Network of Hemispheric Legal Cooperation in the Area of Family and Child Law* operational, in order to facilitate the protection of families and children through access to the inter-American system, as well as promote international cooperation in this matter (including child support and alimony, as well as topics related to kidnapping). Lastly, the ongoing *Program on International Humanitarian Law (IHL)* supports the progress and dissemination of ILH in the Americas, assists the Permanent Council and its Commissions, as well as States, in the drafting and negotiation of resolutions on the promotion of and respect for IHL and other related topics. Activities are also coordinated with the International Committee of the Red Cross. In the debates related to this program, the necessity of protecting women in light of their condition of vulnerability during armed conflicts is emphasized, along with the importance of taking into account their needs, challenges, and contributions when an intervention is carried out. The three first projects/programs are financed by the Spanish Fund for the OAS and the last by the Regular Fund.

b) Department of Legal Cooperation

The DLC acts as the Technical Secretariat to the Mechanism for Follow-up on the Implementation of the Inter-American Convention against Corruption (MESICIC) and to the Meeting of the Ministers of Justice or Attorneys General of the Americas (REMJA), including issues of mutual assistance in criminal matters, extradition, and cybercrimes. The gender perspective is an important element in all activities of the department, a crosscutting theme in combating corruption. It is worth noting that at the 14th session (September 2009) of the Committee of Experts of MESICIC a woman was elected as Chairperson, the Chief Expert of the Brazilian Delegation. Currently, 11 of the 31 experts are women.

4. Secretariat for Political Affairs (SPA)

a) Department of Electoral Cooperation and Observation (DECO)

DECO reports on three projects. First, it has continued the implementation of the project "*Incorporating a Gender Perspective into the Electoral Observation Missions*" project, which is

2. Inter-American Convention on Support Obligations, Inter-American Convention on the International Return of Children, Inter-American Convention on International Traffic in Minors, and the Inter-American Convention on Conflict of Laws Concerning the Adoption of Minors.

aimed at enhancing OAS elections observation capability by integrating the gender perspective into the observation methodology. This will allow the OAS to systematically analyze the status of equal participation between men and women in electoral processes at all levels: as voters; as men and women candidates in national and local elections; as leaders in State institutions; within election bodies; within the structures of political parties, etc. The methodology will make it possible to investigate issues such as possible barriers to political participation of women in the countries, within the specific context of an electoral process under observation. This effort has been carried out with the support of the governments of Germany, Canada and Spain. During the period covered by this report, the theoretical design was made and the capacity of the DECO team regarding gender topics was strengthened; there is also the Manual for OAS Electoral Observation Missions, which includes the gender perspective, ready for implementation. This project, as those that follow, has been carried out in partnership with International IDEA and in consultation with the CIM.

Mandates for the appointment of women to high-level executive positions within the OAS and the preparation of information on the participation of men and women in these missions are also advanced, by means of EOMs. Thus, for the first time in 2011, 4 women were Chief of Mission: EOMs in Jamaica, St. Lucia, Paraguay, and Colombia. Information disaggregated by sex is being compiled by the EOMs, including the final reports submitted to the Permanent Council.

The project *Methodology for the Observation of Political Financing Models in Elections in Electoral Observation Missions (EOMs)* was initiated in 2010, with the financial support of Canada and the United States. Its purpose is to create a methodological tool to observe political financing in country elections. A document was drafted containing the revision of standards in political financing and the systematizing of best practices, including a gender perspective regarding the barriers to women's access to political financing in elections. The EOMs have a methodology for the observation of different means of political financing, which includes a gender perspective and focuses on the differences in access to political financing between men and women; this methodology is ready for implementation.

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

This Department has three projects. The "Project for institutional strengthening in mediation," which has been implemented since 2010 with the support of Canada, seeks to strengthen the institutional capacity of the GS/OAS and of the Member States in mediation. Several meetings were held with experts in gender, peace and security from the UN's Mediation Support Unit and from the Institute for Inclusive Security, to share ideas on how to effectively include the gender perspective in the Department's work on the prevention, management, and resolution of conflicts, so that the Department can design its own gender strategy. Although this has not yet come to fruition, small actions have been taken, such as the inclusion of a discussion on the topic of gender in the course on the "Design and Implementation of Processes of Dialogue and Mediation" for the Andean countries in November, and the inclusion of a question in the course evaluation with the purpose of disaggregating the results of the evaluation by sex.

The *Mission to Support the Peace Process in Colombia (MAPP/OAS)* has been carried out since 2010, and through it a contribution is made to the building of a firm and lasting peace in Colombia, alongside the government, communities, and civil society organizations (CSOs). This is done by means of actions of support, accompaniment, verification and monitoring, the facilitating of

spaces for dialogue and the promotion of confidence measures, within the framework of the current peace processes in that country. From its inception and its presence in Colombia (2004), MAPP has recognized the importance of including the gender perspective in its work and has been working towards that end. The purpose of MAPP's distinct approach, within the bounds of its mandate, is, first, the collection of material that will make gender-related matters visible. Because of this, it is vital for the Mission to foster a climate of awareness both within it, and outside of it, to promote awareness on the implications gender has regarding the impact of conflict, on the one hand, and to promote equitable relations and opportunities for both sexes. These activities are financed with funds from, *inter alia*, Argentina, Bahamas, Brazil, Canada, Chile, Germany, Guatemala, Korea, Ireland, Mexico, the Netherlands, Norway, Peru, Spain, Sweden, Switzerland, Thailand, and the United States.

The *Office of the GS/OAS in the Adjacency Zone between Belize and Guatemala* has been offering support to women since 2010, through legal protection of joint ownership of their house and properties, and education in art and in the culture of peace. Forty-seven houses were handed over, with title for their owners; more than 300 adolescents acquired abilities and skills in playing a musical instrument, in painting, and theater; there were also cultural exchanges between Guatemalans and Belizeans. The Office of the Human Rights Defender, local municipal authorities, and houses of culture are among the strategic partners. These activities have been co-financed by Canada, Mexico, Spain, the United States, and the Fund for Peace, as well as Azerbaijan, China, and Turkey.

c) Department for Effective Public Management

The *Strengthening the Hospital Records System in el Salvador and Guatemala Project*, which has been ongoing since 2008, is aimed at implementing a hospital records system that will allow the immediate registration of newly borns and thus reduce under-registration of births on a permanent basis. The number of registered children rose from 7,000 to 11,149 children compared with 2010; 500 mothers have been made aware monthly of the importance of the right to identity; the National Registry of Persons has expanded to 3 more hospitals nationwide, and, as a result of the project, legislation has been passed to institute the hospital registry nationwide. This effort is supported by the National Registry of Persons [*Registro Nacional de las Personas Naturales*] and the Public Health Network [*Red de Salud Pública*] of El Salvador. *Campaigns for the Registry of Persons in Bolivia, Guatemala, Haiti and Peru* have been conducted since 2007 in order to facilitate access to civil registries of vulnerable groups of people through mobile registration campaigns. More than 4.9 million persons have been beneficiaries, many of them girls and women. The Department indicates that it has contributed to the strengthening of a culture of registration and to increasing awareness regarding the importance of registering at the civil registry to facilitate for the people the exercise of their rights.

5. Executive Secretariat for Integral Development (SEDI)

a) Department of Social Development and Employment (DSDE)

The DSDE continued to move forward in implementing the IAP, particularly within the framework of the Inter-American Conference of Ministers of Labor (IACML). Also noteworthy are projects related to violence in border zones and the protection of vulnerable groups.

The *Gender Component in the Framework of the Inter-American Network for Labor Administration (RIAL)*, is aimed at strengthening the capacity of Ministries of Labor in mainstreaming a rights-based and gender equality approach into their operations, policies and programs. Joint efforts between the DSDE, IACML and the CIM in this process – the results of which, since 2007, are here summarized – have been noteworthy, and which can be used as a reference by other sectors. Highlights of 2011 include the preparation and execution of a project on gender audits in the ministries, CIM's cooperation in the study "Advancing Gender Equality in the Context of Decent Work," and an unprecedented inter-ministerial dialog between the Ministers of Labor and the Ministers of Women's Affairs within the 17th IACML.

- Drafting of the study "*Gender Equality for Decent Work: Proposals for Mainstreaming Gender into Labor and Employment Policies within the Framework of the IACML*," submitted at the 15th IACML (Trinidad and Tobago, 2007), which served as a basis for the "Strategic Guidelines" of the Conference.
- Approving the *Strategic Guidelines of the 15th IACML for Advancing Gender Equality and Non-discrimination within a Decent Work Framework*, during the 15th IACML in 2007, as a general framework for action.
- Drafting the study "The Institutionalization of a Gender Approach in the Ministries of Labor of the Americas," distributed at the XVI IACML (Buenos Aires, 2009), which fulfills one of the Strategic Guidelines. The study provides an overview of the internal structures of the Ministries in the area of gender, the types of offices, units or programs that are in place, their characteristics and their capacity to successfully make gender equality promotion a common goal. It also introduces a proposal for training to strengthen these units, which was used in conducting subregional workshops in 2010.
- Holding the *RIAL Workshop on "Gender Mainstreaming in Ministries of Labor of the Americas"* (Buenos Aires, 2009), where delegations from 25 Ministries of Labor, most of which were represented by their highest-level officials responsible for gender, were able to examine how much progress had been made on this issue and define the highest priority needs for training. At the Workshop, the preliminary version of the study summarized in the previous bullet was discussed and enriched. This Workshop also serves to fulfill the IACML Strategic Guidelines.
- Participation and technical support for the *Subregional Workshops on Strategic Planning with a Gender Perspective*, led by the CIM, for the Ministries of Labor and National Mechanisms for the Advancement of Women of all Member States, between April and October, 2010, with the support of the ILO and jointly funded by CIDA-Canada.
- Holding of the first inter-ministerial hemispheric dialog between Ministers of Labor and Ministers of Women or Highest-Ranking Authorities Responsible for the Advancement of Women, within the XVII IACML (El Salvador, November 1, 2011), which was a landmark for IACML and CIM, since it was the first high-level intersectoral dialog between the CIM and an OAS ministerial forum.

The one and a half year long *Gender Audits Project*, financed by Canada, seeks to diagnose the situation of three ministries of labor regarding the mainstreaming of a gender perspective in their operation, policies, and programs and to define specific measures to strengthen and improve institutional capacity in these ministries to mainstream a gender perspective in their strategic and

operational functions. An OAS-ILO team carried out the first gender audit in a labor ministry in the Americas: Barbados. As a result, a diagnosis was prepared, along with a series of recommendations. A work plan is currently being prepared.

In its *Project for the Development of an Integral Care Model for Women Victims of Violence in the Tijuana Area, Mexico*, which ended in June 2011, the DSDE contributed to the promotion of the protection of the human rights of migrant women, providing prompt and effective integral care to some of the victims of violence in the area of Tijuana. Results include the drafting of a proposal for a model of care based on successful practice in the same area and in other similar areas; the holding of a workshop with organizations of the government organizations and civil society that see to this population, in order to validate the proposal, and the drafting of a final proposal validated by local organizations that includes an implementation plan for the Tijuana Women's Institute (*Instituto de la Mujer de Tijuana*), as a project counterpart. Partnerships were established with the Tijuana Women's Institute, the Mexican Women's Institute (*Instituto de la Mujer de México*), the Office of the Attorney General (*Procuraduría del Estado*) of Baja California, the Office for Integral Family Development (*Desarrollo Integral de la Familia del Estado*) of the State of Baja California, Mexico, and the municipalities of Tijuana and Rosarito del Estado.

The two-year *Program for Protection of Vulnerable Groups (VGP)*, ending in 2011, provided support to vulnerable groups, especially women and persons with disabilities, through the promotion of effective legislation, as well as and through specialized services of the Secretariat for the Integration of Persons with Disabilities in Haiti (SEIPH). The results of this program include:

(i) the drafting of legal and policy frameworks for the protection of the rights of women and persons with disabilities; (ii) The re-establishment of the work spaces of MCFDF and the SEIPH, and actions to prepare legislation specialized in violence against women and the integration of persons with disabilities; (iii) assistance to the MCFDF in the drafting of supporting documents for the bill on Paternity and Filiation under consideration by the Chamber of Deputies, including activities aimed at raising awareness in the members of Parliament and at dissemination (as a result, this bill was passed on May 10, 2010); (iv) the review of Haiti's Criminal and Civil codes, including recommendations for amendments, in order to ensure equal treatment under the law of men and women, and the establishment of protection measures for women subject to violence. (v) the holding of a workshop on women's political participation for civil society groups, aimed at civil society and focused on the mainstreaming of a gender perspective in the processes of legislative constitutional reform in Haiti, and (vi) the organization of working meetings with the MCFDF, which gave rise to the first draft of a bill on Violence against Women. To this end, studies of other countries' legislation were conducted, as well as meetings with government officials and parliamentarians in order to raise their awareness regarding this topic.

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

Through its "*Economic Empowerment and Trade Program*," starting in 2010, the DEDTT has been promoting the participation of Micro, Small and Medium-size Enterprises (MSMEs) in business opportunities linked to specifically targeted international trade and tourism, in order to bring about economic inclusion of MSMEs run by women and vulnerable groups (small-scale famers, small tourism enterprises, indigenous groups and young people); supporting institutional and human-resource strengthening in the field of negotiating, implementing and administering trade agreements;

strengthening regional dialogue on public policies; and facilitating exchanges of experiences and hands-on training on the use of intellectual property as a tool to support indigenous communities and groups of businesswomen. Principal achievements include:

(i) the establishment of a dialog between Authorities Responsible for Trade and MSMEs, in the Second Encounter: Dialog on *Public Policy to Promote Competitiveness of MSMEs*, planned for May 2012; (ii) the training of 200 male and female government officials in areas such as negotiation and the implementation of trade agreements in the Americas, the resolution of controversies in financial services, and intellectual property as a tool for innovation and competitiveness; (iii) as an input for the Dialog of Authorities Responsible for Trade and MSMEs, the execution of pilot initiatives illustrating successful, replicable models of assistance to exporting MSMEs was continued. Two of the models turned out to be relevant to promote the empowerment of small women agricultural producers and MSMEs led by women; (iv) approval of the project “*Establishment of Small Business Development Centers (SBDCs) in CARICOM Member States*” (January 2012-January 2014), to strengthen institutions that offer to support to MSMEs in CARICOM, based on the SBDC model of the United States. This project includes the building of capacity (specialized advising, training, and mentoring) in the centers to respond to the needs of businesswomen who are starting new businesses or who wish to expand existent ones, or make them more competitive. It has the support of the United States, *Caribbean Export*, and the University of Texas in San Antonio.

The Project “*Mainstreaming a Gender Perspective in the Regional Dialog on Competitiveness*” promotes competitiveness, innovation and productivity in the Americas, by means of a high-level dialog on public policy, the exchange of best practices, and the development of public-private partnership initiatives among the States. It includes the development of initiatives on competitiveness that will promote progress in gender equality. In the Fifth Americas Competitiveness Forum (the Dominican Republic, October 2011), Authorities and Competitiveness Councils of the Inter-American Competitiveness Network (RIAC), as part of the Consensus of Santo Domingo, approved 10 principles to advance to a more competitive and prosperous region, including the promotion of gender equity as a fundamental element to enhance the productivity and competitiveness of our region. Working together with the CIM, they hope to follow up on this principle implementing actions with the countries. The CIM shared important comments and suggestions with the RIAC’s Technical Secretariat as part of the consultation process with the countries, and the Santo Domingo Consensus drafting committee. Support was received from CIDA and the National Competitiveness Council of the Dominican Republic.

In the area of Tourism, there is the “*Women in Start-up Tourism Enterprises Project*,” designed to provide entrepreneurial development services to businesswomen who own MSMEs in this sector, with a viable idea for a first start-up business, or whose businesses are in their first two years of operations, aimed at strengthening management skills, operations and viability.

c) Department of Human Development, Education, and Culture

i. Office of Education and Culture: The second edition of the *Horizontal Cooperation Fund for Technical Assistance Missions* was launched; it received proposals not only to mainstream a gender perspective in their formulation – one of the criteria for the evaluation of the proposals – but they also focus on specific problem areas, such as education and electoral and political participation

of girls, young and adult women who belong to Indigenous and migrant populations. The purpose of this project is to promote the exchange of good practices in citizen education among public, private (non-profit) and civil society institutions. In addition, the eighth edition of the electronic Bulletin of the Inter-American Program on Education for Democratic Values and Practices was published in December 2011, devoted to the topic of “Gender and Citizenship Education: How to promote greater gender equity amongst women and men participating in public decision processes?” Testimonies and interviews with key actors and specialists are included, in order to promote discussion on how education in democratic values and practices can contribute to access to equal opportunities and to active participation in the different decision-making processes affecting their communities. The production of the bulletin required the CIM’s collaboration, which allowed for a rich exchange of ideas and experience. The collaboration with Vital Voices was very enriching and opened possibilities for joint work on education of girls and young women for political participation.

The work of the Inter-American Teacher Education Network (ITEN) is ongoing. This network provides a platform for the exchange of knowledge, experiences, research, and good practices in teacher education, in order to foster improvement in the quality of education. As women have increased their participation in the work force and are strong contributors to family income, it is of fundamental importance to teach girls and young women competencies that are related to the new information and communication technologies (ICTs). Therefore, it is crucial that teachers – most of whom are women – have these skills to guide and teach girls and young women in the classroom. Acquiring these skills will position young women better to find good jobs and to be productive citizens. Support is received, *inter alia*, from CIDA-Canada and the Inter-American Committee of Education, in partnership with the International Education and Resource Network, the Fundación Evolución, the Partnership for Educational Revitalization in the Americas (PREAL), and ECLA.

Likewise, through the *Regional Educational Indicators Project (PRIE)*, support has been provided to governments since the year 2000 by systematically gathering and disseminating statistical data disaggregated by sex. The PRIE gathers and analyzes information on gender parity in order to monitor fulfillment of the Summits of Americas’ education goals. One piece of information it has gathered is that the parity rates for secondary school studies completion in 14 countries is higher for women. The Secretariat of Public Education of Mexico, UNESCO, and the chief officers responsible for educational information and statistics of the countries, are the partners involved in this project.

Lastly, pursuant to the General Assembly’s resolution, the *Inter-American Year of Culture* was celebrated in 2011, in recognition of the central role that culture plays in the economic, social, and human development of all communities in the Hemisphere. In addition to celebrating the great cultural diversity of the hemisphere, an effort was made to provide lasting impact beyond 2011, by creating the space for the formulation and implementation of public policies, especially for the strengthening of cultural industries and for promoting culture as a tool of social inclusion and social participation.

ii. Office of Scholarships, Training, and Capacity-building: The rights-based and gender equality approach is included in its programs and projects, as well as in the work of the Professional Development Course Selection Committee and of the Ad-Hoc Professional Development Scholarship Selection Committee.

iii. Educational Portal of the Americas: Three editions of the online course *Gender and Political Leadership in the Latin American and Caribbean Context* were offered, aimed at capacity-building in critical interpretation of reality, reflection, social responsibility and participation vis-à-vis the theme of gender and political leadership, in order to apply this capacity in an integrated and systematic way to social projects being promoted in Latin America and the Caribbean region. Training was received by 261 public officials and professionals linked to NGOs of the region, that work in social policies, projects and programs and recognize the importance of the gender perspective as a cross-cutting theme. Online communication continued with former course participants (there are 300), providing a useful environment for the production of ideas and projects.

Based on the face-to-face course *Leadership in Public Policies for Women's Citizenship*, an on-line course is being prepared, including a community of practice among interested and committed professionals in the area, which will be available in early 2012. In addition, a virtual community was established, the *Regional Working Group on Leadership and Women's Rights for Citizens' Democracy*, for the CIM's use, which aims at providing a venue for dialog and work of the the RWG, for communication, exchange, and debate. Lastly, also in partnership with the CIM, and as part of the OAS Gender Program, the Portal is preparing an online course on *The Rights-Based and Gender Equality Approach in the Project Cycle*, and an OAS gender community of practice, addressed to OAS personnel and other professionals of the inter-American system.

iv. Leo Rowe Fund: The Fund has been compiling statistics disaggregated by sex since 1995. Increased participation of women at any level of education is obvious in the statistics gathered by the Fund. The percentage of loans granted to women, which was one third of the total in 1995, has steadily risen. On average, the number of loans granted to women has held at 50.0% since 2001 except for 2007 and 2008. The year 2011 maintained gender parity regarding loans for international students. In the case of OAS officials the trend was different: 22% of the loans went to women and 78% to men.

d) Department of Sustainable Development (DSD)

The DSD encourages full and equal participation of women in decision-making at all levels, and particularly regarding facilitating and promoting a harmonious and integral advance of sustainable development and the environment, including ICTs in water resources, climate change, natural disasters, biodiversity, and energy. The gender perspective is visible in the work of the projects in their different areas, as follows:

In Risk Management and Adaptation to Climate Change, it has been essential to understand, at the community level, the different roles, responsibilities, needs, and outlooks of men and women, which should be taken into account in communication protocols and functional decision flows when flood-caused emergencies arise. In Water Management, the mainstreaming of the gender perspective has been essential, particularly regarding the conditions, use, control, and decision-making processes regarding water. With respect to Environmental Law, Policy, and Good Governance, efforts are underway to mainstream the gender perspective in the political dialog on sustainable development and in the implementation of projects, by fostering gender equity, diversity, and inclusion, bearing in mind the basic principles of the Inter-American Strategy for the Promotion of Public Participation in Decision-Making for Sustainable Development (ISP). In 2011, the CIM's support, a *Dialogue on Governance, Public Participation, and Gender Mainstreaming in Sustainable Development*

Decision-Making was held, to identify recommendations that, along with the ISP, will assist in promoting an increased participation of women in policy formulation and decision-making. Some of these recommendations have been implemented by the project *Strengthening the Public Participation Mechanisms for Sustainable Development*, with the involvement of women professionals in the drafting of training manuals and the identification of organizations.

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

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

FEMCIDI has had several projects focused on gender equality; they were executed between May 2010 and December 2011: (i) *“Regional Network of Women in Politics: Promoting the Participation of Women in Politics For Good Governance and Democracy,”* aimed at advancing gender equality under democratic good governance and improving the quality and effectiveness of women’s representation in politics. The Caribbean Institute for Women in leadership participated. There were two national workshops on gender analysis in Saint Kitts and Nevis and in Grenada in December. In addition, in June, a workshop was held, in partnership with UNFPA and UNIFEM, in Trinidad and Tobago on women candidates of several Caribbean countries, and on nine women elected in general elections, to discuss their roles in Parliament and as promoters of gender equality. (ii) *Poverty Reduction and Capacity Building among Rural Women in Grenada*, aimed at reducing poverty among groups of participating women in Grenada, through training and resources to improve their standard of living. Using training modules, support was provided for the setting up of business units for rural women. Of 127 women applicants, 85 were chosen to participate in the ICTs module held in November and December in partnership with the Ministry of Finance of Grenada; (iii) *The Political Participation of Women, Key Element for a True and Effective Democracy* project was intended to promote legal reforms that contribute to improving political conditions and opportunities of Panamanian women. Proposals on political parity submitted by the National Forum of Women in Political Parties (*Foro Nacional de Mujeres de Partidos Políticos*) of Panama to the National Commission on Electoral Reform (Comisión Nacional de Reformas Electorales), a body for political concertation created by the Electoral Tribunal of Panama, were approved. A legislative bill was submitted by the Electoral Tribunal to the National Chamber of Deputies for its discussion and approval. Two courses were offered, one in the city of Las Tablas, with 26 women from different political parties and female community leaders. Most were young women, including women from the Kuna ethnic group. Topics covered included political leadership, human rights, economic development, the Panamanian political system, and women’s political participation. The other course was in the city of Santiago, with 31 women from the provinces of Veraguas and Coclé, and political party representatives.

f) Young Americas Business Trust (YABT)

The priority goal of YABT is to promote entrepreneurship and generate employment opportunities for young people, including young women and indigenous communities. This task has been carried out through training programs on entrepreneurial development. In the framework of the

Youth Forum of the Americas, YABT provides a space of opportunity for young women entrepreneurs and indigenous women and, at the same time, a chance to participate in the Sixth Summit of the Americas process. The training programs available for women entrepreneurs and indigenous women include ones that were held in Mexico and Guatemala in 2011. Through strategic partnerships with other organizations, YABT has consolidated a support platform for the implementation of its activities. With the use of technical cooperation provided by the Government of Israel, it has expanded its support for capacity building of young women in the Hemisphere.

6. Secretariat for Multidimensional Security (SMS)

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

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

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

CICTE has not offered specific information, but states that it has an open policy regarding the participation of women in all of its activities, as it recognizes the important role that women play in the prevention, combat, and elimination of all forms of terrorism in the Americas.

c) Department of Public Security (DPS)

As part of the *Inter-American Police Training Program (PICAP)*, DPS is expected to train law enforcement officers, specifically, on appropriate handling and response in cases of violence against women. Additionally, a rights-based and gender approach is used in all training for projects on Human Trafficking. As a result of the Protocol of Palermo, emphasis is placed on working with women and girls who are victims. Additionally, through Alertamérica.org, the Inter-American Observatory on Security, the DPS incorporates sex-disaggregated data in order to have concrete statistics on violence against women in the Hemisphere. The DSP is also working towards incorporating a gender perspective in the meetings of Ministers Responsible for Public Security in the Americas (MISPA). As aforementioned, in the Third MISPA (Trinidad and Tobago, November 17-18, 2011), the Member States addressed key topics to ensure police modernization and professionalization within a democratic framework, with a rights-based and gender perspective. This was reflected in the document approved by MISPA, the "Port of Spain Recommendations for Police

Management,” which underscores the need to continue promoting police reform processes in the Americas from a gender perspective. The CIM provided support and technical assistance to this process.

7. Secretariat for External Relations (SER)

a) Department of International Affairs (DIA)

The DIA promoted projects relating to gender equality and women’s rights with the Permanent Observers to the OAS, who made contributions to finance a variety of initiatives in the amount of US\$291,016. These resources were used to support the program of education on HIV/AIDS and violence against women in Central America. This contribution was provided by the Permanent Observer Mission of Spain at the OAS.

Women representing the OAS, other institutions, CSOs, think tanks, indigenous leaders, and academics participated as panelists and moderators in the programs of the *Lecture Series of the Americas*, the *Round Table Policy Discussions*, and the *Ambassadors’ Policy Breakfasts*. Ms. Christiana Figueres, Executive Secretary of the United Nations Framework Convention on Climate Change (UNFCCC) delivered the 45th lecture on May 13, where she addressed the topic of the region’s vulnerability to climate change and the challenges we face. With the CIM, in April, a Round Table on “Women, Peace, and Security” was held, aimed at identifying the political and programmatic intersections between resolutions on women, peace, and security, and current efforts to modernize the region’s security sector. Distinguished women participated, including, *inter alia*, Rocío García Gaytán, President of the CIM; Melanne Verwee, Ambassador-at-Large for Global Women’s Issues of the United States; representatives of the del Geneva Centre for the Democratic Control of Armed (DCAF) of the OAS Department of Public Security.

The 30th Policy Roundtable was held in May on Inclusion and Democracy in the Americas, as part of the celebration of the 10th anniversary of the Inter-American Democratic Charter. Indigenous representatives from the region shared their experiences and views on democracy. The panelists were all women: Margarita Gutiérrez, President of Organización Coordinadora Estatal de Mujeres Indígenas, Vinajel, Chiapas, Mexico; June L. Lorenzo, Attorney and Consultant on Indigenous Peoples Issues, Counsel to American Indian Law Alliance, Laguna Pueblo, and Alejandra Faúndez, Director for Latin America, Inclusión y Equidad, Chile. In addition, the 34th Roundtable, which was in celebration of IICA Day 2011: “The Impact of Youth and Innovation in Agriculture in Latin America and the Caribbean,” invited a young female panelist from the Canadian Young Farmers Forum. The Roundtable discussed the challenges faced by young farmers.

Since the mid-2011, the DIA, along with the Summits Secretariat, has organized several Roundtables to provide an open forum for multi-sector dialog on policy topics related to the Sixth Summit. Thus, the 35th Roundtable on *The Road to Cartagena: Hemispheric Cooperation to Reduce Poverty and Inequality* had as panelists Nancy Birdsall, President of the Center for Global Development, and Elsa Mata, Executive Director of CE-Mujer (Dominican Republic), who provided interesting views on poverty reduction and inequality in the Americas, and the ways in which they contribute to the amelioration of this calamity. In the 37th Roundtable on *Latin American Outlook for 2012: Transforming the State for Development* (December 8), Inés Bustillo, Director of ECLA’s Washington Office, spoke on the region’s successes in poverty reduction and on the importance of

preserving them in order to achieve sustainable development. In the 38th Roundtable, an OAS report drafted in partnership with UNDP was published: "Different Roads of Democracy in Latin America: Lessons Learnt from the Political Approach to the International Economic Crisis" (December 13, 2011). Ms. Cynthia Arnson of the *Woodrow Wilson International Center for Scholars* was invited to the event. She provided comments on the report and on the impact of the economic crisis on political processes in the region.

Support was provided to the Vidanta Foundation for the organization and promotion of the Vidanta Foundation Prize: "Contributions to the Reduction of Poverty and Inequality in Latin America and the Caribbean," an initiative of the Foundation, the OAS, and the Ibero-American Secretariat. A distinguished group of persons, including two former presidents of Mexico and Uruguay, evaluated the candidates for this prize. First place was given to Desarrollo Autogestionario, A.C. (AUGE) (Mexico), which addressed the credit needs of women farmers without access to institutionalized credit sources. Second place was won by CE-Mujer (Dominican Republic).

In 2011 nine *Model OAS General Assemblies (MOAS)* were held for university students (two models), secondary school students (4 models), and interns at the OAS General Secretariat (3 models). Several of them included topics related to women and gender equity. Because of their high level of preparedness and leadership capabilities, 29 young women were elected as authorities in the model assemblies, as secretaries-general, chairs, and vice-chairs, from a total of 62 selected authorities.

Regarding *activities with civil society organizations (CSOs)*, a hemispheric forum was held in advance of the 41st General Assembly. Financial support was provided for the participation of 15 women representatives of civil society networks linked to topics related to democracy, transparency and citizen participation, human rights and gender equity, Afro-descendants, boys, girls, and adolescents, economic development, employment, environmental protection, violence and public security, and access to justice. In addition, more than 140 announcements were made regarding OAS activities to the DIA's gender database, including the convening of the CIM's Second Hemispheric Virtual Forum: Connecting Women of the Americas: Partners for Prosperity." Lastly, chronological and thematic compilations of the recommendations issued by the 2011 meetings with civil society were distributed among the Member States and to the social networks available on the OAS webpage, including recommendations on gender and sexual and reproductive rights. Coordination was carried out with International IDEA for the development of the regional project on "Women's Political Rights," implemented by the CIM.

b) Press Department

The department promoted gender equality and women's rights in 24 communications and press in English and Spanish. Noteworthy among the releases are those of the OAS Secretary General and on the "Hemispheric Forum on Women's Leadership for a Citizens' Democracy," as well as a series of other releases and communications regarding the gender-related work of the CIM and other departments and bodies of the OAS.

c) Department of Strategic Communication and Image

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

8. Secretariat for Administration and Finance (SAF)

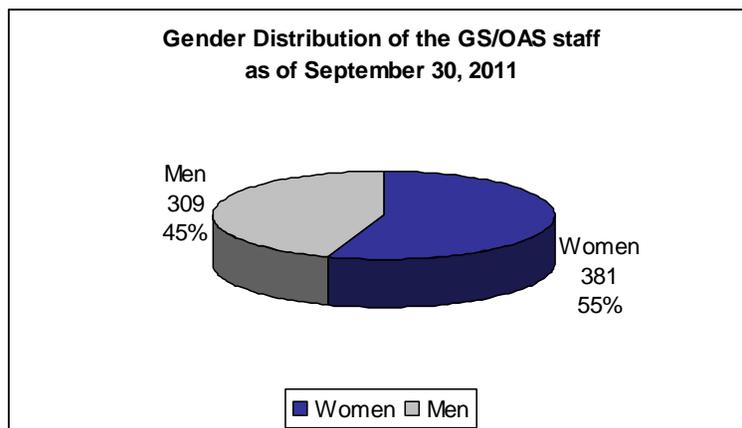
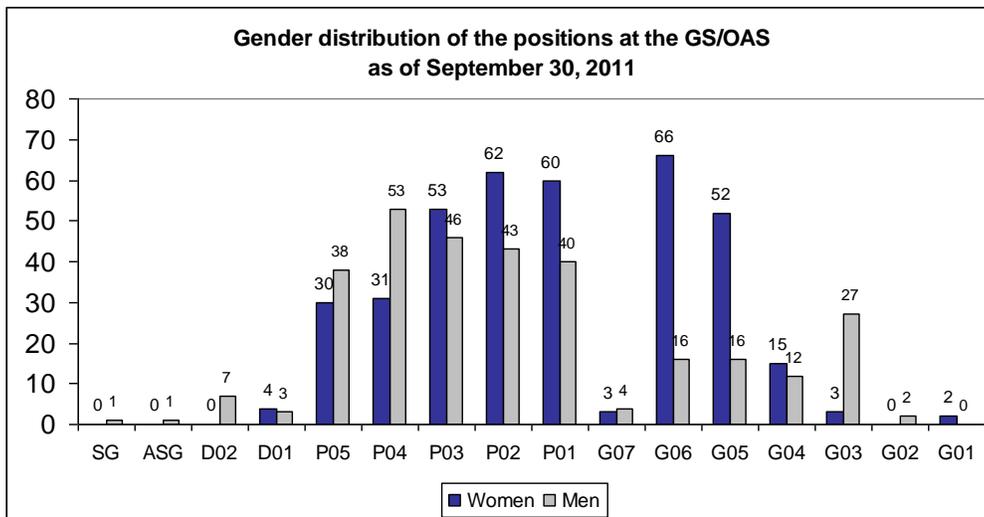
a) Department of Planning and Evaluation (DPE)

The DPE, as part of its project on the *Institutionalization of General Secretariat policy and procedures for performance evaluation*, aimed at incorporating the gender perspective in the project cycle and to start the processes that will allow the incorporation of said perspective, and with the support of a woman expert and in consultation with the CIM, drafted a “Handbook on Mainstreaming Gender Equality into the OAS Project Cycle,” available in English and Spanish. In addition, it held a pilot workshop in March 2011 on the mainstreaming of the gender perspective in the formulation of projects with the framework of management by results, and other workshops for OAS personnel on project formulation, monitoring, and evaluation, including information on the analysis of a problem from the gender perspective and using gender-sensitive indicators. The DPE has a specialist trained in gender issues who is responsible for follow-up in this area. Lastly, the DPE highlights its coordination and joint work with the CIM, to provide incentives to teams from the different areas to include the gender perspective in their project formulation. In this respect, the CIM provided its comments and recommendations through the Project Evaluation Committee’s (CEP) Working Group, as well as in the CEP itself.

b) Department of Human Resources (DHR)

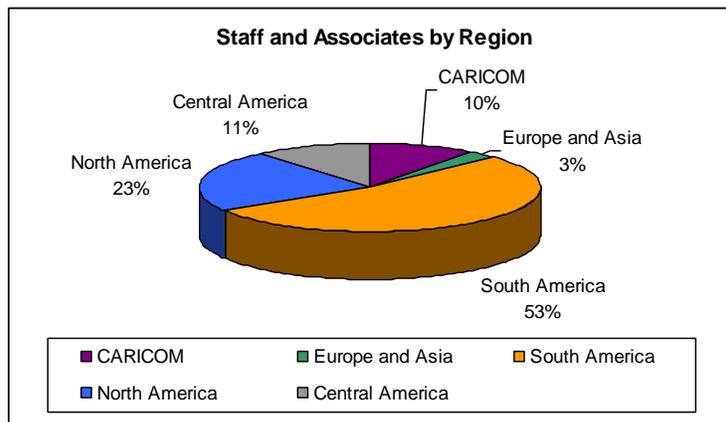
Over the year 2011, the DHR continued its quarterly reports on gender statistics and OAS/GS geographic representation on a quarterly basis in the OAS Quarterly Resource Management Report, including graphs on gender distribution in the OAS/GS generally and by level. On March 17 it submitted a Human Resources Management Plan to the CAAP containing a long-term plan for human resources. Among its components it includes the merit principle, transparency in contracting procedures, non-discrimination, equitable geographic distribution, and gender balance. This report contains an annex with detailed information as of February 28, 2011, of the gender representation in the OAS/GS by grade, level, and secretariat. Starting in the third quarter of 2011 it also included specific information (number and gender) of the applications received according to the calendar of positions pending competition, thus promoting the principle of transparency in the management of these competitions. In addition, the DHR reports that it continued promoting geographic and gender balance through the distribution of a report to the Secretaries and Administrative Officers, in which they were informed of the current state of geographic and gender representation in their areas, and in which recommendations regarding these matters were issued for the future selection of personnel. A follow-up session with Administrative Officers was also held to review the intern selection process, bearing in mind the principles of gender and geographic balance.

Regarding the distribution of positions within the OAS/GS, as of September 2011, as it is displayed on the following charts, the gender gap remains wide, especially in the case of executive positions, P-4 level and above. Women are concentrated on P-1 to P-3 positions, at the professional level, and on the general services positions, on G-6 and G-5 levels.³ It should be noted that these three charts exclude personnel under a Performance Contract (CPR), which amount to 424 Associates, who amounted to 30 at the time of the report, were not included in the first two charts.



3. OAS Quarterly Resource Management Report - September 30, 2011, which can be found in document CP/CAAP-3144/11 add. 1, 22 November 2011.

Regarding the regional distribution of staff and associates of the OAS/GS, the situation, as of September 30th, 2011, was as follows:



B. AUTONOMOUS AND DECENTRALIZED AGENCIES

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

The IACHR, through its Rapporteurship on the Rights of Women, continued to implement several initiatives related to the compilation of qualitative and quantitative information to identify the main advances women have made, and the challenges they face, to exercise their rights free from discrimination, especially in the spheres of their economic, social, and cultural rights, access to justice for women victims of sexual violence, and their reproductive rights. These projects have financing from Finland, Spain, Canada, and the United Nations Population Fund (UNFPA). Their aim is to publish thematic reports containing recommendations to the States on how to better comply with their human rights obligations in these areas. Also, the Rapporteurship continued the implementation of a project to promote the development of case law and juridical standards on gender equality in the inter-American human rights system, with support from the Canadian government, and in 2011 continued its support of the IACHR's work in the processing of individual petitions and precautionary measures. In this connection, it participated in the Court's hearing in the case of *Karen Atala and Daughters v. Chile*, on August 23 and 24, 2011.

Within the framework of the aforementioned initiatives, the following six thematic and regional reports are noteworthy in 2011:

- *The Road to Substantive Democracy: Women's Political Participation in the Americas*. Published on October 21, this report uses a human rights approach to examine the main advances and challenges in state compliance with their obligation to respect and guarantee equal participation and representation to women in the political sphere.
- *The Work, Education, and Resources of Women: The Road to Equality in Guaranteeing Economic, Social, and Cultural Rights*. Published on December 19, it offers a diagnosis on the different forms of discrimination that women face in the

exercise of their economic, social, and cultural rights in the Americas, with special emphasis on their work, education, and their access and control of economic resources.

- *Access to Information on Reproductive Health from a Human Rights Perspective.* This report was published on December 21. It identifies and analyzes international and regional standards, from a human rights standpoint, regarding access to information on reproductive health, in order that the states bring down barriers, guarantee, and effectively protect this women's right without discrimination.
- *Access to Justice for Women Victims of Sexual Violence in Mesoamerica.* Published on December 28, this report is the product of collaborative work with UNFPA. It analyses the problem of sexual violence in the Mesoamerican region, and addresses its normative and judicial treatment, as well as the obstacles women victims face in their access to justice, with special emphasis on Nicaragua, El Salvador, Guatemala, and Honduras.
- *Legal Standards Related to Gender Equality and Women's Rights in the Inter-American Human Rights System: Development and Application.* This report was published on December 20, and it seeks to analyze the degree of impact that standards, recommendations, and decisions issued by the inter-American system have on the case law of the countries of the Americas, regarding gender equality and women's rights.
- *Access to Justice for Women Victims of Sexual Violence: Health and Education* is a report that addresses sexual violence in the areas of education and health in the Americas, and the main barriers women face to obtain access to justice when they are victims of this type of violence, in these contexts. This report was approved by the IACHR on December 23, and is scheduled for publication in early 2012.

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

The Directing Council, as part of the drafting of the IIN's 2011-2015 Action Plan, decided that gender should be one of its cross-cutting themes in the different topical areas of the Plan. There is a wide consensus that situations in which there are rights violations have different causes and consequences for men and women, and that therefore there should be different responses and strategies for the restoration of their rights. For the drafting of this Plan, the Directing Council, in its 85th Regular Meeting (Panama, 2010), issued Resolution CD/RES. 07 (85-R/10) to create a working group to support the Office of the General Director of the Institute for the drafting of the Institutional Plan of Action 2011-2015. The working group was made up by 6 States representing 5 Subregions: Brazil, Canada, Costa Rica, Ecuador, Haiti and Trinidad and Tobago, and the Chair (Colombia), Vice-Chair (Panama) and the Vice President (Panama of the IIN) and the Director General.

3. Pan American Health Organization (PAHO)

PAHO reported on its program for mainstreaming gender, whose purpose is to institutionalize internal PAHO responses, and those of the Ministries of Health, to promote gender equality in health. This program has several components geared to strengthening capacities in gender and health; generate evidence on gender equalities and inequalities in health; strengthen partnerships, networks, and women's groups, and monitor processes of adoption of policies on gender and health.

The following are some of the successes achieved: technical groups on gender created within ministries and in the subregions; new policies, projects, and programs; new documents and instruments on statistics and indicators related to gender and health; trained personnel; resolutions adopted; subregional networks of governments and civil society that are generating shared agendas on gender and health; support for gender and health observatories, and materials produced and courses offered on gender and health. These efforts have been carried out in partnership with the United Nations System (UNS), the Ministries of Health, women's institutes, women's networks, academia, bodies for the integration of countries, national statistics institutes, etc. The activities were financed with regular and donor funds, through contributions and specific projects (including country-level projects, and inter-agency projects within UNS).

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

CITEL has made important progress in the subject of gender. Its Permanent Consultative Committee, in its 19th Meeting in 2011, decided to create a "Program for the Inclusion of Women and Girls in ICTs" and charged CITEL's Secretariat to report on this mandate to international agencies and to organizations and entities specialized in this subject, in order to articulate this proposal with current and emerging programs with a gender perspective. The foregoing is reinforced by the fact that the theme of World Telecommunication and Information Society Day, celebrated on the 17th of May, in 2012 will be "Women and Girls in ICT."

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

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

In 2011, the IICA promoted a gender approach in international activities in which it took part, including the event "Women in the Americas: Empowerment and Leadership," organized by the Center for Hemispheric Policy of the University of Miami, and the 19th Meeting of Specialized Agencies and other Bodies of the United Nations System on the Advancement of Women in Latin America and the Caribbean, held at CEPAL's headquarters in Chile. IICA also participated in the panel on "Gender Equity in the Costa Rican Agricultural Sector," as part of the Inter-Institutional working Group for the Organization of the Forum on Strengthening Feminine Leadership in Costa Rica, along with the Embassy of the United States, INCAE Business School, the Costa Rican Chamber of Exporters, the Coca Cola Company, and the Costa Rican-American Chamber of Commerce, and the ALAS Association. These initiatives and this cooperation allowed for training

and the exchange of experiences on women's empowerment and leadership for more than 160 representatives of public, private, and civil society institutions of Latin America and provided information regarding decision-making and technical support in matters related to gender and equity.

In addition, with the support of IICA's office in Saint Lucia, a regional workshop was developed in collaboration with UN Women and the Caribbean Network of Rural Women Producers (CANROP). As a result of the workshop, the main strategy was improved, as was the capacity of the executive members of all CANROP chapters, especially in topics such as corporate governance and legal matters relevant to the organization and its members, regarding the use of social communication media and networks of rural women, as well as the building of management and leadership capacity in 30 participants from the Caribbean. Internally, IICA undertook in 2011 the drafting of a Strategy for Equity and Equality which, for several reasons, has not yet begun its implementation.

6. Office of the Inspector General

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

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

The institute did not provide information on specific activities, but stated that the PAIGH's Pan-American Agenda promotes the participation of women, which is increasingly evident in its scientific activities. For example, over the past year, with PAIGH's support, historian Patricia Galeana of Mexico ran an international seminar on women and their participation in independence processes. This was carried out in partnership with the National Autonomous University of Mexico.

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

CIM is responsible for supervising, coordinating and evaluating fulfillment of the IAP in coordination with the national mechanisms for women in the member states. The following is a summary of the activities of the CIM in the implementing the IAP. Detailed information can be found the report enclosed in the document CIM/doc.116/12 submitted to the OAS General Assembly.

a) Women's substantive political citizenship for democracy and governability

Capacity Development for Leadership and Incidence in Public Policy from a Gender Equality Perspective

The second year of this project was financed by the Spanish Agency for International Development Cooperation (AECID). Up to this point, the following has been achieved:

Materials were prepared for a course on leadership training for an impact on public policies, with a view to accelerating compliance with governments' commitments in the area of women's human rights. Based on this live (face-to-face) course (Dominica Republic, October 2010), modules for a virtual course were prepared and will be offered for the first time in May 2012, through the Educational Portal of the Americas.

On April 4-6, 2011, the CIM, together with UN Women and the Ibero-American Secretariat held the first *Hemispheric Forum on Women's Leadership for a Citizens' Democracy*, to highlight the rights, priorities, and aspirations of the women of the region in the area of democracy, in addition to the challenges democratic systems face in guaranteeing and protecting women's rights to citizenship. This first forum, inaugurated by the Prime Minister of Trinidad and Tobago, Kamla Persad-Bissessar, OAS Secretary General José Miguel Insulza, and CIM President Rocío García Gaytán, provided an occasion to open a hemispheric dialogue on the implications and challenges involved in building a citizens' democracy based on the rights and interests of women in their diversity, while at the same time promoting women's demands regarding parity and gender equality in the political sphere.

A broad and diverse representation of women working in the region in the areas of democracy, politics, and women's rights participated in the Forum. Before the event, a virtual consultation was organized through the OAS Summits Virtual Community, to compile and systematize increased participation of civil society groups and other interested persons. The results of this consultation were presented during the Hemispheric Forum by the moderator.

As a result of the First Hemispheric Forum, and in response to a request from the CIM 2011-2012 Executive Committee, the Regional Working Group on Full Citizenship of Women for Democracy was officially set up in September, 2011, comprising 18 experts from various countries of the region. Its first meeting (Mexico City, September 12-14) was opened by the President of the CIM, with support from the Mexican Secretariat of Foreign Affairs. The group gathered in order to define the scope, objectives, focus, content structure, and methodology pertaining to preparation of a regional analytical framework on citizens' democracy from the perspective of women, to better coordinate the work of the Working Group with that of the OAS and UNDP in this area. There was an exchange of views between members of the Group and the OAS General Secretariat, in which they examined some of the obstacles current democratic systems encounter in guaranteeing the rights of women and gender equality. The Group held a second meeting (Lima, Peru, November 16-18, 2011) to review the initial progress made in drafting several chapters of the aforesaid analytical framework. That meeting was attended by the Peruvian Minister for Women and Social Development at the time and CIM Principal Delegate, Aida García Naranjo. Both meetings of the Working Group were organized in cooperation with UN Women and IDEA International, and thematic experts from both participated in them as well.

Additionally, also related to the issue of political citizenship and women's leadership, CIM attended the 36th Annual Caribbean Studies Association Conference in Curacao on May 30-June 3, and participated in a panel on: *Struggling to Survive: Caribbean Democracies at Work*, chaired by Cynthia Professor Barrow-Giles, Department of Government and Politics, Cave Hill Campus, University of the West Indies, Cave Hill Campus. CIM presented on: *Women's Leadership for Citizen's Democracy in Latin America and the Caribbean*

b) Women's human rights and gender-based violence

i. Violence against women

The struggle to eliminate violence against women is central to the work of the CIM, which also has the responsibility to act as the Technical Secretariat of the Follow Up Mechanism on the Implementation of the Inter-American Convention on the Prevention, Punishment and Eradication of

Violence against Women - Convention of Belém do Pará (MESECVI). Detailed information can be found in the report contained in document CIM/doc.115/12 presented to be submitted to the General Assembly. It should be emphasized that the MESECVI has completed the first round of Multilateral Evaluation, has started the Second Round and had held the Third Conference of States Parties on March 24-45, 2011 in Antigua, Guatemala. It also held the Seventh Meeting of the Committee of Experts on September 28-29, 2011 at the OAS headquarters in Washington, DC.

ii. Integration of policies and programs on HIV and violence against women from a human rights perspective in Central America

To follow up on the Declaration of San Salvador adopted by the CIM in November 2007, the CIM Secretariat has continued to implement this AECID-financed project initiated in September 2008 in El Salvador, Guatemala, and Panama. During the current period, comprehensive care models for female victims/survivors of violence and HIV-positive women were developed. In this connection, the following three web conferences were held in the three participating countries: “Legal framework of HIV and violence against women: A human rights issue” (August 17, 2011); “Ethical considerations for integrating policies and programs on HIV and violence against women from a human rights perspective in Central America” (September 29, 2011); and “Human rights, HIV, and violence against women: Implications for public policy development” (October 18, 2011).

The project began with a variety of activities to help in building a collective pool of knowledge on these subjects. In May 2011, the project launched a virtual bulletin; six issues of it have been disseminated, covering the progress made under the project and matters of interests in the area of HIV and violence against women. In July 2011, the project initiated a Practice Community on HIV and violence against women. It brings together specialists from all over the region to pool knowledge on this subject and to exchange ideas and experiences.

In Panama (October 20-21, 2011) and in Guatemala (November 10-11, 2011), the project conducted roundtables and courses on “HIV, violence against women, and human rights.” The courses brought together key partners in the project (government officials and civil society organizations) to develop the skills of the human resources responsible for promoting the development of comprehensive policies and programs on HIV and violence against women with a human rights focus, and to lend support to an intersectoral response to emerging public policy problems related to both issues.

The project concluded with an Intersectoral Meeting on Comprehensive Responses to Human Rights, HIV and Violence against Women in Central America (January 11-20, 2012, in La Antigua), where the key partners in the project met with international experts to share the results of implementation of the project in their countries and to identify opportunities to follow up on the project within the countries where it was implemented. The project produced a series of publications on the subject of HIV and violence against women that are available on the CIM webpage.

iii. Capacity building to integrate HIV services and violence against women in the Caribbean: a pilot project

Regarding this Project, the CIM, through Consultant Caroline Allen, presented the findings of the pilot research in Barbados, Dominica and later Antigua and Barbuda at the *2011 Caribbean*

HIV Conference: Strengthening Evidence to Achieve Sustainable Action on November 18-21, 2011. At this Conference, CIM produced 50 mini fact sheets for distribution on the intersections of HIV and VAW. Additionally, on December 6-7, 2011, a validation activity was held within the framework of the 2011 Annual Meeting of the Regional Advisory Group on Gender and Development in the Caribbean at the UN Women House in Barbados. This meeting brought together agencies and organizations working at the regional and national levels on women, gender and development issues to ensure a coordinated regional approach to gender training and programming. Dr. Allen presented the CIM findings on its research in the 3 pilot countries, while UN Women presented its findings on the research conducted in Grenada and Guyana. The CIM was also represented at this meeting by OAS Office Director, Mr. Francis Mc Barnette.

iv. International Models Project on Women's Rights (IMPOWR)

In December 2011, CIM initiated substantive cooperation, together with the American Bar Association, on the IMPOWR platform – International Models Project on Women's Rights – whose purpose is to be an open and dynamic source for building a collective pool of knowledge on women's rights under the law in all countries of the world. Using the Wikipedia model, IMPOWR invites users to contribute information on advances and setbacks on legal issues affecting women's rights, using as a framework the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Convention of Belém do Pará). As part of this cooperation, the CIM will contribute information on the countries of the Americas. With the support of experts from various countries, work has already begun on preparing pages for Argentina, Canada, Colombia, Costa Rica, Ecuador, El Salvador, United States, Guatemala, Jamaica, Mexico, Peru, and Uruguay.

iv. Jurisprudence on Violence against Women

With the Vance Center of the New York Bar Association, the CIM has begun a collaborative effort to identify best practices in inter-American and national jurisprudence on violence against women, within the framework of implementation of the Convention of Belém do Pará. An analysis of the initial situation has been prepared, and it will be supplemented with a compilation of information from selected countries (tentatively, Chile, Costa Rica, Mexico, and Peru). This preliminary analysis of jurisprudence on violence against women will be used as a basis for preparing materials to sensitize and train legal personnel working on cases of violence against women.

e) Women's economic security and citizenship

Advancing Gender Equality in the Context of Decent Work

With funds from the Canadian International Development Agency (CIDA), the CIM Secretariat completed its execution of the hemispheric project "Advancing Gender Equality in the Context of Decent Work," in cooperation with the Department of Social Development and Employment (DSDE). In the context of the "*Strategic Guidelines for Advancing Gender Equality and Non-discrimination within a Decent Work Framework*," adopted at the Fifteenth Inter-American Conference of Ministers of Labor (XV IACML, Trinidad and Tobago, 2007), and on the basis of the

results of the study on “*Institutionalization of a Gender Approach in the Ministries of Labor of the Americas*,” a series of subregional workshops was organized on strategic planning with a gender perspective (Georgetown/April 2010, San Salvador/May 2010, Asunción/September 2010, and Quito/October 2010).

Following up on these workshops, the project culminated with the organization, in November 2011, of the First Inter-Ministerial Dialogue between Ministries of Labor and Ministers of Women or Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States, under the auspices of the XVII Inter-American Conference of Ministers of Labor (San Salvador, November 1st, 2011). This dialogue made it possible the exchange of experiences, recommendations, and views between both governmental sectors, as well as the employers and employees sectors, in order to achieve greater equality between men and women in the workplace.

Under this same project, a series of documents was published on CIM’s website, including training guides and toolkits, as well as the CIM-OAS-ILO study “*Advancing Gender Equality in the context of Decent Work*”, which was also used to enrich the inter-ministerial dialogue.

Following up on previous actions and as part of its activities on labor issue, the CIM is preparing a publication on activities carried out by the Ministries of Labor in the region and the challenges that they face, a year after the subregional workshops, which is expected to serve as an input for the design of new types of interventions to advance gender mainstreaming in the Ministries of Labor. Finally, the CIM participated, through its Executive Secretary, in the 2012-2013 IACML Planning Meeting which was held on February 7, 2012, in Washington DC. During the meeting, the Presidency of the IACML expressed the importance of further strengthening collaboration with the CIM and reiterated that a gender equality perspective shall be integrated in all the activities of this ministerial forum.

d) Citizen security from a gender perspective

On June 5, 2011, during the OAS General Assembly, the CIM, in cooperation with the Inter-American Commission on Human Rights (IACHR), the Inter-American Institute of Human Rights (IIHR), and the United Nations Office of the High Commissioner for Human Rights (UNOHCHR), organized a round table on “*Citizen Security and Human Rights*.” The purpose of the event was to identify priority policies and programs to further the incorporation of a human rights-based perspective, as well as a gender-based, gender-equality approach in government citizen security policies. The CIM President inaugurated the event, together with Dinah Shelton, President of the IACHR, and Franzy Hasbún, Chief of Staff for Security of El Salvador and Secretary for Strategic Affairs in the Office of the President. The event included a panel discussion on “*Women, gender, and citizen security*,” in which prominent experts from the region participated. Present at the roundtable were ministers and vice-ministers, delegates, and experts from the region, as well as members of civil society. In preparation for the event, the CIM produced a series of specifications/checklists on: citizen security from a rights and gender equality perspective, violence against women in Latin America and violence against women in the Caribbean.

Additionally, as a result of the participation of the CIM in the Regional Colloquium: Women Leaders as Agents of Change (Trinidad and Tobago, June 2011), and specifically the presentation on *Gender, Violence, and Security in the Caribbean*, the delegates of the Organisation of East Caribbean

States (OECS) voiced their interest in having a more extensive exchange of information and ideas on the security of women in the Caribbean. In this context, and with the support of the Government of Trinidad and Tobago, on September 30, 2011 CIM organized a roundtable on *Effective Strategies for Combating Violence against Women in OECS States*. The highest-ranking authorities of the National Machineries for the Advancement of Women of the OECS countries were invited to present empirical data and exchange experiences on their countries situations. NGOs were also present, including CAFRA, CLADEM, the *Office of Global Women's Issues* of the United States *Department of State* de los Estados Unidos, PAHO and the OAS Country Offices.

In addition, through its Executive Secretary, the CIM participated in the Third Meeting of Ministers Responsible for Public Security in the Americas (MISPA, Trinidad and Tobago, 2011). In this meeting, as part of the document "Port of Spain Recommendations for Police Management", the Ministers highlighted the importance to keep promoting police reform processes from a gender perspective in the hemisphere. As part of this mission, the Executive Secretary met with representatives from the University of the West Indies with whom she exchanged ideas and explored possibilities for cooperation on issues such as violence against women and political participation

Also in Trinidad and Tobago, CIM was invited to present on "Gangs, Gender and Security: The Role of Women in the Anglophone Caribbean" at the First International Conference on Gangs, Violence and Governance, which was held in Trinidad and Tobago on November 3-4, 2011. The Conference was hosted by the Department of Behavioural Sciences, St. Augustine Campus, University of the West Indies, in partnership with the European Union.

e) Integration of a gender perspective in the work of the OAS

Detailed information on the activities carried out by the Permanent Secretariat of the CIM to advance the integration of a gender perspective in the policies, programs and projects of all the entities of the OAS – which was financed by ACIDI/CIDA - Canada – can be found in section "I. Background" of this report.

f) Other topics

In November 2011, the CIM organized the Fourth Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States (REMIM IV) in San Salvador. The purpose of this meeting was to analyze and discuss the principal topics of the Sixth Summit of the Americas, to be held in Cartagena de Indias, Colombia, on April 14-15, 2012, 14 al 15 de abril de 2012, from a rights-based and gender equality approach. In this context, REMIM IV adopted a resolution (CIM/REMIM-IV/doc.6/11 Rev.1) that recommends the inclusion of specific language in the resulting Summit document to ensure that the needs and demands of women are reflected in the final conclusions of that event. The REMIM resolution was communicated to the Chairman of the Summit Implementation Review Group (SIRG) and to the competent national coordinators in each member state.

In January 2012, the CIM President sent the CIM delegates a communication urging them to work with their foreign ministries and OAS Permanent Missions to ensure that the contributions made to the documents of the Summit of the Americas at REMIM IV are incorporated into the final version of the resulting document.

C. OFFICE OF THE ASSISTANT SECRETARY GENERAL

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

The CIP Executive Committee, in its 4th CIP Meeting (Venezuela, 2005), created the Subcommittee on the Participation of Women in Port Affairs of the Hemisphere, in order to “promote and provide incentive for the participation of women in port activities,” and “make it possible for women to pursue a professional career without any limitations on holding executive positions in port authorities.” More recently, the 6th Meeting of the CIP (Panama City, Panama, March 2010) created the Subcommittee on Women in Ports, in the framework of which the “Inter-American Port Network of Women” is being developed; the gathering of statistics on participation in the ports sector; maintaining a web page, and working on new agreements and training programs. Recently, three training courses for women in ports were conducted.

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

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

a) Antigua and Barbuda

The National Office reported on implementation of the project “*Support for Women in Politics (2008-2011)*,” coordinated and supervised by SEDI and executed by CIWIL, aimed at promoting the participation of women in leadership and the policy-making, and that one of its results is that the project contributed to getting a women elected to parliament.

b) Barbados

The Office reported on the participation of the Representative in several events, including as a speaker, for the OAS and the CIM, in a workshop held on occasion of the celebration of the Day of the Women of the Americas; another workshop organized by the CIM was held at the OAS headquarters; it explored mechanisms to deal with the problem of violence against women in the Caribbean. It also highlights its participation, in the name of the CIM’s Secretariat, in the *Regional Advisory Group on Gender and Development* at the Barbados *United Nations House*.

c) Belize

In contrast with the last period about which this Office reported several important activities related to gender and women’s rights, this time it indicated it was not prepared to report on follow-up activities, since it did not have a Representative.

d) Costa Rica

The Office stated that there is a certain mainstreaming in some of the projects carried out in the country, and that it maintains good relations with the National Institute for Women (INAMU) of Costa Rica.

e) Dominica

The Office did not report on specific activities, but did state its interest in advancing the mainstreaming of a rights-based and gender perspective in future activities and, to that end, its interest in strengthening its collaboration with the CIM to promote the implementation of the IAP.

f) Jamaica

The Representative participated in seminars on the mainstreaming of a gender perspective in the OAS and indicated that these reflections have been incorporated into the formulation of the Office's project and program proposals. It also noted that, regarding the Office's male and female interns, all receive information regarding gender issues in order that they be included in the initiatives carried out. It also stated that information is shared on the importance of the application of the Convention of Belém do Pará in all social and economic planning exercises.

The two year *Project on Child Rights in the Inter-American System* was completed in 2011 and Caribbean society was informed regarding the IIN's work in the promotion of the rights of children and their parents; a document was also prepared on Policies for the Protection of the Rights of Children and their Mothers, to be submitted to Parliament. This project was carried out in partnership with the *Child Development Agency, Planning Institute of Jamaica*.

g) Mexico

The Office reported on three projects for the development of entrepreneurial skills with the participation of young women. They were executed by the YABT, Mexico Chapter, and are the following:

Development of Business Skills for Women, submitted for financing in 2011. Its aim is to implement and develop entrepreneurial activities with women owners of micro-businesses that will allow them to identify areas of opportunity for their business and products or services to be more competitive, and to strengthen their administrative, commercial, and productive skills, and thus enhance their sales. At this time the project is temporarily suspended due to the lack of delivery of funds pledged by the Federal Government's Ministry of Economy

Entrepreneurial Laboratory for Women in the State of Yucatan, aimed at providing the necessary tools to empower women of that state in the development of their business skills. Approximately 40 women were empowered as a result of this project, and work was made towards drafting bills to promote legislation in favor of Yucatan's entrepreneurs. Participants in this project were the Mexican Association of Businesswomen of Yucatan (AMMEYUC), the Congress of the State of Yucatan, and YABT-Mexico.

Entrepreneurial Laboratory for Young Students of the Business School of the Autonomous University of Yucatan, aimed at providing young students from this university with tools to jumpstart their business projects, and to insert them in ICT Americas. Approximately 100 youths with different business majors were trained, and at least 10 entrepreneurial projects were drafted.

h) Paraguay

The Office did not report on specific gender-related activities. However, it did state that female staff have participated in events scheduled by the National Government's Ministry of Women's Affairs, and other similar ones, such as the recent visit from the former president of Chile, and current Executive Director of UN Women and Under-Secretary-General of the United Nations, Dr. Michelle Bachelet. Dr. Bachelet delivered a "Conference on Democracy and Women's Political Participation and Citizenship," and participated in an open roundtable conversation (*Conversatorio*) on "Women, Health, and Development."

i) Peru

The Office states that it does not have specific programs or activities different from those managed at OAS headquarters. The Representative, however, stated that they take into account gender equality and women's rights in their official liaisons with the Government, social actors, other multilateral organizations, and donors

j) Saint Lucia

The Office reported on the *Community After School Program*, implemented from August 2009 to December 2010, with FEMCIDI funds, aimed at promoting a secure after school learning environment for students between 8 and 15 years of age. Regarding results, the program was expanded from three pilot community centers to a total of 9, with a view towards institutionalization. The *Ministry of Social Transformation*, Youth and Sports, and the *Ministry of Education and Culture* participated in the project.

In addition, the report states that the OAS Electoral Observation Mission of November 28, 2011 in its preliminary declaration observed an improvement in the number of female candidates to elected positions, but also called for greater efforts in the implementation of specific strategies to promote greater political participation of women as candidates. It was noted that although there was a significant participation of women in support roles and as voters, only 10 of the 52 candidates in the 2011 elections were women. This effort was the result of a joint effort of the *Electoral Office* and the *Office of the Cabinet Secretary*, and Electoral Observation Missions sent by the Secretariats of CARICOM and the Commonwealth of Nations.

k) Saint Kitts and Nevis

This Office has the project "*Increasing the participation of women in politics for Good Governance and Democracy (Winning With Women)*" the goals of which are to increase the number of women in national parliaments and to strengthen women's roles in the administration and management of political institutions, especially political parties. The Office reports that there has been an increase in the interest of young women in politics, and that they are engaged in efforts to

organize themselves to deal with issues affecting them and to promote the necessary changes to improve their own welfare and that of society in general. Partners include CARICOM, the OECS, NGOs, the UN, and women's groups.

l) Saint Vincent and the Grenadines

The OAS Representative participated in several activities in February and March of 2011, in celebration of the Day of the Women of the Americas and International Women's Day. The National office held a press conference on February 18 to acknowledge and promote the Day of the Women of the Americas. Attending were the Honorable Frederick Stephenson, Minister responsible for gender issues; Mr. Yoel Pérez Marcano, Ambassador of Venezuela, and Ms. Silma McLean, Vice-President of the *National Council of Women*.

In addition, as part of both celebrations, she participated in the panel "Women, Democracy, and Leadership," held in Kingston on February 28, along with the Embassy of the Bolivarian Republic of Venezuela, the National Council of Women, and the Ministry of National Mobilization, and in collaboration with women's groups. This panel called on women leaders of Saint Vincent and the Grenadines to discuss mechanisms that will facilitate access to more women to positions of leadership, particularly in the political sphere. High authorities participated as speakers, including Senator Irene Sandiford-Garner, Vice-President of the CIM, Senator and Parliamentary Secretary, Ministry of Health, Barbados. Lastly, the Representative participated in a national march in the capital city of Kingstown, in celebration of International Women's Day, organized by the National Council of Women (NCW) on March 8, 2011, accompanied by the NCW's Vice-President.

Since March of 2011 she has been working as a member of the subcommittee charged with preparing the First National Congress of Women of Saint Vincent and the Grenadines, which will be held in March 2012. This committee is comprised by the Ministry of National Mobilization, the Embassy of Venezuela, NGO representatives, and the press.

m) Trinidad and Tobago

On the occasion of the "First Hemispheric Forum on Women's Leadership for a Citizens' Democracy," hosted by the CIM on April 4-6, 2011 in Washington, D. C., the National Office established a link with the Government of Trinidad and Tobago to ensure the Prime Minister's participation.

The Office also provided support to the "Regional Colloquium on Women Leaders as Agents of Change," hosted in Port of Spain in June 2011 by the Government of Trinidad and Tobago, as a component of the project *Regional Network of Women in Politics: Promoting the Participation of Women in Politics for Good Governance and Democracy*, financed by FEMCIDI and presented by Antigua and Barbuda. The purpose of this colloquium was to raise awareness regarding the commitments undertaken in gender equality in key international agreements; to advance the empowerment of women and gender equality in the Caribbean political, public, and private sectors, and to strengthen the Caribbean network of women politicians.

n) Uruguay

The Office does not provide information to any specific activity promoting gender equality and the rights of women that it may have undertaken, but states that the topics are addressed and that it participates in national programs promoting them.

o) Venezuela

The Office reports that, due to the current political situation of the country, it does not have any ongoing programs on gender equity and equality in partnership with any body of the national state, but notes that it has recently made progress and hopes to open spaces for collaboration in 2012.

IV. CONCLUSIONS

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

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

In these advances, the growing importance of gender as a theme in several political forums, including ministerial sector meetings and their commissions, of which the OAS serves as Technical Secretariat, should be underscored. Out of the total number of departments of the OAS/GS and the Autonomous and Decentralized Agencies participating in the survey, 47.6% (20 bodies, including 14 OAS departments) act as Technical Secretariats of ministerial and similar meetings; all except one have stated that gender and equal rights are discussed in the forums.

It is believed that the increased collaboration and coordination of the CIM with the chief areas of the OAS/GS has contributed to a better understanding of the negative impacts of gender inequality in each one of the thematic areas.

A large percentage (64%) of the OAS/GS bodies and the agencies consulted stated that they have a strategy to promote a rights-based and gender equality approach in their activities. However, a considerable number also indicated that their strategy is not a formal one. It is therefore necessary to have a clear strategy and gender policy across the Organization, which will allow for its institutionalization.

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

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

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

V. RECOMMENDATIONS

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

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

ANNEXES

ANNEX 1: Summary of Responses

Departments of OAS/GS and Autonomous and Decentralized Agencies

LEGEND: X - Yes - No NS - Does not specify N/A - Not applicable NR - No response		Has specific mandate(s) for advancement of gender equality and women's rights	Has some strategy to integrate a rights-based and gender equality approach into its activities	Has policy(-ies), program(s) and/or project(s) that promote gender equality and human rights	Acts as Tech./Exec. Secretariat of inter-American Commission(s)/ Committee(s), Ministerial or similar meetings	The theme of gender equality and women's rights is present in these bodies	Has technical capacity available to implement a rights-based and gender equality approach
OFFICE OF THE SECRETARY GENERAL	Summits Secretariat		X	X	X	X	X
	Department of Legal Services	NR	NR	NR	NR	NR	NR
	Office of Protocol	NR	NR	NR	NR	NR	NR
OFFICE OF THE ASSISTANT GENERAL SECRETARY	Coordinating Office for Offices and GS Units in the Member States	NR	NR	NR	NR	NR	NR
	Dept. Conferences and Meetings Management	NR	NR	NR	NR	NR	NR
	Secretariat of the CIP	X	X	X	X	X	
	Columbus Memorial Library	NR	NR	NR	NR	NR	NR
	Retirement and Pension Fund	NR	NR	NR	NR	NR	NR
SECRETARIAT FOR LEGAL AFFAIRS	Dept. of International Law		X	X	X	X	X
	Dept. of Legal Cooperation		X		X	X	NS
SECRETARIAT FOR POLITICAL AFFAIRS	DECO		X	X			X
	Dept. Democratic Sustainability and Special Missions		X	X			X
	Dept. Effective Public Management	X	X	X	X	X	X
EXECUTIVE SECRETARIAT FOR INTEGRAL DEVELOPMENT	Dept. Human Development, Education and Culture	X	X	X	X	X	X
	Dept. Economic Development, Trade, and Tourism	X	X	X	X	X	X
	Dept. Sustainable Development	X	X	X	X		X
	Dept. Social Development and Employment	X	X	X	X	X	X

OAS Country Offices

LEGEND: X – Yes – No NS – Does not specify N/A – Not applicable NR – No response	The Office has a strategy to integrate a rights-based and gender equality approach into its activities	The Office has (a) policy (-ies), program (s) and/or project(s) to promote gender equality and women's rights	The Office has the technical capacity available to implement a rights-based and gender equality approach
Antigua and Barbuda	X	X	X
Argentina	NR	NR	NR
Bahamas	NR	NR	NR
Barbados	X	X	X
Belize	NS	NS	NS
Bolivia	NR	NR	NR
Brazil	NR	NR	NR
Colombia	NR	NR	NR
Costa Rica			X
Dominica	X		X
Ecuador	NS		NS
El Salvador	NR	NR	NR
Grenada	NR	NR	NR
Guatemala	NR	NR	NR
Guyana	NR	NR	NR
Haiti	NR	NR	NR
Honduras	NR	NR	NR
Jamaica	X	X	X
Mexico	X	X	X
Nicaragua	NR	NR	NR
Panama	NR	NR	NR
Paraguay	X		X
Peru			X
Dominican Republic	NR	NR	NR
Saint Kitts and Nevis	X	X	X
St. Vincent and the Grenadines		X	
Saint Lucia	X	X	X
Suriname	NR	NR	NR
Trinidad and Tobago		X	
Uruguay	X		
Venezuela			
Yes	9	8	10
No	5	7	4
NS	2	1	2
NR	15	15	15
TOTAL	31	31	31

ANNEX 2: Strategies to integrate a rights-based and gender equality approach

Responses of the OAS Country Offices

X – Yes – No NS – Does not specify N/A – Not applicable NR – No response	Description of the Strategy of the Country Office
Antigua and Barbuda	The Office follows the policies and strategies established by the General Secretariat (GS) and is committed to mainstreaming a gender equality perspective into all of its activities.
Barbados	The Office does not have a policy of its own, but orients its actions by mandates given to the OAS by its political organs regarding advancing the empowerment of women and gender equality. It implements this perspective in all of its projects, activities, and actions.
Costa Rica	No explicit strategy exists. There is a certain degree of mainstreaming of this topic in some of the country's projects. There is a good relationship with the National Institute for Women (INAMU).
Dominica	The Office observes, as a general practice, the principles of gender equality and gender mainstreaming established by the GS, and would be grateful for any additional orientation from CIM on the best way of mainstreaming policies and best practices regarding the introduction of gender as a cross-cutting theme in all of its activities.
Jamaica	The Representative participated in OAS seminars on mainstreaming the gender perspective and has incorporated these considerations in the formulation of project and program proposals in the Office. In addition, all interns receive information regarding gender issues in order that this perspective be included in all initiatives. Information is shared on the importance of the application of the Convention of Belém do Pará in all social and economic planning exercises.
Mexico	The Office has an express commitment to the promotion of gender equity, abides by the decisions adopted by the other Member States and promotes this principle within the Office and in its participation in different activities.
Paraguay	The Office has female staff on its payroll and participates in events programmed by the National Government's Ministry for Women and other related institutions. An example is constituted by the events programmed on the occasion of the recent visit of Dr. Michelle Bachelet, former president of Chile and current Executive Director of UN Women and Under-Secretary-General of the United Nations: Dr. Bachelet delivered a "Conference on Democracy and Women's Political Participation and Citizenship," and participated in an open roundtable conversation (<i>Conversatorio</i>) on "Women, Health, and Development."
Peru	The National Office does not have specific programs or activities independent from those administered by OAS headquarters. Nonetheless, it bears in mind the theme of gender equality and women's rights in preparing its official business with the Government, social actors, other multilateral organizations and donors.
Saint Kitts and Nevis	The Office adopted a strategy based on the building of strategic partnerships with interested parties that promote the human rights of women and gender equity and equality, including the <i>Ministry of Social and Community Development</i> , charged with Gender Affairs, as well as other women's organizations and groups operating in the country. Existing partnerships collaboration on this topic possible, as well as cooperation for the design, development, and execution of projects, in addition to the exchange of best practices and methods to advance this perspective, including efforts to eliminate violence against women, education and training for women, and the implementation of programs to assist women in gaining access to positions of leadership, including politics.
Saint Vincent and the Grenadines	Though it strives to integrate a gender perspective, it indicates that it does not have a formal strategy.
Saint Lucia	The Representative, in reviewing technical assistance projects, assesses the degree to which gender issues are included, and reminds project coordinators of this imperative. Support is also given to matters related to gender equality, <i>inter alia</i> , by attending local events on the topic, to commemorate International Women's Day, and to remember victims of domestic violence. The Office has also begun to celebrate the Day of the Women of the Americas with a press release.
Trinidad and Tobago	The Office adheres to the principles of gender equality and mainstreaming of a gender perspective, but states that it has not received any guidance on ways to integrate gender equality and women's rights perspective into its activities.
Uruguay	The Office indicates that it implements all programs issued from headquarters, and that it participates in all national programs supporting equality of women. It also states that it promotes the topic within the Inter-American Children's Institute and the Inter-American Institute of Human Rights, which has been given workspace in this Office.
Venezuela	The Office reports that, due to the current political situation of the country, it does not have any ongoing programs on gender equity and equality in partnership with any body of the national state, but notes that it has recently made progress and hopes to open spaces for collaboration in 2012.

ANNEX 3

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

Responses from GS Offices and Autonomous and Decentralized Agencies

NS - Does not specify NR - Did not respond to the questionnaire		Type of technical support required from CIM/OAS to implement the IAP
OFFICE OF THE SECRETARY GENERAL	Summits Secretariat	Will continue to rely on the support, training, and activities oriented towards mainstreaming a gender perspective. Continue and strengthen coordination of efforts with the CIM in preparation for and follow-up of the Summit of the Americas to ensure that commitments related to gender are adequately addressed and implemented.
	Dept. of Legal Services	NR
	Office of Protocol	NR
OFFICE OF THE ASSISTANT SECRETARY GENERAL	Coordinating Office for Offices and GS Units in the Member States	NR
	Dept. Conferences and Meetings Management	NR
	Secretariat of the CIP	Advising regarding women's participation in the ports sector.
	Columbus Memorial Library	NR
	Retirement and Pension Fund	NR
SECRETARIAT FOR LEGAL AFFAIRS	Executive Office of the Secretary	Maintain collaboration with the CIM. Regarding judicial facilitators, receive support to revise training materials for post-graduate studies and for the judicial facilitators.
	Dept. International Law	The DIL would benefit from a roster or list of contacts, experts, and institutions. This would help in the establishment and strengthening of relations of cooperation and exchanges of knowledge and experiences, technical assistance, promotion of synergies and improvement of the gender perspective that DIL can introduce into each topic.
	Dept. Legal Cooperation	NS
SECRETARIAT FOR POLITICAL AFFAIRS	Dept. of Electoral Cooperation and Observation	NS
	Dept. Democratic Sustainability and Special Missions	Support to incorporate a gender equality perspective into the work of the DDSSM in the prevention, management, and resolution of conflicts.
	Dept. Effective Public Management	Receive training for PUICA field coordinators on strategies to incorporate the gender perspective in project implementation, and receive feedback on advances in the incorporation of a gender perspective in other programs in order to create synergies in the projects of each country. The CIM's cooperation in the identification of NGOs or support groups, in order to contact them and seek synergies in PUICA's future campaigns in Peru, Ecuador, and Paraguay is emphasized.
EXECUTIVE SECRETARIAT FOR INTEGRAL DEVELOPMENT	Dept. Human Development, Education, and Culture	They have specialists in the different topics related to education and culture, who keep in mind the gender perspective in the execution of activities and projects of the Department.
	Dept. Economic Development, Trade, and Tourism	The Director of the Department and the Executive Secretary of the CIM maintain permanent contact to advance in the implementation of the IAP objectives. They engage in consultations and exchange feedback regarding initiatives and projects to ensure that a gender perspective is included.
	Dept. Sustainable Development	NS
	Dept. Social Development and Employment	Continue the CIM-DSDE partnership in all the areas of competence of the Department: migration, social protection, labor, consumer rights and rights of persons with disabilities. Continue this partnership within the framework of the Inter-American Conference of Ministers of Labor (IACML), including, <i>inter alia</i> , reliance on the CIM's expertise, its network, integration of the actions of the Ministries of Labor – Mechanisms for Women,

		recommendations on female consultants that could support this work.
	YABT	Support from the CIM/OAS could come in the form of venues and opportunities for participation, visibility, and institutional support; access to resources to continue support work and participation venues to show best practices.
	FEMCIDI	NS
SECRETARIAT FOR MULTIDIMENSIONAL SECURITY	CICAD	They have held several talks with the CIM in order to add more relevant elements to their projects
	CICTE	NS
	Dept. Public Security	Promote open and constant dialogue, and cooperation between the CIM and DPS, to continue strengthening initiatives in security and prevention of violence. Also, continue the training offered by CIM, extending it to other members of DPS.
	Dept. Defense and Hemispheric Security	NR
SECRETARIAT FOR EXTERNAL RELATIONS	Dept. Strategic Communication and Image	Maintain permanent contact with the CIM with the aim of remaining informed about its future activities related to gender equality, and of promoting them.
	Press Dept.	During 2011, 24 communiqués or press releases were published on women and gender equality, both in English and Spanish.
	Dept. International Affairs	The MOAS Program requires the participation of a CIM specialist whenever topics related to women and/or gender equity are addressed in one of its models.
	Museum of the Americas	NR
	The Trust for the Americas	Technical assistance in the execution of projects.
SECRETARIAT FOR ADMINISTRATION AND FINANCE	Dept. Human Resources	The DHR considers essential the joint review and follow-up of the complete set of actions that were suggested in the "Workshop on Gender for the Department of Human Resources" to determine future actions and to continue advancing in the topic of gender within the OAS/GS.
	Dept. Financial and Administrative Management Services	NS
	Dept. Information and Technology Services	NS
	Dept. Planning and Evaluation	Joint coordination and work with the CIM is essential to provide an incentive to the teams from different areas for them to include the gender approach in the formulation of their projects. The CIM provides its comments and recommendations through the Working Group and the Commission on Project Evaluation.
	Office of Procurement Services	NS
	Office of General Services	NS
	AUTONOMOUS AND DECENTRALIZED AGENCIES	IACHR
IIN		Follow up and technical support to make mainstreaming of a gender perspective effective in the institution's action plan as expressed in its different lines of action, in accordance with the products and activities to be developed in the 2011-2015 period.
CITEL		CITEL reports on requests to address specific needs: more than 1200 scholarships for telecommunications courses, which require a budget so that those scholarships can be offered for those courses.
IICA		Technical support in the formulation of projects for the effective incorporation of a gender equality perspective in development.
PAHO		Regional and national partnership and coordination, as well as maintaining shared efforts of advocacy and mobilization of donors and other parties interested in the gender and equality agenda.
PAIGH		NS
Office of the Inspector General		Technical assistance or advising to promote rights and gender equality.

Responses of OAS Country offices

OAS National Office	Type of technical support required from CIM/OAS to implement the IAP
Antigua and Barbuda	Technical support: sharing information and best practices, as well as new advances in the quest for gender equity and equality. The September 2011 meeting in Washington, DC was very useful to promote interest and attention to the issue of gender equity and equality in the Caribbean subregion. The CIM/OAS should replicate this type of initiative regularly, as allowed by resources.
Barbados	The CIM should use every opportunity to persuade Member States that gender equity is a valuable development goal that should be strongly promoted. Moreover, the OAS and its Secretariats, divisions, and units should strive to ensure that the gender perspective is implemented in their work and activities.
Dominica	Strengthen collaboration with the CIM to promote the implementation of the IAP in Dominica. It would be very useful to know what the CIM's strategy is for the country, so that the actions of this Office in the area conform to the established objective and priorities.
Jamaica	Resources are required to familiarize, at the national level, the Jamaican society and government on the CIM's work, through seminars and courses to incorporate the gender perspective.
Mexico	The Office proposes that, with the technical support of the CIM, a workshop be held on the promotion of gender equity for its personnel. This could be jointly organized with the YABT-Mexico team and the group POETA.
Paraguay	In accordance with the program that the CIM may agree to with the Government of Paraguay, through the Ministry for Women, specific technical support will be needed by this Office.
Peru	The Representative suggests that the CIM could carry out an analysis of all the sponsored activities/programs/projects which are currently underway in Peru, to determine if adequate attention has been given to gender analysis, gender equality, and the rights of women, in their planning, execution, follow-up, and evaluation. The CIM could share a compilation of the strategies and best practices of the OAS countries with a view to providing valuable information to the national office in Peru, which can be exchanged and shared with their partners.
Saint Kitts and Nevis	To the degree that the CIM is aware of courses or seminars that strengthen knowledge and the capacity to design, plan, execute, and evaluate projects, the Representative indicates that he would like to participate in said events in order to improve his technical capacity.
Saint Vincent and the Grenadines	Training and reference materials.
Saint Lucia	The Office states that it would like to assist in the holding of a workshop or other activity related to gender issues. There is special interest in collaborating with the Bureau of Women's Affairs, to promote the elimination of violence and to promote women's political participation.
Trinidad and Tobago	Training to mainstream the rights-based and gender equality perspective, knowledge of the IAP, IAP promotional materials, and the allocation of technical and financial resources for the implementation of the IAP, perhaps by means of a project oriented to Trinidad and Tobago's NGOs working for the promotion of women.
Venezuela	Supply of information and materials.

ANNEX 4

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

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

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

If it is an autonomous and decentralized agency, indicate the name: _____

- 2. In addition to the IAP, which was approved in 2000, please indicate if you have other specific mandates to advance gender equality and women’s rights in the areas of the department/unit/organ under your responsibility.
 - a) Yes _____ If you have other specific mandate(s), proceed to question 3.
 - b) No _____ If you don’t have other specific mandate(s), proceed to question 4.

- 3. In case you have other specific mandate (s), please indicate, for each case, the following.
If there is more than one case, add the necessary additional rows.

Mandate (textual) and date of adoption	Source of the mandate ⁴ .	How it is being fulfilled	Observations

- 4. ¿Does your department/unit/organ have any strategy to integrate a rights-based and gender equality approach in its activities? If there is such a strategy, please elaborate. If there is not one, please indicate the reason. *Use all the necessary space in your answer.*
 - a) Yes _____
 - b) No _____

- 5. ¿Does your department/unit/organ have any policy(ies), program(s) and/or project(s) that promote gender equality and women’s rights?
 - a) Yes _____
 - b) No _____

- 6. If you answered yes to question 5, please provide for each case (be it a policy, program or Project) name, objective, starting date and duration, most important achievements/results, partnerships and participating agencies, financial resources available, etc. *If there is more than one case, add the necessary additional rows.*

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

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

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

⁴ Source of the mandate: It refers to those mandates from the General Assembly, the Permanent Council, Summits, Ministerial Meetings and from Inter-American Commissions/Committees and the like.

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

- b) No, it is not present: _____ Name of the body(ies): _____
9. ¿Does your department/unit/organ have the necessary technical capacity to implement a rights-based and gender equality approach?
- a) Yes _____ In case of a positive answer, also answer c)
 b) No _____
- c) Describe the technical capacity that your department/unit/organ has. *Use all the necessary space in your answer.*
-
10. Specify the type of technical support that your department/unit/organ requires from the CIM/OEA in order to advance implementation of the PIA. *Use all the necessary space.*
-

Questionnaire sent to the Country Offices of the General Secretariat

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

1. OAS Country Office
 Country: _____
2. Does your office have any strategy to integrate a rights-based and gender equality approach in its activities? If there is such a strategy, please elaborate. If there is not one, please indicate the reason. *Use all the necessary space in your answer.*
- a) Yes _____
 b) No _____
3. Does your office have any policy(ies), program(s) and/or project(s) that promote gender equality and women's rights??
- a) Yes _____
 b) No _____
4. If you answered yes to question 3, please provide for each case (policy, program or project), name, objective, starting date and duration, most important achievements/results, partnerships and participating agencies, financial resources available, etc. *If there is more than one case, add the necessary additional rows*

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

5. Does your office have the necessary technical capacity to implement a rights-based and gender equality approach?
- c) Yes _____ In case of a positive answer, also answer c)
 d) No _____
- c) Describe the technical capacity that your office has. *Use all the necessary space in your answer.*
-
6. Specify the type of technical support that your office requires from the CIM/OAS in order to advance implementation of the IAP. *Use all the necessary space.*
-