



INTER-AMERICAN COMMISSION OF WOMEN

OEA/Ser.L
CIM/doc.138/18
2 April 2018
Original: Spanish

**ANNUAL 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”**

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EXECUTIVE SUMMARY

The “Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality” was adopted by the General Assembly of the OAS in Windsor, Canada, in June 2000, pursuant to resolution AG/RES. 1732 (XXX-O/00), “Approval and Implementation of the Inter-American Program on the Promotion of Women’s Rights and Gender Equity and Equality,” wherein the Secretary General is asked to submit annual reports to the General Assembly on fulfillment thereof. This report, prepared by the Executive Secretariat of the CIM with input from the departments and other organs of the OAS General Secretariat and autonomous and decentralized organs, agencies, and entities, covers the period from March 2017 through February 2018.

The Executive Secretariat of the CIM sent a communication to all the organs, agencies, and entities of the General Secretariat reminding them of the need to comply with the provisions of the General Assembly resolutions, and requesting them to send the information that made it possible to draft this report. To that end, for the seventh consecutive year, the Secretariat attached a questionnaire to this request, prepared by the CIM specifically for the compilation of the inputs for this report.

The level of reply from the areas and autonomous and decentralized organs, agencies, and entities of the GS/OAS to the questionnaire decreased to 76.6% in 2017. This indicator is lower than the 2016 and 2015 levels (88.9% and 90.2% respectively), and is close to the 2010 level of reply of 78.9%. For the Country Offices specifically, the level of reply increased from 57.1% in 2016 to 75% in 2017.

The main conclusions from this questionnaire are summarized below:

- a. 14 areas (9 of the GS departments and 5 autonomous and decentralized organs, agencies, and entities), i.e., 29.8% of all areas queried (47), replied that they did have a specific mandate or mandates to advance gender equality and women’s rights in their work areas. On the other hand, 46.8% (22) said that they did not.
- b. 34 bodies (25 GS departments and 9 autonomous and decentralized organs, agencies, and entities), i.e., 72.3% of all areas polled (47), replied that they did have a strategy in place to mainstream gender equality and rights in their activities. Of the Country Offices, 35.7% (10) indicated that they had a strategy; 39.3% (11) said that they did not, and 25% (7) did not reply or offer specifics.
- c. 36.17% (17 areas) of all GS/OAS departments and autonomous and decentralized organs, agencies, and entities surveyed (47) indicated that they served as the Technical or Executive Secretariat of inter-American commissions or committees and/or ministerial or similar meetings, compared to the similar figure of 44.4% in 2016. Of these areas, all but four indicated that the issue of gender equality and women’s rights was a consideration of the inter-American commissions/committees or ministerial meetings.
- d. 51% (17 departments and 7 autonomous and decentralized organs, agencies, and entities) replied that they had policy(ies), program(s), and/or project(s) to promote gender equality and women’s rights, constituting an increase from and/or result similar to previous years (48.8% in 2012, 56.4% in 2013, 63.4% in 2014 and 2015,

- and 57.8% in 2016). This question was also put to the Country Offices, 28.6% (8) of which answered in the affirmative.
- e. 48.9% (23) of the GS departments and autonomous and decentralized organs, agencies, and entities replied that they had the technical capacity to mainstream gender and women's rights; 23.4% (11) said that they did not, and 0.04% (2) did not reply or offer specifics. Of the Country Offices, 18% (5) indicated that they had this technical capacity, 50% (14) said that they did not, and 32% did not answer or offer specifics.
 - f. Most of the bodies replying to the questionnaire said that they would like to continue receiving support and technical assistance and training from the CIM/OAS in order to advance the implementation of the IAP. Currently, all secretariats do have staff members and consultants who have been trained in gender and rights.
 - g. 66.66% (16 departments and 8 autonomous and decentralized organs, agencies, and entities) of the areas that replied indicated that they had promoted the integration of women's rights and/or a gender perspective in their reports during this period. Additionally, 34.28% (12) answered that they had not, that the question did not apply, or that they do not publish reports.
 - h. 47.2% of the areas that replied indicated that the programs, projects, and other activities associated with the 2017 Operational Goals adopted for their department/unit/agency had mainstreamed gender and/or rights.

This report reflects the ongoing commitment and specific actions of the areas comprising the General Secretariat of the OAS (GS/OAS) and the various autonomous and decentralized organs, agencies, and entities, to promote the mainstreaming of the gender perspective and women's human rights 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).

As in previous years, and promoted by the current leadership of the Organization, with the theme "More Rights for More People," particularly noteworthy qualitative headway has been made by the GS/OAS departments and the autonomous and decentralized organs, agencies, and entities in their work. This headway is reflected not only in their efforts to mainstream a gender and/or women's human rights perspective in projects and programs, but also in the development and implementation of initiatives, projects, and programs specifically designed to improve the situation of women and contribute to their empowerment in different spheres. This process has led, internally, to growing collaboration between the GS/OAS departments and the CIM.

Of particular note during this period is the formulation of the Plan of Action to implement the OAS General Secretariat's Institutional Policy on Gender Equality, Diversity, and Human Rights, which was developed over the course of 2017 with contributions from and the participation of all the areas. This Plan of Action was launched in October 2017 by the OAS Secretary General, and is being implemented with the support and commitment of all of the Organization's areas.

I. BACKGROUND

In compliance with the mandate contained in resolution AG/RES. 1625 (XXIX-O/99), "Status of Women in the Americas and Strengthening and Modernization of the Inter-American

Commission of Women,” a meeting of ministers or the highest-ranking authorities responsible for policies for the advancement of women in the member states was convened in April 2000. At that meeting, coordinated by the Inter-American Commission of Women (CIM), the ministers adopted the “Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality” (hereinafter IAP or Program).

The Program was adopted by the OAS General Assembly at its regular session held in Windsor, Canada, in June 2000, by resolution AG/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 implementation of the IAP. This report, prepared by the Executive Secretariat of the CIM with input from the departments and other organs of the OAS General Secretariat and autonomous and decentralized organs, agencies, and entities, covers the period from March 2017 through February 2018.

The adoption of the IAP signified the political consensus reached by the OAS member states on the issue of discrimination against women, and the recognition of the conditions of inequality, discrimination, and violence to which women are subjected, as well as the need to promote actions for the advancement of their rights, to combat all forms of discrimination, and to promote equity and equality between women and men from a gender perspective. Since its adoption, the member states, in the framework of the General Assembly, have reiterated their commitment to implementation of the IAP.

The CIM was tasked with implementation of the Program and 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 Strategic Plan of Action of the CIM, its Biennial Work Program, and the Plans of Action of the Summit of the Americas.

Subsequently, in keeping with its mandates, based on the evaluations of the IAP in 2010 prepared ten years after adoption and on the Mechanism to Follow Up on Implementation of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, “Convention of Belém do Pará” (MESECVI), and taking into account the internal consultations on institutional priorities effected with the OAS Secretariats, the CIM has prepared its 2011–2016 Strategic Plan. With this Plan, the CIM sought not only to strengthen its fundamental role as a hemispheric political forum in the areas of gender equality and equity and women’s human rights, but also to contribute to implementation of the IAP in light of existing institutional and regional challenges. This plan also laid the foundation for results-based management. The principal strategies of the CIM’s 2011–2016 Strategic Plan and 2013–2015 Triennial Work Program were the coordination and harmonization of the Commission’s and OAS’s actions, and the institutionalization of a rights-based and gender equality approach in the OAS’s main forums, programs, and institutional planning.

More recently, the CIM adopted the Strategic Plan 2016-2021, with which it aims to position the Commission and its work within the broader context of ongoing hemispheric debates about the OAS, its relevance, strategic approach, and financial standing. This new Strategic Plan should prioritize and build on the progress made from the implementation of the Strategic Plan 2011-2016.

Also of note 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,” in which specific recommendations are made for the Third Summit and whereby it is recommended that the meetings of ministers or of the highest-ranking authorities responsible for the advancement of women in the member states be held every four years in order to contribute to the follow-up activities of the Summit. The last Meeting of Ministers (REMIM-IV) was held in November 2011, in San Salvador, El Salvador. At that meeting, a resolution (CIM/REMIM-IV/doc.6/11 Rev.1) was adopted that recommended that specific language be included in the document arising from the Sixth Summit to ensure that women’s needs and demands were reflected in the final conclusions of the Summit. That language was forwarded to the Chair of the Summit Implementation Review Group (SIRG) and to the national coordinators of each member state.

In the context of the Summits Process, the IAP, since its adoption, has had the support of the Heads of State and Government of the Americas. For the first time ever, the Plan of Action of the Third Summit (Quebec, 2000) incorporated a gender perspective in some of its chapters, with one chapter devoted to gender equality. Moreover, the Declaration of Nuevo Leon of the Special Summit of the Americas (Monterrey, 2004) reiterated the commitment to continue to promote gender equality and equity, while the Fourth Summit (Mar del Plata, 2005) focused on creating decent work and strengthening democratic governance, and reaffirmed the intent to combat discrimination against women in the workplace. The Fifth Summit (Port of Spain, 2009) affirmed the commitment to strengthen institutional mechanisms for the advancement of women, including the Convention of Belém do Pará and its funding, and encouraged the full and equal participation of women in the political life and decision-making structures of our countries at all levels through laws and public policies that promote respect for women’s human rights and fundamental freedoms, as well as gender equality, equity, and parity.

At the Sixth Summit (Cartagena, 2012), the Heads of State and Government resolved to implement, in the area of citizen security and transnational organized crime, policies containing measures to prevent, investigate, punish, penalize, and eradicate sexual and gender based violence; to strengthen the administration of public security by governmental agencies through promotion of citizen and community participation, institutional coordination, and the training and education of civilian and police personnel, with full respect for the rule of law, gender equality, and human rights; and to strengthen efforts to prevent and fight the smuggling of migrants and trafficking of persons, particularly of women, children and adolescents. With regard to poverty, inequality, and inequity, they resolved to deepen inter-American cooperation in the area of development and social protection with a view to strengthening human and institutional capacity-building efforts and generating a skilled work force, with a gender perspective and giving attention to vulnerable groups; and to take specific steps to improve access to quality education for girls, especially in rural areas, as well as to promote improved capacities of schools to reduce barriers to regular attendance for women and girls.

At the Seventh Summit (Panama City, 2015), the Heads of State and Government indicated their intent, in the area of citizen participation, “To promote and strengthen economic, political, social and cultural empowerment for women, ensure the protection and guarantee of all their rights, and redouble our collective efforts to end discrimination, child, early and forced marriage, recognizing that gender equity and equality is necessary and legitimate for the sustainable and

democratic advancement of our societies.” Also, in the area of migration, the Heads of State and Government indicated their intent “To strengthen programs to prevent and fight illicit smuggling of migrants and trafficking in persons, particularly of women, children and adolescents, as well as to generate, review and amend laws, where appropriate, against these crimes so that, in their enforcement, they will render assistance and protection to victims of trafficking and to promote cooperation among states to that end, in accordance with the Convention against Transnational Organized Crime and its protocols on trafficking in persons and smuggling of migrants.” In the area of security, they indicated their intent “To strengthen efforts and prioritize actions to effectively address violence against women and girls, particularly through the promotion of initiatives to empower women, and the implementation of effective public policies focused on achieving this goal, including measures to prevent, investigate, punish, and eradicate such violence; training for public officials at national and local levels; implementation of programs to educate, sensitize, and raise awareness about this phenomenon; and the collection of data and statistics within, as applicable, the framework of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Convention of Belém do Pará) and its follow-up mechanism.”

In its Section IV.2, paragraphs 2.1.3 and 2.1.4, the IAP recommends that the governments of the member states 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) for the execution of the “Project on Integration of Gender Perspective within the OAS,” to be coordinated by the OAS and the CIM. Two hundred General Secretariat staff members were trained in a first phase of this project from February 2002 to December 2003, particularly those charged with the implementation of programs and policies. In the second phase, from October 2005 to August 2006, seven workshops were held for specific areas, training 125 staff members. 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 results of the first two phases of this effort.

Subsequently, in 2008, as part of the 2009–2011 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 earlier initiative (OAS Gender Program). Project components included on-site training, virtual training, development of a community of practice, and preparation of gender indicators. The first three components were to be executed by the CIM, and the fourth component by the Department of Planning and Evaluation (DPE).

The on-site training was conducted in 2010 with assistance from the Latin American Faculty of Social Sciences (FLACSO), through its gender, society, and policies area. 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 for revealing the extent of progress and sensitivity in the areas with regard to gender mainstreaming in their everyday tasks. This training stage was launched at OAS headquarters in February 2010, 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.

The on-site training in 2010 was conducted as gender workshops for Department of Human Resources staff and for prospective facilitators. Three specialized sessions were held for Secretariat for Integral Development professionals on the topic of competitiveness; for Secretariat of Political Affairs staff on civil registration and electoral observation; and for Secretariat for Multidimensional Security staff on the topic of trafficking in persons. Eighty-four staff members (62 women and 22 men) received training. The DPE also participated; over this period it assisted in the preparation of a manual on gender mainstreaming in the OAS project cycle.

A gender training guide was prepared with the support of FLACSO for participants and facilitators, based on the on-site training held in 2010 and the training materials developed for the program in 2011. This guide was used in conjunction with the aforementioned DPE handbook to develop the CIM/OAS virtual course “Gender Equality and Rights Perspective in Policies, Programs, and Projects.” This course is geared towards building capacities related to the gender and human rights issues of the women working on the GS/OAS staff and other organizations associated with formulating and implementing policies, programs, and projects. Since its launch in January 2013, the ten-week course has been given 13 times, in collaboration with the OAS Educational Portal of the Americas, and has trained 749 people throughout the region. The course has been open to GS/OAS staff members, and participants have included teams from headquarters and from several OAS programs in the field, as well as from the Inter-American Program of Judicial Facilitators, the Mission to Support the Peace Process in Colombia (MAPP-OAS), and departments of all OAS secretariats. All OAS personnel, including consultants, receive full scholarships, and to date a total of 82 GS/OAS staff members and consultants have been trained.

In 2016, a second virtual course was developed and made available to the region, in partnership with the Educational Portal of the Americas, under the OAS Gender Program “Strategic Planning with a Gender Focus.” This ten-week course was developed based on the sub-regional CIM/OAS workshops on the topic held in previous years as part of a hemispheric project on gender and decent work (in cooperation with CIDA 2009-2012), with the participation of the National Machineries for the Advancement of Women and the various ministries of labor.

The OAS Gender Community of Practice (CoP) was founded on the occasion of the launch of the online course in 2013, and debuted via a discussion and experience-sharing session on gender mainstreaming and the rights-based approach at the OAS, which was streamed live in December 2012. The session included a video welcome from the OAS Secretary General, with opening remarks from the Executive Secretary of the CIM and presentations by OAS officials. In 2015 and 2016, the CoP held on-site meetings, including forums for discussion and exchange with eminent regional experts on gender and women’s rights, such as the President of the CIM and Minister for Women of Costa Rica, Ms. Alejandra Mora Mora; then Chief of Staff of the Secretary General; and the President of the Asociación Civil Comunicación para la Igualdad, Ms. Sandra Chaher. The members of the CoP made important contributions to the draft OAS Institutional Policy for Gender Equality, Diversity, and Human Rights, and to its respective Plan of Action, as well as to the Participatory Audit on Gender, Diversity, and Rights process conducted at the GS/OAS in 2016.

As regards efforts to institutionalize a gender and women’s rights perspective in the policy, project, and program cycle of the OAS, the ongoing advice and technical assistance in the area of gender and rights that the CIM provides to the GS/OAS entities and any others in the inter-American

system that so request has been strengthened, as has the CIM's active participation in specific projects and activities carried out in collaboration with those entities. In addition, the CIM and the DPE have stepped up their collaboration through the Executive Secretariat of the CIM's participation in the Working Group of the Project Evaluation Committee (PEC), and on the PEC itself.

In terms of strengthening institutional regulations, of note is the adoption of the Institutional Policy on Gender Equity and Equality, Diversity and Human Rights in the General Secretariat of the OAS, by Executive Order No. 16-03 of March 7, 2016. As a result of a participatory process carried out during the period between the different GS/OAS areas and the Executive Secretariat of the CIM, consensus was reached on the terms of this Policy, which aims to promote equality and equity in the exercise of rights, equal opportunity, and equal treatment in all work done by GS/OAS by strengthening its management, culture, and institutional capacities.

Also of note are the creation of the Office of the Ombudsperson in the Organization and the adoption of Executive Order 15-02, titled "Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment," issued on October 15, 2015, which adopted Staff Rule 101.8, "Prohibition Against Workplace Harassment," and the "Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment."

Similarly, it is important to highlight the adoption of the Comprehensive Strategic Plan of the Organization [AG/RES. 1 (L1-E/16)], in the framework of the fifty-first special session of the General Assembly, in which gender equality and equity is a crosscutting issue. Also important was Executive Order No. 16-05, issued August 4, 2016, which mandated the mainstreaming of the principles, policies, and strategies of the 2030 Agenda and Sustainable Development Goals (SDGs) within the General Secretariat for all initiatives, programs, and projects, as well as for partnership initiatives with other agencies working on the 2030 Agenda and SDGs.

The adoption of the "Alternative Work Arrangements Policy" through Executive Order No. 16-08, effective from February 1, 2017, also represents a significant step forward in the work related to the IAP. This policy seeks to support staff members by making their work hours more flexible, increasing job satisfaction, and strengthening their commitment to the General Secretariat's mission. The work of the Staff Association in this effort was notable.

Due to the adoption of the General Secretariat's Institutional Policy on Gender Equality, Diversity, and Human Rights, the "Participatory Assessment on Gender, Rights and Diversity of the OAS General Secretariat" was conducted at the GS/OAS from November 28 to December 7, 2016. This important assessment focused on understanding the progress the Organization has made in promoting these perspectives in its work. The results of this participatory assessment were taken as inputs for developing the Plan of Action for the implementation of the "Institutional Policy on Gender Equality, Human Rights, and Diversity."

With the adoption of the policy, the Committee to Follow-up on Implementation of the Policy was established. This committee met three times in 2016 and agreed to conduct the aforementioned assessment and other actions based thereon, making it possible to lay the foundation for implementing the policy within the OAS. Along these lines, in 2016 the CIM developed a project that was submitted to the People's Republic of China for funding after being approved by the CEP. With China's seed contribution, project implementation was launched, specifically the

aforementioned assessment and based thereon, the development of the Plan of Action to implement the Policy. In 2017, the Follow-up Committee met once to begin the work of implementing the Plan of Action for the implementation of the Institutional Policy. In 2017 additional contributions were received from the People’s Republic of China for furthering project implementation and for Plan of Action activities.

II. BASIC INDICATORS

The most recent resolution on the IAP, resolution AG/RES. 2831 (XLIV-O/14), “Promotion of Women’s Human Rights and Gender Equity and Equality and Strengthening of the Inter-American Commission of Women,” adopted by the OAS General Assembly in 2014, urges the Secretary General to continue promoting and working on full implementation of the IAP, with support from the CIM, so as to mainstream a perspective of women’s human rights and gender equity and equality in all OAS programs, activities, and policies; to promote the integration of a perspective of women’s human rights and gender equity and equality in the annual operational goals of the OAS departments, units, and offices; to promote the inclusion of women’s human rights and a gender equity and equality perspective in reports published by the OAS; and to report, through the Permanent Council, to the General Assembly at its forty-fifth regular session, on the implementation of this resolution.

In the first week of November 2017, the Executive Secretariat of the CIM sent a communication to all the organs, agencies, and entities of the General Secretariat reminding them of the need to comply with the provisions of the General Assembly resolutions, and requesting them to send the information that made it possible to draft this report. For the eighth consecutive year, the Secretariat attached a questionnaire to this request, prepared by the CIM specifically for the compilation of the inputs for this report. The questionnaire has remained essentially the same since the first year it was launched, which has facilitated the identification of trends and needs.

For the fourth time, a question was included about the 2016 Operational Goals approved by the GS/OAS departments/units/agencies and the programs, projects, and other efforts associated with said goals that incorporate a gender and/or rights-based perspective. This was done to promote the mainstreaming of these perspectives in the Organization’s annual operational goals.

As can be seen below, the 14-question survey was sent to the directors of 34 GS departments/units and 13 autonomous and decentralized organs, agencies, and entities. An abbreviated version with seven questions was also sent to the OAS Country Offices. (The questionnaires can be found in Annex 2.) Replies were received from 27 departments/units, 9 autonomous and decentralized organs, agencies, and entities, and 21 Country Offices.

Body	Number of questionnaires sent							Number of questionnaires received							% replies						
	2011	2012	2013	2014	2015	2016	2017	2011	2012	2013	2014	2015	2016	2017	2011	2012	2013	2014	2015	2016	2017
GS departments	34	32	29	30	30	33	34	26	27	25	26	27	29	27	76.5%	84.4%	86.2%	86.7%	90%	87.9%	79%
Auton. & Desc. Agencies	8	9	10	11	11	12	13	8	9	9	10	11	11	9	100%	100%	90%	90.9%	100%	91.7%	69.2%
Total Questionnaire 1	42	41	39	41	41	45	47	34	36	34	36	38	40	36	81%	88%	87.2	87.8%	92.8	88.9%	76.6%
National offices	31	28	28	28	28	28	28	16	14	14	22	24	16	21	51.6%	50%	50%	78.6%	85.7%	57.1%	75%
Total Questionnaire 2	31	28	28	28	28	28	28	16	14	14	22	24	16	21	51.6%	50%	50%	78.6%	85.7%	57.1%	75%

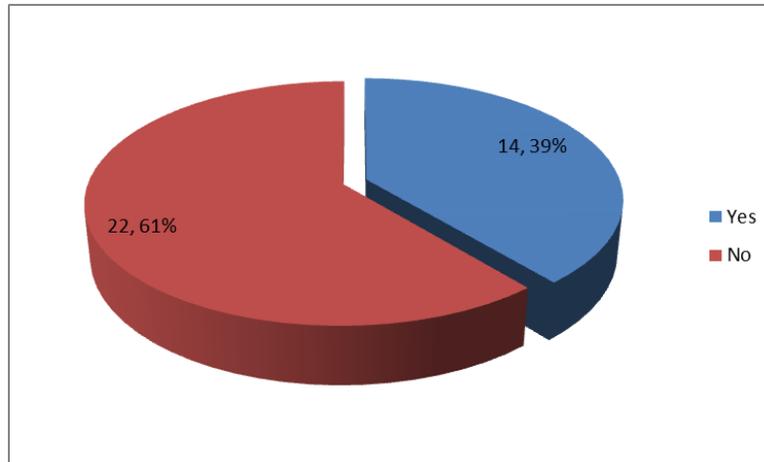
Reply rates by OAS bodies to the questionnaire have fallen, from 88.9% in 2016 to 76.6% in 2017. The reply rate for the Country Offices increased from 57.0% in 2016 to 75% in 2017.

A. Specific mandates on gender equality and rights

When asked whether *in addition to the IAP, they have (a) specific mandate(s) to advance gender equality and women's rights in the areas of the department/unit/agency under their responsibility*, nine of the GS departments/units and four autonomous and decentralized organs, agencies, and entities, i.e., 37% of the bodies that returned questionnaires (35) answered in the affirmative, i.e., that they had a specific mandate. Similarly, 62.85% (22) indicated that they did not.

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

GS/OAS departments and autonomous and decentralized organs, agencies, and entities



The following bodies have specific mandates on gender:

Executive Secretariat for Integral Development (SEDI): The Comprehensive Strategic Plan of the Organization, which falls under the development pillar, included gender equality and equity among its crosscutting strategic guidelines for the relevant actions carried out by the GS/OAS under this pillar.^{1/} SEDI's three departments—the Department of Economic Development (DED), the Department of Human Development, Education, and Employment (DHDEE), and the Department of Sustainable Development (DSD)—have specific mandates on this issue in addition to the Strategic Plan for Partnership and the current Comprehensive Strategic Plan; these mandates were adopted at ministerial meetings and sessions of the OAS General Assembly. The Inter-American Committee on Ports (CIP), which is part of this secretariat, also has specific mandates.

Through the *Department of Economic Development*, the Declaration of Medellin was adopted during the Sixth Meeting of Ministers and High Authorities of Science and Technology in November 2017. This Declaration promotes the inclusion of women and girls in the spheres of science, technology, and innovation, to improve their opportunities for learning; the formation of early vocations in

1. Resolution AG/RES.1 (L1-E/16), Comprehensive Strategic Plan of the Organization, Annex 1: Matrix with Strategic Lines and Objectives for the Pillars, Integral Development Pillar. Adopted at the Fifty-first Special Sessions of the General Assembly of the OAS on October 31, 2016.

science and technology and of women and girls' participation in civic and political life; their insertion in the labor market and access to leadership and decision-making positions; and their participation in social transformations triggered by scientific and technological progress.

With regard to competitiveness, the 2018-2020 Work Plan of the Inter-American Competitiveness Network (RIAC) was adopted at the Tenth Americas Competitiveness Forum (ACF) held in Mexico City in September 2017. One of the objectives of this Work Plan is to "Strengthen RIAC's efforts in gender equity and equality through the Working Group on Gender and Competitiveness (GTG) approved by the RIAC Steering Committee and Chair Pro Tempore 2015 in Guatemala." Likewise, the 2017-2019 Work Plan of the Inter-American Dialogue of High-Level MSME Authorities: Public Policies to Enhance the Competitiveness, Innovation and Internationalization of MSMEs, adopted in May 2017, supports assistance for women entrepreneurs as a comprehensive action for the 2017-2019 period.

In connection with the *Inter-American Committee on Ports (CIP)*, the states adopted the Resolution of Montevideo at the Tenth Regular Meeting of the CIP held in July 2016. In response to this resolution, the CIP Secretariat supports member states' efforts towards port development in six priority areas, one of which is gender equality and the empowerment of women.

In the *Strategic Counsel for Organizational Development and Management for Results*, the Department of Planning and Evaluation (DPE) emphasizes General Assembly mandates pertaining to the IAP that call for systematic incorporation of the gender perspective in international instruments and procedural mechanisms in the framework of the OAS, and on ministerial agendas; and those whereby the Secretary General is urged to continue, with CIM support, promoting and working on full implementation of the IAP so as to achieve integration of a gender perspective into all programs, activities, and policies of the Organization of American States. The DPE also refers to more recent mandates associated with the IAP [AG/RES. 2831 (XLIV-O/14)], whereby the Secretary General is urged to continue to implement jointly with the CIM the gender analysis training project at the OAS, targeted especially at senior staff in management positions and new staff members who work in priority areas.

Secretariat for Strengthening Democracy: The *Department of Sustainable Democracy and Special Missions*, in the context of the OAS Mission to Support the Peace Process in Colombia (MAPP/OAS), reiterates the December 15, 2014, mandate to carry out broad and flexible monitoring of the Colombian State's peace policy regarding illegal armed groups, incorporating in all work areas a differential approach to gender, ethnicity, and age. The Sixth Additional Protocol to the Agreement was signed on September 27, 2016, thus extending the mandate through December 31, 2018 (under the Fifth Protocol, it had been set to expire in January 2018). In the context of the Mission to Support the Fight against Corruption and Impunity in Honduras (MACCIH/OAS), the Department of Sustainable Democracy and Special Missions highlights the agreement signed on January 19, 2016, by the Government of the Republic of Honduras and the General Secretariat of the Organization of American States, as well as resolution AG/RES. 2905 (XLVII-O/17), "Strengthening Democracy," as sources of mandates for promoting gender equality and women's rights.

The *Secretariat for Access to Rights and Equity* refers to the "Inter-American Convention on Protecting the Human Rights of Older Persons," in which the applicable general principles include gender equity and equality and the life course approach. The SARE also references the following

General Assembly resolutions: (i) AG/RES. 2908 (XLVII-O/17), “Promotion and Protection of Human Rights,” which contains several operative paragraphs on the promotion and participation of women in the defense of human rights, and respect for and the protection of human rights, including for persons deprived of liberty, persons with disabilities, and other vulnerable groups; (ii) AG/RES. 2910 (XLVII-O/17), “Migration in the Americas,” which urges the states to more effectively promote and protect the human rights and fundamental freedoms of all migrants, including migrant workers and members of their families, with special emphasis on migrant women, children, and adolescents; (iii) AG/RES. 2913 (XLVII-O/17), “Plan of Action of the American Declaration on the Rights of Indigenous Peoples (2017-2021),” which contains a section that specifically addresses the integration of the gender perspective into the Plan of Action with the objective of promoting balance, the empowerment and visibility of indigenous women, and the elimination of all forms of discrimination.

Secretariat for Multidimensional Security: The Inter-American Drug Abuse Control Commission (CICAD) Plan of Action, adopted in November 2016, aims to formulate, implement, evaluate, and update national drug policies and/or strategies that will be comprehensive and balanced, based on evidence that includes a crosscutting human rights perspective, consistent with the obligations of parties under international law, with a gender approach and emphasizing development with social inclusion. It calls for coordinating national drug policies with other state social strategies and/or policies that address the fundamental causes and consequences of the drug problem. (3.4 Implementation of measures that promote equal access to the administration of justice and due process with a gender-sensitive approach).

The *Department of Public Security*, through its Meetings of Ministers Responsible for Public Security in the Americas (MISPA), has addressed the gender issue, and at the third meeting (in Trinidad and Tobago, November 2011), discussed the gender perspective for the first time. 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 constitutes a step forward, politically, since the launch of the MISPA process in 2008. The MISPA and several General Assembly resolutions and declarations have also requested that public security training programs for human resources be continued, and among them, the OAS Inter-American Police Training Program, which includes the gender perspective as a critical crosscutting issue. Declaration AG/DEC. 66 (XLI-O/11), “Declaration of San Salvador on Citizen Security in the Americas,” includes the determination to design public policies and educational programs with a view to achieving a cultural transformation aimed at eradicating domestic violence. Similarly, resolution AG/RES. 2431 (XXXVIII-O/08), “Preventing Crime and Violence in the Americas,” instructs the General Secretariat to support member state initiatives aimed at preventing and comprehensively addressing the phenomenon of violence in its diverse forms and specific manifestations. With regard to the issue of human trafficking, the Work Plan against Trafficking in Persons in the Western Hemisphere (AG/RES. 2551) includes a mandate to develop materials to raise awareness and to train security forces, law enforcement officers, immigration officers, prosecutors, and judges in the region in preventing, investigating, and prosecuting the crime of trafficking in persons and in identifying and protecting victims thereof. Finally, paragraphs 74 to 79 on “Justice, Prison, and Penitentiary Systems” of AG/RES. 2907 (XLVII-O/17), “Advancing Hemispheric Security: A Multidimensional Approach,” include the resolution to request the SMS to promote the implementation of alternatives to incarceration, special treatment initiatives, and evidence-based social reintegration programs, bearing in mind the increasing number of women in the region who

have been deprived of their liberty due to drug use or minor drug-trafficking offenses, and the enormous family, social, economic, and institutional repercussions thereof.

Secretariat for Legal Affairs: The *Department of International Law* has been given the General Assembly mandate [AG/RES. 2906 (XLVII-O/17)] of disseminating the Model Law on the Simplified Corporation as widely as possible and of providing all collaboration and support necessary to do so. The DIL calculates that this Model Law could potentially have more of an impact on women, since they are three times more likely to work in the informal sector and face greater challenges to obtaining loans. The General Assembly, in resolution AG/RES. 2909 (XLVII-O/17), requests the DIL to continue promoting the Model Law on Secured Transactions among member states; this Model Law is especially targeted at MSMEs and marginalized groups that have historically had trouble obtaining credit. The DIL, pursuant to AG/RES. 2909 (XLVII-O/17), also supports the Inter-American Juridical Committee and the course on international law that it organizes annually in Rio de Janeiro with its Technical Secretariat. Experts on the topics participate in this course, and notable students are supported through scholarships. Issues that have been analyzed include the legal aspects of the international legal protection of migrant women and children, the situation of women and children under international humanitarian law, and international regulations on refugees. Lastly, in response to the mandate found in resolution AG/RES. 2905 (XLVII-O/17), “Strengthening Democracy,” paragraph ix, work is being done to mainstream gender in the Inter-American Model Law and the Inter-American Program on Access to Public Information.

Secretariat for Administration and Finance: The *Department of Human Resources (DHR)* refers to specific gender mandates. It mentions General Assembly mandates related, on the one hand, to the amendments to Chapter III (Personnel) of the General Standards, adopted in October 2014 [AG/RES. 1 (XLVIII-E/14)], with respect to maintaining gender equity and equality in every phase of the recruitment process; other mandates requesting the GS to distribute to the member states each quarter an up-to-date register of the staff, by dependency, including statistics by gender (CP/doc.5081/14); in addition to the mandates requesting the GS to present quarterly administrative and financial management reports to the Committee on Administrative and Budgetary Affairs (CAAP) that contain information on human resource management, including information on new appointments, trust positions, staff transfers, reclassifications, resignations, and terminations, and the budgetary impact of these changes, as well as gender distribution and geographic representation [AG/RES. 1 (XLII-E/11)]; and the distribution to member states of an up-to-date Register of Staff Members that includes statistics broken down by gender, grade and step, country of origin, duty station, fund and projects financing the post, date of entry, etc. [AG/RES. 2755 (XLII-O/12)].

In addition to the CIM, four of the thirteen autonomous and decentralized organs, agencies, and entities surveyed by the CIM/OAS replied that they had specific mandates:

The ***Inter-American Commission on Human Rights (IACHR)*** 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 the Rights of Women* in 1994 to review the extent to which the legislation and practices of the OAS member states impair women’s rights and to uphold the general obligations of equality and nondiscrimination enshrined in international and regional human rights instruments, such as the American Convention and the Convention of Belém do Pará. Specifically, and in addition to the latter, it indicates the mandates/commitments emanating from the IACHR, the American Convention on Human Rights, the American Declaration of the Rights and Duties of Man,

and other instruments and decisions of the IACHR in individual cases. The IACHR also works through its *Rapporteurship on the Rights of Lesbian, Gay, Bisexual, Trans, and Intersex Persons* to address matters of sexual orientation, gender identity and expression, and body diversity. Its creation in 2014 demonstrates the IACHR's commitment to strengthening and enhancing its work to protect, promote, and monitor the human rights of lesbian, gay, bisexual, trans, and intersex persons.

The *Inter-American Telecommunications Commission (CITEL)* adopted the following resolutions on the matter in 2017: (i) Resolution CCP.I/RES. 289 (XXXI-17), "Workshop to empower women and girls through ICTs;" (ii) Resolution CCP. I/RES. 288 (XXXI-17), "Terms of reference of the ad hoc group for the implementation of ICTs as tools for the empowerment of women;" and (iii) Resolution CCP.I/RES. 283 (XXX-17), "Creating the ad hoc group for the application of information and communications technologies (ICT) as tools for the empowerment of women." In 2015, CITEL had adopted resolution CCP.I/RES 243 (XXVI-15), "Collaboration request between CITEL and the Inter-American Commission of Women to address issues related to the benefit of the use of ICT's as tools for the empowerment of women, particularly to prevent and eradicate violence against women," and resolution CCP.I/RES. 258 (XXVII-15), "2016-2018 Roadmap for the development of projects, and human and financial resources to promote women's access, use, and leadership in ICT development," adopted at the XXVI and XXVII Meetings of Permanent Consultative Committee I: Telecommunications/Information and Communication Technologies (PCC.I). Prior to these resolutions, CITEL adopted the Declaration of Santo Domingo [CITEL RES. 69 (VI-14)], established a Rapporteurship on Broadband for universal access and social inclusion and, in connection therewith, pledged to pay special attention to women and children, among other people, with the aim of bringing about digital inclusion and ensuring that ICTs facilitate their development. CITEL has had guidelines in place to promote gender equality since 2003 [COM/CITEL RES.160 (XIII-03)].

In 2007, the Directing Council of the *Inter-American Children's Institute (IIN)* established the Inter-American Program for the Prevention and Eradication of Commercial Sexual Exploitation and Smuggling of and Trafficking in Minors, through resolution CD/RES.10 (82-R/07). In 2008, the OAS General Assembly noted its satisfaction with the decision made by the IIN Directing Council and adopted resolution AG/RES. 2432 (XXXVIII-O/08). In 2016, the IIN adopted two mandates, the first in resolution CD/RES. 12 (91-R/16), "Mainstreaming a Gender Approach in the Comprehensive Protection of the Rights of Children," which mandates its Directorate General to partner with the CIM and civil society to include the gender approach as a tool to be used throughout all phases of the project cycle, and in evaluations and assessments related to guaranteeing the rights of children; to promote the effective integration of the mainstreaming of a gender approach in all phases of actions taken in the existing systems for the comprehensive protection of children throughout the region; and to promote the exchange of good practices and technical assistance as mechanisms to bolster the work of IIN and member states on gender issues, to guarantee the rights of children. The second mandate is established in resolution CD/RES. 11 (91-R/16), "Sexual Exploitation, Smuggling of, and Trafficking in Children."

The *Pan American Health Organization (PAHO)*, in addition to the mandates it reported for earlier periods, for 2015, notes the "Evaluation of the Plan of Action for Implementing the Gender Equality Policy and Proposed Strategic Lines of Action" (document CD54/INF/2). In September 2017, PAHO adopted the Policy on Ethnicity and Health (CSP29/7, Rev. 1), which is the only global reference on the matter; it calls for expanding and promoting the participation of the various groups, and for mainstreaming gender in the development and implementation of health policies.

The *Young Americas Business Trust (YABT)* indicates that it has a mandate from the Inter-American Competitiveness Network, adopted in October 2011 in Santo Domingo, Dominican Republic, which seeks to promote equity, inclusion, social entrepreneurship, and the adoption and application of the principles of corporate social responsibility, sustainability, shared value, and gender equity as fundamental factors for improving the region's productivity and competitiveness.

B. Strategies for integrating a rights-based and gender equality approach

When asked *whether their department/unit/agency has any strategy to integrate a rights-based and gender equality approach in its activities*, 34 bodies (25 GS departments and 9 autonomous and decentralized organs, agencies, and entities), i.e., 72.3% of all the bodies queried (47), replied in the affirmative, compared to 64.4% in 2016, 70.73% in 2015, 63.4% in 2014, 66.7% in 2013, 58.5% in 2012, and 60% in 2010. Of the areas that responded, only two did not provide an answer to this question. Of the Country Offices, 35.7% (10) indicated that they had a strategy; 39.3% (11) said that they did not, and 25% (7) did not answer or offer specifics. It must be clarified that several bodies indicated that their strategies were not formal and were being introduced gradually into their activities.

The departments that say they do not have any formal or informal strategy in place for integrating a gender and rights-based approach into their activities include: the Department of Financial Services, the Department of Information and Technology Services, and the Department of Procurement Services. The number of departments without a strategy is estimated to be higher since some departments did not reply to the questionnaire and it is not known whether or not they have strategies.

The following bodies have more formal, though not necessarily articulated, strategies, which in some cases address specific mandates or commitments adopted in the sector: the Department for Electoral Cooperation and Observation (DECO) (incorporating the gender perspective into the election observation methodology and the methodology for observing political financing models in elections in the countries of the region); the Department of Sustainable Democracy and Special Missions (through several actions promoted by the gender area of MAPP/OAS and the Culture of Peace Program of the Peace Fund); the Department of Planning and Evaluation (incorporating the gender perspective in the OAS project cycle); the Department of International Law (DIL) and the Department of Economic Development (through specific projects and in the context of ministerial-level meetings); in the social area, the Department of Social Inclusion (through Participatory Gender Assessments in the framework of the Inter-American Social Protection Network (IASPN) and diverse actions to promote the mainstreaming and intersectionality of the rights approach); the IACHR (through the work of the Special Rapporteur on the Rights of Women and the Rapporteurship on the Rights of LGBTI Persons); CITELE (coordination of efforts, as mandated by its Executive Committee); the CIP (through the Subcommittee on Women in Ports); PAHO (implementation of the Strategic Plan 2014-2019, whereby gender equality is reaffirmed as a priority (crosscutting) theme for the Secretariat at the member states); and PADF (through its Strategic Plan).

Country Offices: 35.7% (10) of the Country Offices (28) during this period, compared to 28.6% in 2016, 39.3% in 2015, and 35.7% in 2014, said that they had a strategy to further gender equality and rights, although their strategies were not formal and were being introduced through the

promotion of these matters and the integration of this perspective in the projects and activities in which they participate.

The replies provided the GS/OAS departments and autonomous and decentralized organs, agencies, and entities are summarized below:

- In the *Strategic Counsel for Organizational Development and Management for Results*, the Department of Planning and Evaluation (DPE), as the department charged with developing tools and procedures to facilitate project management based on results, has responsibility for promoting gender mainstreaming in project development, design, monitoring, and evaluation processes. To that end, the DPE maintains a close working relationship with CIM. For its part, the Department of Press and Communication strives to promote gender equality, including the dissemination of information in this area. In 2017, the Organizational Development Section developed a strategy for implementing the Strategic Plan and an Organizational Development Program that seeks to help strengthen the Organization's institutional capacities and support the implementation of the OAS Comprehensive Strategic Plan 2016-2020. One of the key elements of the Strategic Plan implementation strategy are the integrated programs, which are defined as strategies for implementing the member states' policy guidelines that will potentially have hemispheric impact and are constructed based on an inter-pillar perspective that seeks the equality and interdependence of the four pillars, and serves the vision. The integrated programs propose a new way of working, through multidisciplinary teams made up of employees from various Secretariats that represent different pillars. The members of the integrated programs team will be selected based on their capacity and competence in the matter. The CIM will also have a representative on the integrated programs team in charge of leading the effort to include the gender perspective in building and implementing the pilot integrated program. Among its tools for supporting institution building, the Strategic Plan implementation strategy includes a database of competencies, currently in development, that establishes the competencies that the Organization needs in order to move forward in the transformation/strengthening process, and determines the competencies that it currently has, thus identifying the gaps that must be addressed through targeted training sessions. The competencies database will also provide a clear map of the capacities, knowledge, and skills of the Organization's staff members, and will facilitate better use of the Organization's labor force, regardless of gender.
- In the *Secretariat for Legal Affairs* (SLA), the Department of International Law (DIL) has as a horizontal policy the incorporation of a gender perspective in all its programs, projects, and activities and in the technical advice it provides. This practice permeates the day-to-day work performed by the DIL attorneys and is reflected in each and every one of the programs and activities in which the Department is involved. The participation of women's organizations in the initiatives that are implemented, a gender approach, and parity, are all routinely taken into account in the development of all activities, as is the use of inclusive language in the technical documents and communications produced. The DIL makes ongoing efforts to ensure the equal participation of men and women in all of the events and activities for which it is responsible, including in the selection of participants, experts, and speakers, as well as attendees. Its efforts also include integrating a gender perspective into policies and in the project and program cycle and developing and implanting initiatives and methodologies that take the situation of women into account and further women's empowerment in diverse spheres. The project development, design, monitoring, and evaluation processes always include a gender perspective as well as

indicators that measure the disaggregated participation of men and women in the various activities. The participation of women and the effective inclusion of issues with a gender approach are reflected in all of the activities, courses, seminars, conferences, and workshops that are organized, including the Course on International Law in Rio de Janeiro. The Department's leadership continues to emphasize this perspective and to require that all employees and independent contractors include it as a crosscutting issue in their activities. In turn, the Department of Legal Cooperation indicates that women are fully involved in MESICIC activities, given their participation as lead experts on the Committee of Experts. Although the OAS does not control or influence the appointment of the national experts, it should be noted that of the 31 lead experts, 9 are women, and there are 15 female alternate representatives. Like all the experts, the female experts benefit from analyzing the progress of other countries and from sharing their country's best practices with regard to the issues set forth in the Convention. The DLC also underscored that women in general also benefit in the medium and long term from MESICIC activities. Vulnerable segments of the population, such as women, are disproportionately impacted by corruption's pernicious effects. Women already face political and institutional discrimination, and society's corruption exacerbates these injustices. The fight against corruption through MESICIC's operations promotes women's rights and equality. The Department of Legal Services (DLS) indicates that it has resolved various queries on gender and other issues posed by the Executive Secretariat of the CIM and other departments of the Organization, and provides appropriate and applicable legal counsel.

- In the *Secretariat for Strengthening Democracy*, the Department of Electoral Cooperation and Observation (DECO) has established a policy to promote awareness of gender topics for its staff and for the members of the OAS Electoral Observation Missions (EOMs). The gender perspective is being included in project development and implementation. Efforts are also being made to disaggregate EOM information by gender and to expand the participation of women in the structure of the EOMs, especially in decision-making positions. DECO has methodologies for both electoral observation and the observation of political financing in elections—each with a gender approach—that have now been implemented in the region. The Department of Democratic Sustainability and Special Missions, via the OAS Mission to Support the Peace Process in Colombia (MAPP/OAS), has a gender area, created in 2012, that provides support to the Mission's different thematic areas for incorporating a gender and women's rights-based approach in the Mission's support, monitoring, and verification activities. The Mission to Support the Fight against Corruption and Impunity in Honduras (MACCIH) calls for incorporating into its activities the promotion of women's human rights and training on the topic in each of its components (preventing and fighting corruption, criminal justice reform, political-electoral reform, and public security). Furthermore, the selection process for hiring local and international staff strives for gender balance. The MACCIH indicated that its logical framework (2017-2018) includes performance indicators for measuring the success of its outcomes and a Plan of Action (2017) designed for implementing its activities; the gender perspective and women's rights have been horizontally integrated into these documents. Of a total of 56 indicators, 15 are explicitly related to women's rights and a gender approach. All of the employees have been trained on gender issues, and work has begun with contributions from USAID and Canada to incorporate gender strategies into the Mission's activities. Under the efforts of the OAS Office in the Belize-Guatemala Adjacency Zone, as part of the implementation of resettlement projects, special attention is given to ensuring greater protection

and participation of women. In this connection, the Peace Fund has striven to mainstream gender in all of its activities and projects.

- In the *Executive Secretariat for Integral Development (SEDI)*, the Department of Economic Development is integrating a gender equality and rights-based approach in its programs and projects and on the agendas for ministerial meetings; some of its projects are specifically designed to reinforce the economic empowerment of women through micro, small, and medium-sized enterprises (MSMEs). In addition, the Department of Economic Development reports that it is implementing a strategy to incorporate the gender equality perspective by ensuring, as much as possible, the balanced participation of women and men in all its activities. The Rowe Fund collects statistics disaggregated by sex and monitors the gender balance in applications received. In ports, the CIP reports that it is implementing a gender quota in the scholarship program and training courses offered by the CIP, in order to expand the access of women in the sector to high-level training programs; inviting women experts in the port sector to speak at hemispheric technical seminars; using inclusive language in its communications; and developing a database of women professionals and experts in the port sector.
- The *Secretariat for Access to Rights and Equity (SARE)* has a strategy in place to include the gender approach in its programs and projects. In part, this strategy aims to propose relevant projects and programs based on a crosscutting human rights approach and to lend visibility to projects' differentiated impact on women. Against this same backdrop and in order to work towards its objective of promoting social development with equity, SARE has established emphasizing the protection of the rights of at-risk groups in society, on the basis of age, gender, disability, and/or ethnic or geographic origin, as a priority for its Department of Social Inclusion (DSI). The SARE/DSI strategy is thus based on mainstreaming and the intersectionality of the rights approach. In addition to promoting specific projects and programs on gender, this requires integrating this same approach into all its activities, programs, projects, and initiatives from all of the thematic sections. As for activities with civil society, efforts are being made to ensure gender balance, depending on the availability of resources to fund participation by civil society representatives in the activities or on panels at plenary sessions of its forums.
- In the *Secretariat for Multidimensional Security*, the Inter-American Committee against Terrorism (CICTE), according to 2015 information, has an open policy for the participation of women in all of its courses and programs, recognizing the vital role that women play in member states' efforts to prevent, combat, and eliminate terrorism. CICTE has developed a strategy for keeping track of, and including in mission reports, all CICTE events, along with the number of participants disaggregated by gender and other variables. CICAD's Hemispheric Plan of Action on Drugs 2016-2020 includes a gender equality and women's rights perspective in its thematic areas of action. Accordingly, all CICAD units are including the gender and women's rights perspective in their projects, programs, and activities. The Department of Public Security indicates that although it does not have a specific strategy addressing this issue, it does promote the inclusion of a gender and rights-based perspective as a crosscutting theme in its projects and activities. The DPS is also continuing its direct cooperation initiatives with the other units of the Secretariat for Multidimensional Security, specifically for the joint design of proposals and projects that focus on preventing violence against women and girls, and to ensure the balanced participation of women and men in the Department's workshops and panels. The Department against Transnational Organized Crime (DTOC) was recently created from several existing areas

in other SMS departments. In its most recent program proposals, it has been integrating the gender equality and rights perspective in its activities, making sure to include components that will help identify situations of vulnerability experienced by women in situations involving criminal activities. The aim is to foster initiatives that will decrease the probabilities of these women being abused, whether by criminal organizations or by the investigating, prosecuting, and criminal justice authorities, in particular with regard to their legal situation, by promoting alternative outlets. It is the DTOC's policy to identify specific gender gaps, as part of the follow-up on training and technical assistance activities provided to member states.

- In the *Secretariat for Hemispheric Affairs*, the Department of Effective Public Management's strategy seeks to raise awareness among and provide training for its staff members on the importance of mainstreaming gender in its activities; to gradually incorporate that perspective as a crosscutting theme in projects, online courses, ministerial meetings, networks, guidelines, and studies, and throughout its work; and to establish a relationship for coordination with the CIM to support implementation of the Department's work plan. To that end, it provides training and raises awareness among its staff; incorporates the gender perspective in project profiles and in its budget; analyzes online courses and the Guide of Strategies and Mechanisms for Effective Public Management; identifies and presents best practices of management with a gender perspective in the framework of the Inter-American Cooperation Mechanism for Effective Public Management (MECIGEP); and works to introduce the gender perspective in its ministerial meetings. It has also held meetings with the CIM to obtain feedback and advice on mainstreaming gender, rights, and diversity in all its activities. The Summits Secretariat, for its part, promotes the inclusion of a gender perspective in all its activities, including in the preparatory process for the Summit of the Americas as well as in its events with social actors and political dialogues, and in aspects related to following up on and implementing the Summit commitments. It also promotes the dissemination of gender initiatives carried out by member states, the CIM, and the OAS. As for the Art Museum of the Americas, in its programs it emphasizes the work of women artists, curators, and academics, and, to the extent possible, seeks to ensure equitable representation of male and female artists, curators, and academics and to explore gender-related matters in its exhibitions.
- In the *Secretariat for Administration and Finance*, the Office of the Executive Secretariat has indicated that SAF strategies and efforts to integrate the gender approach are carried out by the Department of Human Resources (DHR), the executive body for all its activities. The SAF fully supports the initiatives stemming from any of its departments and undertakes to disseminate any information that would help implement the IAP. The DHR continues its efforts to strike a gender balance by (i) providing the GS/OAS with information on the current status of geographic and gender distribution in its Quarterly Resource Management Reports and the Register of Staff Members of the OAS; (ii) distributing a report to directors, as part of the internship program, in which information is provided on the current geographic and gender representations in their areas, with a view to issuing recommendations on the nationality and gender of future interns; (iii) providing the areas with a report on gender representation by area as an element to be considered in the recruitment, selection, and appointment process; and (iv) including information in job announcements that reflects the OAS commitment to hiring a diverse staff and seeking a broad geographic representation and gender equality and equity when selecting candidates. The Department of Procurement Services indicates that the company that provides the travel administration services (which account for approximately 10% of the purchases allocated by the

GS/OAS) was founded by a woman, who now manages it. The Department further notes that at least 10% of acquisitions are from companies founded by women. The Department of General Services notes its strategy of maintaining a gender and geographical distribution that fits within the guidelines established in the Secretariat's rules of procedure for contracting.

- The *autonomous and decentralized organs, agencies, and entities* listed the following among their strategies:
 - The *IACHR* has designed a strategy to address gender equality issues from a human rights perspective, as part of its mandate to promote and protect human rights in the Americas. With support from its Special Rapporteurships on the Rights of Women and LGBTI Persons, the *IACHR* addresses gender and women's rights issues in the implementation of the inter-American system's human rights mechanisms, namely: (i) the processing of individual petitions with cases specifically related to gender; (ii) the processing of precautionary measures; (iii) the litigation of cases before the Inter-American Court; (iv) the preparation of on-site visits; (v) the convening of thematic hearings, and (vi) the publication of country and regional reports on different topics related to the rights of women. The *IACHR* has adopted its Strategic Plan 2017-2021, which incorporates gender equality and diversity as a crosscutting issue, as explained further on.
 - *PAHO*, through its Gender and Cultural Diversity Unit of the Family, Gender and Life Course department, has approved its new Strategic Plan 2014–2019, which reaffirms gender as a priority (crosscutting) theme for the Secretariat and the member states. In addition to gender, other crosscutting themes have been adopted, namely human rights, and equity; these are incorporated into the overall planning process, and new mechanisms will be introduced to reinforce monitoring of the themes' incorporation into the health area. The recently approved Policy on Ethnicity and Health is based on the need for an intercultural approach from the standpoint of social determinants in favor of indigenous peoples, Afro-descendants, Roma, and members of other ethnic groups; it also takes into account human rights and the gender approach. In matters of gender and rights, resolution CD50.R8 has facilitated progress on several fronts, including the mainstreaming of human rights in documents of the *PAHO* Governing Bodies through collaboration with technical units on issues associated with maternal mortality and the health of vulnerable groups. The use of international human rights instruments has contributed to the entry into force of laws that have implications for the right to health and other related human rights in spheres like the prevention of violence against women and the prevention of all forms of discrimination based on gender identity or sexual orientation.
 - The *IIN*, as part of its Action Plan 2015-2019, included promoting the gender and rights approach as one of its approaches for action. As relates to the work of the Inter-American Cooperation Program for the Prevention and Eradication of Sexual Exploitation and Smuggling of and Trafficking in Children, and the various manifestations of sexual violence, a gender approach is indispensable at all stages of intervention. The dismantling of gender models and the differentiated needs of boys and girls and ways in which they are affected by violence should be a key element in any strategy developed. To this end, the *IIN* will place special emphasis on identifying and analyzing experiences that include this perspective and will incorporate a gender lens into all its actions. The *IIN* has also indicated that it will include a gender approach in its work with adolescents

for the activities in the area of juvenile criminal liability systems, throughout the entire criminal intervention process, and in the imposition of non-custodial alternatives to deprivation of liberty.

- In *CITEL*, the “Program for the Inclusion of Women and Girls in ICT” [CCP.I/RES. 194 (XIX-11)] and the efforts invested by CITEL in ICT policies and projects with a gender focus executed in previous years, as well as collaborations between CITEL and the CIM to address issues related to the benefit of using ICTs as tools for empowering women, particularly to prevent and eradicate violence against women, resulted in the creation in 2015 of an ad hoc CITEL group for the implementation of ICTs as a tool for the empowerment of women. The objective of the new CITEL ad hoc group for the implementation of ICTs as tools for the empowerment of women, created by resolution in 2017, is to identify opportunities for improvement and mechanisms to increase and expand the empowerment of women and girls through ICTs, including actions, activities, and public-private partnerships that help reinforce women’s rights in the information society, as well as in gender equity and equality plans. The entire world recognizes that ICTs are catalysts for achieving the United Nations Sustainable Development Goals, and more specifically, Sustainable Development Goal No. 5, achieving gender equality and empowering all women and girls. Increasing women’s and girls’ access to and qualifications and leadership in ICTs offers enormous potential for improving their health and emancipating them through access to information, educational, and business opportunities, strengthening families, communities, national economies, and ultimately, global society as a whole.
- The *Office of the Inspector General* indicates that it is in favor of strengthening institutional mechanisms for promoting equality, the right to information, education, training, employment opportunities, and access to key resources for personal development. The OIG notes that it performs an annual evaluation of the Organization’s principal risks, and based thereon, decides the programs and areas to be audited over the course of the year. As part of this evaluation, the OIG is considering auditing the implementation of the OAS General Secretariat’s Institutional Policy on Gender Equity and Equality, Diversity, and Human Rights.
- The *Administrative Tribunal* is mandated to resolve labor disputes between the OAS General Secretariat and its employees; cases are received from both male and female employees. While there is no specific strategy in place for integrating a gender equality perspective, each case is guaranteed to be handled and decided with the same adherence to the applicable regulatory frameworks and with the same impartiality, fairness, and efficiency, regardless of the complainants’ gender.
- The *Young Americas Business Trust* indicates that several of its programs incorporate gender equity in participant selection processes, for example, the Young Americas Forum and the programs to develop skills through training workshops on innovation and business development, held in the OAS member states and in Israel. The YABT also provides visibility for female entrepreneurial talent, for example, through the Entrepreneur of the Month column on YABT’s web page.
- The *Pan American Institute of Geography and History* has adopted the applicable Inter-American Commission of Women guidelines, especially with regard to purposefully contributing to gender equality objectives in the Organization’s institutional environment. It supports parity in institutional participation and representation as well as women’s leadership in decision-making processes, and fosters participative dialogue on

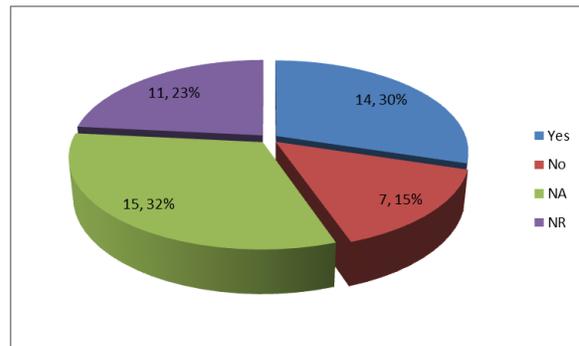
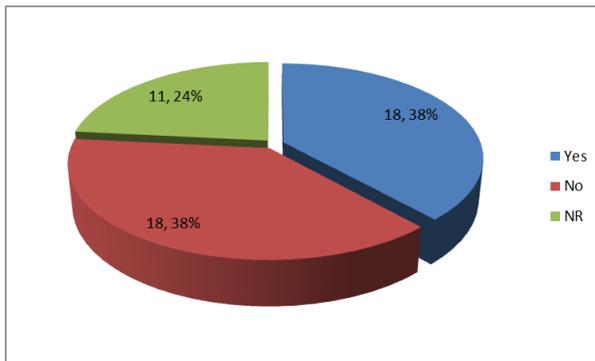
institutional policies to support women’s rights based on the Institute’s regulatory instruments.

- The *Pan American Development Foundation* (PADF) notes that in its Strategic Plan for fiscal years 2013 to 2017, mainstreaming gender is a crosscutting issue in the planned lines and actions and in program implementation. Specifically, PADF stipulated the strategic target of benefiting 60 million people in Latin America and the Caribbean, or 10 percent of the region’s population, of which half will be women and young people. PADF has adopted various strategies to promote gender equality and the empowerment of women, such as poverty reduction through individual or community entrepreneurship, disaster prevention and recovery, promotion of the OAS’s democratic and social values, and the social inclusion of vulnerable groups, like indigenous communities, LGBTI persons, and Afro-descendants.

C. Gender and rights-based approach in sectoral meetings at the ministerial and inter-American committee level

Acts as Technical/Executive Secretariat for any inter-American commission(s)/committee(s), ministerial meeting(s), or similar

Are gender equality and women’s rights present in this(these) inter-American commission(s)/committee(s), ministerial meeting(s), or the like?



Of all the GS/OAS departments and autonomous and decentralized organs, agencies, and entities polled (47), 38.3% (18 bodies) said that they served as the Technical or Executive Secretariat of inter-American commissions and/or committees, ministerial meetings, or the like. Of them, 14 indicated that the issue of gender equality and women’s rights was a consideration of the inter-American commissions/committees or ministerial or similar meetings for which they served as secretariat. Likewise, some of the 18 bodies indicated that they served as the Technical/Executive Secretariat of at least two ministerial or high-level authority forums; this demonstrates the potential impact that the OAS can have, through these sectoral forums, to further a rights-based and gender equality approach at the inter-American level.

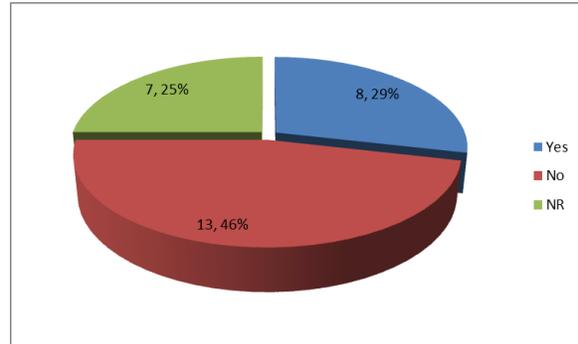
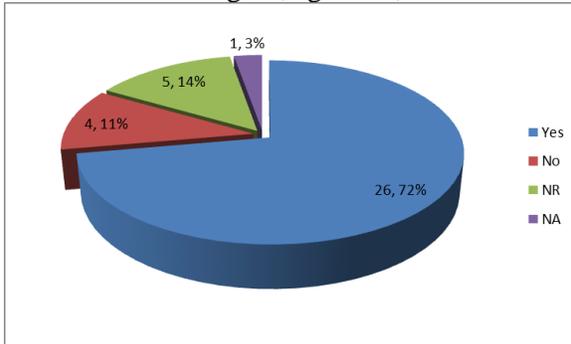
D. Specific efforts to implement the IAP (policies, programs and projects)

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

GS/OAS departments and autonomous and

Country Offices

decentralized organs, agencies, and entities



Of the 36 questionnaires received from SG/OAS departments and autonomous and decentralized organs, agencies, and entities that were asked *whether or not they had polices, projects or programs to promote gender equality and women’s rights*, 72% (a total of 26) provided an affirmative response, which represents an increase compared to previous years. This question was also put to the Country Offices, 29% (8) of which replied in the affirmative. Despite these figures, several of the bodies indicated that although not all their projects were necessarily developed for the aforementioned purpose, the gender perspective and women’s rights were taken into account in execution.

Based on the replies received (see details in Section III), the departments and agencies with projects or programs that promote gender equality and women’s rights are listed below.

Secretariat	Department/ agency	Project/Program name
Executive Secretariat for Integral Development (SEDI)	Department of Economic Development	<ul style="list-style-type: none"> • Inter-American Committee on Science and Technology (COMCYT) working groups • Scholarship program (CONACYT-OAS-AMEXCID) • Seventh Americas Competitiveness Exchange on Innovation and Entrepreneurship (ACE-Texas) • Eighth Americas Competitiveness Exchange on Innovation and Entrepreneurship (ACE-Florida) • Tenth Americas Competitiveness Forum: Panel on “Gender and Competitiveness: Women Participation in the Economic Agenda for Sustainable Development” • “Signs of Competitiveness in the Americas” report • Inter-American Dialogue of High-Level MSME Authorities • Establishment of Small Business Development Centers (SBDC) in the CARICOM member states (2012-2018) – Phase II • Small Tourism Enterprises Network project • Expanding the socioeconomic potential of cultural heritage in the Caribbean Phase II
	Department of Human Development, Education, and Employment	<ul style="list-style-type: none"> • Rowe fund
	Inter-American Committee on Ports	<ul style="list-style-type: none"> • 2017 Port Woman of the Year in the Americas Award • Survey on gender equality in the port sector

Secretariat for Legal Affairs (SLA)	Department of International Law	<ul style="list-style-type: none"> • Course on International Law • Model Law on the Simplified Corporation • Model Law on Secured Transactions • Inter-American Program and Model Law on Access to Public Information
Secretariat for Strengthening Democracy	Department of Electoral Cooperation and Observation (DECO)	<ul style="list-style-type: none"> • Methodology for incorporating the gender perspective into OAS electoral observation missions • Methodology for observing political-electoral financing in electoral observation missions • Methodology for observing the electoral participation of indigenous peoples and persons of African descent in electoral processes • Methodology for observing voting abroad • Contribute to ensuring Bolivia's Plurinational Electoral Body has an audited roll and tools for improving the ongoing voter registration processes
	Department of Sustainable Democracy and Special Missions	<ul style="list-style-type: none"> • MACCIH-OAS • MAPP-OAS: Video-transformation. Contribution to reconciliation for demobilized women, women victims of the Colombian armed conflict, and women residing in vulnerable regions of the Valle del Cauca department. • MAPP-OAS: "Gender Approach in Consolidating Peace"
	Executive Office	<ul style="list-style-type: none"> • Peace Fund initiatives by the OAS Office in the Belize-Guatemala Adjacency Zone, including: <ul style="list-style-type: none"> ○ Culture of Peace Program ○ Humanitarian aid
Secretariat for Access to Rights and Equity	Department of Social Inclusion	<ul style="list-style-type: none"> • IV Meeting of the Inter-American Committee on Social Development under CIDI-OAS • Inter-American Social Protection Network (IASPN) (virtual platform) • Policy on intersectionality and mainstreaming the inclusive perspective: II Colloquium of Social Inclusion: "The Vanguard in Indicators: the OAS Experience on Monitoring Mechanisms on Human Rights in the Americas" • Promotion of the rights and social inclusion of LGTBI persons in the Americas • Draft guidelines for the empowerment and protection of the rights of children and adolescents on the Internet in Central America and Dominican Republic • Program of Action for the Decade for People of African Descent • Inter-American System of Education project • Community Spokeswomen for Nutrition project in the Corredor Seco region in Guatemala • Strengthening the competencies of justice operators and other actors on exercising legal capacity and access to justice for persons with disabilities • Program of Action for the Decade of the Americas for the Rights and Dignity of Persons with Disabilities • Work of the Technical Secretariat of the Protocol of San Salvador Working Group • Continuous reporting system on international migration in the Americas • Activities in the framework of the Consumer Safety and Health Network (CSHN)
	Relations with Civil Society Section	<ul style="list-style-type: none"> • Promotion of greater civil society participation in OAS activities • Promotion of greater participation by civil society and social actors in the Summits Process
Strategic Council for Organizational Development and Management for Results	Organizational Development Section	<ul style="list-style-type: none"> • Pilot integrated program: Mitigating the causes of distress migration

Secretariat for Multi-dimensional Security (SMS)	CICAD	<ul style="list-style-type: none"> • Multilateral Evaluation Mechanism (MEM) evaluation process • Training and Certification Program for Drug and Violence Prevention, Treatment, and Rehabilitation (PROCCER) • Construction of national anti-drug strategies and plans of action • Closing the Gap program • Health and Life in the Americas (SAVIA) project • International Research Capacity Building Program for Health Related Professionals to Study the Drug Phenomenon in Latin America and the Caribbean • Inter-American Drug Use Data System (SIDUC) in Latin American countries • SIDUC–Caribbean: Drug Information Networks
	CICTE	<ul style="list-style-type: none"> • Tourism Security Program—Strengthening Crime Prevention and Response in Tourism Destinations in Central America, Mexico, and the Caribbean • I International Workshop on Gender and Cybersecurity
	Department of Public Security	<ul style="list-style-type: none"> • Inter-American Network for the Prevention of Violence and Crime Working Group on preventing and reducing lethal violence • Program for the Prevention of Crimes Related to Irregular Migration in Mesoamerica • First REDPPOL classroom course • Increased protection measures to prevent violence and crime in vulnerable groups in Tela, Honduras
Secretariat for Administration and Finance(SAF)	Department of Human Resources	<ul style="list-style-type: none"> • Plan of Action for implementing the Institutional Policy on Gender Equality, Diversity, and Human Rights of the OAS General Secretariat
Secretariat for Hemispheric Affairs	Department of Effective Public Management	<ul style="list-style-type: none"> • Inter-American Network on Government Procurement (INGP) • School of Governance • Universal Civil Identity Program in the Americas (PUICA)/Improving the coverage of registration and personal identification services in border zones of Central America’s northern triangle (Guatemala/Honduras/El Salvador) Phase two • Universal Civil Identity Program in the Americas (PUICA)/Support for the Haitian Office of Identification in issuing identification cards to Haitian migrants in the Dominican Republic • OAS Fellowship on Open Government in the Americas—Second Edition
	Summits Secretariat	<ul style="list-style-type: none"> • Dissemination of gender-related initiatives and programs by the actors of the Summits Process in the Summits of the Americas Follow-up System (SISCA)
	Art Museum of the Americas	<ul style="list-style-type: none"> • Regular exhibits at the Art Museum of the Americas
	Columbus Memorial Library	<ul style="list-style-type: none"> • Presentation of the book <u>Running in Heels: Women and Politics in Saint Lucia 1961-2017</u>

Autonomous and decentralized organs, agencies, and entities	
IACHR	<ul style="list-style-type: none"> • Actions taken through the Rapporteurship on the Rights of Women • Actions through the Rapporteurship on LGBTI Persons
PAHO	<ul style="list-style-type: none"> • Implementation of the PAHO Plan of Action for Implementing the Gender Equality Policy, 2005
CITEL	<ul style="list-style-type: none"> • Project “Benefit of the Use of ICTs as Tools for the Empowerment of Women, Particularly to Prevent and Eradicate Violence against Women”
IIN	<ul style="list-style-type: none"> • Draft guidelines for the empowerment and protection of the rights of children and adolescents on the Internet in Central America and the Dominican Republic

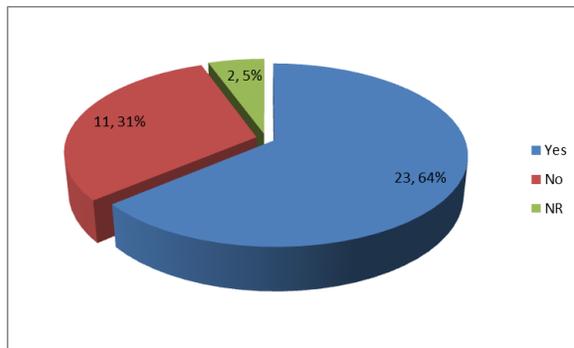
PAIGH	<ul style="list-style-type: none"> • Proposal for standardizing tactile symbology for Latin America: application in cartography for tourism (2014-2016). Continued • Pan American workshop on disaster risk management • Usability of spatial data infrastructure (SDI) geoportals: evaluation using eye-tracking techniques • Atlas of climate change in the Americas • Consultation meeting with the History Commission • Analysis of water mass variation in wetlands regions using data from GRACE satellite mission: the Pantanal case
PADF	<ul style="list-style-type: none"> • Improving humanitarian aid, institutional capacity, and protection for persons who have been displaced due to the conflict in Colombia • Women’s Empowerment for Economic Development and Resilience • Engaging Indigenous Women to Prevent and Counter Trafficking in Persons • Women’s Initiative for Non-Violence and Development
YABT	<ul style="list-style-type: none"> • Women Entrepreneur in the Americas Award • Woman Innovator of the Americas Award • Young Americas Forum

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

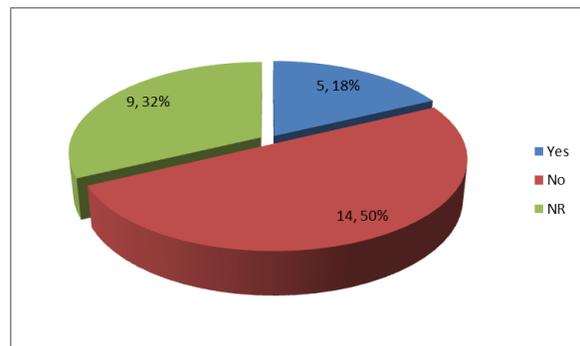
E. Technical capacity for implementing a rights-based and gender equality approach

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

GS/OAS departments and autonomous and decentralized organs, agencies, and entities



Country Offices



Of the GS departments and autonomous and decentralized organs, agencies, and entities that returned the questionnaire, 64% (22) replied that they had the technical capacity to implement a gender and women’s rights approach; 31% (11) said that they did not, and 5% (2) did not reply or offer specifics. Of the Country Offices, 18.0% (5) said that they had this technical capacity, compared to 25% in 2016 and 32.1% in 2014 and 2015; 50% (14) said that they did not, compared to 28.6% in 2015.

Replies on the nature of the technical capacity included: having professional staff who have been trained on the subject of gender through courses offered by the OAS, personnel with more in-

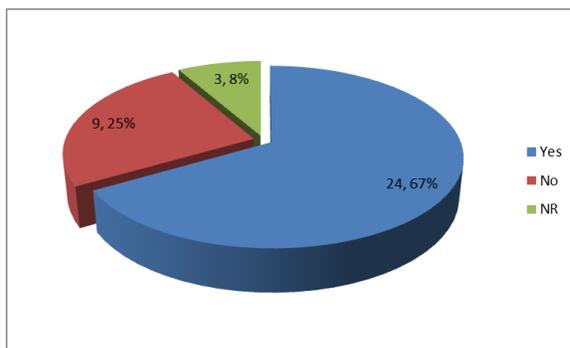
depth education and greater experience in the field of gender, and departments that have gender experts as staff members or contract employees. Emphasis was placed on the periodic training provided by the CIM, with support from the Educational Portal of the Americas, to OAS staff through courses on the gender equality and rights approach in policies, programs, and projects, and on strategic planning with a gender approach. The DHR, for its part, has systematized information on the GS/OAS staff, specifically the OASES HR Module, which is useful in developing statistics on gender and on geographic representation. In addition to what they indicated in terms of having training and education on gender issues, the organs stated that they had gender and health advisors (for example, PAHO) and institutionalized mechanisms such as the IACHR's Rapporteurship on the Rights of Women.

As components of their capacity in gender issues, the Country Offices highlight the guidance and training they receive from the GS/OAS, the knowledge some representatives had before they were appointed, and access to the experience of local partner institutions. Eight (8) Country Offices (28.6%) reported that at least one member of their staffs had participated in gender training or in related courses/seminars, although not necessarily in the period.

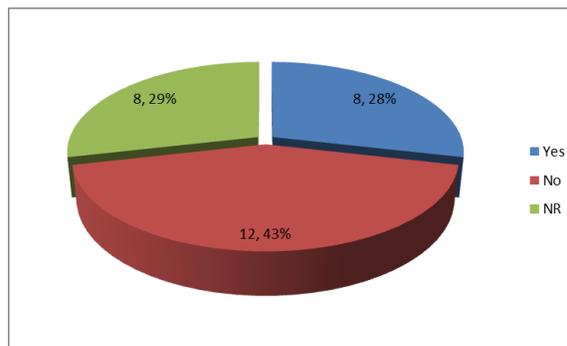
During the period, the CIM offered, with support from the Educational Portal of the Americas, the ninth, tenth, eleventh, twelfth, and thirteenth editions of the ten-week online course titled "Gender and Equal Rights Approach in Policies, Programs, and Projects." Staff members from all areas of the GS/OAS, including the Country Offices, were invited to participate in the course, and 21 GS/OAS employees did so in 2017. The course on strategic planning with a gender approach was also supported by the Educational Portal of the Americas, and a total of five GS/OAS employees and consultants were trained in the second and third editions of this course held in 2017.

Did some employee participate in a gender-related training course or workshop?

GS/OAS departments and autonomous and decentralized organs, agencies, and entities



Country Offices



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

Most of the bodies replying to the questionnaire said that they would like to continue receiving support and technical assistance and training from the CIM/OAS to move forward in implementing the IAP and to ensure implementation of the GS/OAS's Institutional Policy on Gender Equality, Diversity, and Human Rights.

GS/OAS departments and autonomous and decentralized organs, agencies, and entities: In their replies, the departments expressed an interest in continuing to receive technical assistance and advice from the CIM and in participating in CIM training activities, including training on equality in the exercise of rights, equality of opportunity, and equal treatment with regard to employment; receiving specific technical assistance on mainstreaming the gender and rights approach; receiving advice on project/program design; receiving CIM participation in the implementation of specific projects and activities; holding an open dialogue and strengthening existing cooperation and partnerships. Additional suggestions included further training on diversity and how to include it in GS/OAS activities and programs; further training and a guide to the Institutional Policy on Gender Equality, Rights, and Diversity and the respective Plan of Action; and more coordination and collaboration with regard to the Sustainable Development Goals (SDGs).

Country Offices: The most common replies included receiving training on gender and rights, and on incorporating those perspectives; exchanging information and best practices; having materials made available for dissemination and outreach; and sharing applicable strategies, manuals, and publications. The Offices likewise expressed their interest in having more communication and cooperation with the CIM in order to foster the implementation of the IAP in their countries, and in receiving feedback on activities carried out by the CIM there.

G. Promotion of the integration of women's rights and a gender perspective in reports published by the OAS

With a view to learning about the efforts being made by the departments of the GS/OAS and the autonomous and decentralized organs, agencies, and entities to promote the inclusion of women's human rights and a gender equity and equality perspective in reports published by the OAS—an aspect of the IAP emphasized in resolution AG/RES. 2831 (XLIV-O/14)—all of the OAS entities were asked to provide information in this regard. Of the bodies that answered the questionnaire, 66.6% responded that they had indeed promoted the integration of women's human rights and/or the gender perspective in their reports.

H. Operational Goals with a gender and rights-based perspective

In response to the question on programs, projects, and other activities associated with the 2017 Operational Goals² approved for their department/unit/agency that mainstream gender and/or rights, 47.2% (17 entities) indicated that they had them.

I. Initiatives to raise awareness and/or provide training on gender equality and/or discrimination

2. The 2017 Operational Goals of the OAS General Secretariat can be found at: http://oasconnect/Portals/0/Plan-Ctrl-Eval/Planning_&Control/POAs/POA_2017_SPAN_V2.pdf

Some areas responded in the affirmative to the question of if they had carried out any internal initiatives to raise awareness among and/or train the staff on gender equality and/or discrimination. However, the majority indicated that they do not provide formal training on this issue. The areas that responded affirmatively include DECO (the subject is included in the electoral observation mission training sessions), the Secretariat for Multidimensional Security (workshop to prevent sexual and workplace harassment), the Department of Planning and Evaluation (training workshops on management for results through a methodology that incorporates the gender and rights-based perspective), the Department of Human Resources (held campaigns to promote the well-being of women and men through breast cancer prevention, talks on preventing the cardiovascular diseases that affect women, a first-aid course for new mothers and fathers, and talks on common conditions that affect the gastrointestinal system). The IIN stated that it had provided training on teen pregnancy and social inequalities, and PAHO reported that it had held an awareness workshop for PAHO-Peru staff members on the health of LGBT persons, as well as talks with country office health providers on gender, ethnicity, human rights, and equity. PADF indicated that it had performed an internal review of its ethics and nondiscrimination policies.

III. ACTIONS TAKEN BY OAS ORGANS, AGENCIES, AND ENTITIES

Based on the information received from the different bodies, this section covers the specific measures to follow up on the IAP taken between March 2017 and February 2018.

A. GS/OAS SECRETARIATS AND DEPARTMENTS

1. Strategic Counsel for Organizational Development and Management for Results

The Counsel was created on December 11, 2015, by Executive Order No. 08-01 Rev. 9, titled “Structure of the General Secretariat.” It is made up of the Department of Planning and Evaluation, the Department of Press and Communication, and the Department of International Affairs.

The Counsel participates in the Committee to Follow-up on Implementation of the OAS General Secretariat’s Institutional Policy on Gender Equality, Diversity, and Human Rights, which was created with the adoption of this policy.

a. Department of Planning and Evaluation (DPE)

The Department of Planning and Evaluation, as the department in charge of ensuring management for results and of providing tools and procedures that facilitate results-based project and program design, is responsible for promoting gender mainstreaming in project development, design, monitoring, and evaluation processes, as well is in follow-up on the implementation of the OAS Comprehensive Strategic Plan 2016-2020.

Over this period, the DPE has continued to provide technical assistance to the technical areas, by holding meetings with them as part of the Working Group for the Project Evaluation Committee (CEP), as well as follow-up meetings to incentivize these areas to include—to the extent possible—gender-sensitive activities in projects slated for implementation or already in the execution phase. This assistance is also available through workshops on project development and monitoring and

evaluating projects, which provide information on how to analyze a problem from a gender approach and using gender-sensitive indicators.

The CIM provided its comments and recommendations on project profiles through the CEP Working Group and the CEP itself, for which the DPE serves as secretariat. CIM input is sent to the teams in charge of the projects for consideration during the design and implementation phases. The DPE follows up on the comments with the areas to promote the inclusion of gender-sensitive activities in projects. The DPE and the CIM's coordination and joint work are key for incentivizing teams from the various areas to include the gender and rights approach in the development and other phases of the project/program cycle, as appropriate.

b. Department of Press and Communication

The DPC indicates that it adheres to a gender equality policy in its day-to-day work. It publishes press notes, press releases, and activities, including those promoting gender equality and women's rights. The composition of the DPC's staff also reflects gender parity.

c. Organizational Development Section

The Strategic Counsel, through the Organizational Development Section, developed a strategy for implementing the Strategic Plan and an Organizational Development Program to strengthen the Organization's institutional capacity and to support implementation of the OAS Comprehensive Strategic Plan 2016-2020.

One of the key elements of the Strategic Plan implementation strategy are the so-called integrated programs, which are defined as strategies for implementing the member states' policy guidelines that may have an impact across the Hemisphere and are constructed based on an inter-pillar perspective that aims for the equality and interdependence of the four pillars and serves the vision. The integrated programs propose a new way of working, through multidisciplinary teams made up of employees from various Secretariats that represent different pillars, modeled on the idea of "first among equals." The CIM will also have a representative on the integrated programs team in charge of leading the effort to include the gender perspective in building and implementing the pilot integrated program.

Among its tools for supporting institution building, the Strategic Plan implementation strategy also includes a database of competencies, currently in development, that establishes the competencies that the organization needs in order to move forward in the transformation/strengthening process, and also determines the Organization's current competencies, thus identifying the gaps that must be addressed through targeted training sessions. The competencies database will also provide a clear map of the capacities, knowledge, and skills of the Organization's staff members, and will facilitate better use of the Organization's labor force, regardless of gender.

2. Secretariat for Legal Affairs (SLA)

a. Department of Legal Services

In its capacity as legal counsel, this department resolved several matters raised by the CIM, providing the applicable legal assistance.

b. Department of International Law

The Course on International Law was organized by the Inter-American Juridical Committee and was designed to foster an exchange of ideas and create an open dialogue on matters of special relevance to international law, as a mechanism to promote the study and in-depth analysis of these matters, as well as specialization in them. The course syllabus included classes on international legal aspects of surrogacy and further study of international legal protection of migrant women and children in the framework of international humanitarian and refugee law. Professors were encouraged to include a gender perspective in their classes. There was a balanced number of male and female students, and notable attorneys were awarded scholarships to facilitate their participation.

The DIL is working on a partnership agreement to prepare an annotated guide on the Inter-American Model Law on Secured Transactions. This Model Law makes it possible for borrowers without conventional collateral (e.g., property or large equipment) to obtain financing using other types of collateral. The Law will potentially have a greater impact on women given that it especially targets MSMEs and the marginalized groups that have traditionally had problems in obtaining loans.

The DIL gave a presentation on the content and scope of the Inter-American Program on Access to Public Information and the “Model Law 2.0” process, and discussed the importance of incorporating the gender perspective into the process of creating applicable new instruments and of using inclusive language from the outset. During this period, strategic partnerships were established with experts responsible for these issues in government institutions in the member countries.

c. Department of Legal Cooperation (DLC)

The DLC serves 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 Ministers of Justice or Other Ministers or Attorneys General of the Americas (REMJA), which deals with issues of mutual assistance in criminal matters, extradition, and cybercrime. It has indicated that women have been integrated into the various MESICIC activities, where they serve as members of the Committee of Experts, participating in examining the progress of other countries and sharing best practices followed in their countries of origin on matters covered by the Convention.

The department also underscores that the fight against corruption through MESICIC operations promotes gender rights and equality by combating injustice and the political and institutional discrimination caused by corruption.

3. Secretariat for Strengthening Democracy

a. Department of Electoral Cooperation and Observation (DECO)

The DECO continued to implement the project *Incorporating the Gender Perspective into OAS Electoral Observation Missions (EOMs)*. This project aims to (i) incorporate the gender perspective into electoral observation in order to ensure a balance between men and women in the

composition of the EOMs and (ii) develop tools for observing conditions for the exercise of men's and women's political rights in electoral processes. As part of this project, quantitative and qualitative data is systematically compiled on women's participation in politics as voters, candidates, electoral board members, electoral attorneys, and election officials. DECO now has information on the situation of women's exercise of their political rights in electoral processes in the region, which has facilitated deeper analysis and enabled recommendations to be issued to the countries.

The *Methodology for the Observation of Political Financing Models in Elections in Electoral Observation Missions* has made it possible for DECO to deepen its analysis and recommendations made to the countries from a gender perspective, with special attention to the differences between men and women and their respective barriers in access to political financing.

The *Methodology for Observing the Participation of Indigenous Peoples and Afro-Descendants in Electoral Processes* is designed to identify the obstacles and limitations faced by these groups in exercising their political rights, for example, obstacles to exercising the right to vote, running for office, or being elected. In particular, the project focuses on the barriers to political participation faced by indigenous women. In 2017, this methodology was applied for the elections in Nicaragua, in the inclusion specialist's role.

The aim of the *Methodology for Observing Voting Abroad* is to observe the workings of the legal framework for the voting process for citizens residing abroad; voting procedures and instructions; political conditions; and the overall levels of confidence in the electoral body and in administrators involved in the process. This methodology allows for special attention to be paid to the barriers indigenous women face as regards their political participation. DECO is now seeking resources to develop this methodology.

The *Methodology for Electoral Justice (2014-2017)* is aimed at observing processes and mechanisms for resolving electoral disputes. The components of the methodology include the analysis of regulatory frameworks; the identification of mechanisms employed in the evidentiary phase; the monitoring of the effectiveness of existing legal resources; and an analysis of the responsible electoral bodies. Through this methodology, special attention will be paid to reports of and actions on violence against women. In 2017, a workshop was held to ratify the first draft of the methodology; the target is to have it ready at some point in 2018.

DECO has also made efforts to facilitate the Plurinational Electoral Body of Bolivia's development of an audited voter registry and tools to improve the ongoing, constant updating thereof. The auditing work involved verifying primary sources; performing a nationwide survey; conducting biometric tests; checking the operation of equipment and applications; analyzing IT processes and infrastructure; analyzing the legal framework; collecting suggestions, observations, and complaints; and developing an international seminar on the management of and transparency in electoral registries. The Audit Report makes a number of recommendations, including issuing public policies, actions, and strategies that protect the right to one's name, identity, and gender equality in registration material.

b. Department of Sustainable Democracy and Special Missions

➤ Mission to Support the Peace Process in Colombia (MAPP/OAS)

Analysis of Colombia's internal armed conflict shows that the armed confrontation has exacerbated the violence and discrimination antedating the conflict and has been used in this context to serve the interests of the various armed actors. The internal armed conflict has had different manifestations and impacts on different populations and groups, especially women. Recognition of such types of discrimination in the context of the conflict and its differentiated impacts on the population is the foundation for developing public policies that take such differences into account to provide care and protection, and to ensure that women can effectively enjoy their rights.

Since 2012, MAPP/OAS has been establishing guidelines for implementing the gender equity and women's rights approach in its support, monitoring, and verification efforts. It has also worked to mainstream these approaches in public policy and promote victim and civil society participation. As part of this work, Mission officials are kept informed internally of progress, issues, and challenges in the area of gender and women's rights by means of a newsletter that is only distributed to Mission staff.

In its monitoring and support work, and pursuant to its mandate, which establishes that the Mission will broadly and flexibly support the peace process of the Colombian state with the illegal armed groups, incorporating in all its areas of work a differentiated gender, ethnic, and age-based approach, the Mission has prioritized the gender equality approach in the following lines of work:

- Monitoring the adverse impacts of the armed conflict on the communities;
- Monitoring conditions for women deprived of liberty due to their relationship to or membership in insurgent groups, in compliance with the mandate to support and monitor transitional justice tools, including judicial and prison monitoring;
- Support and accompaniment to increase women's participation in the implementation of peace policies;
- Monitoring and support for priority collective reparation proceedings, in particular national and *campesino* cases and cases with ethnic or female parties.

The Mission is also executing two projects aimed at strengthening women's rights during the peacebuilding process in Colombia. The first, which was listed in the previous report, is the video reconciliation project designed to contribute to the reconciliation of demobilized women, women victims of the armed conflict, and women living in vulnerable areas of the Valle del Cauca. This project seeks to create conditions that will make it possible for women to see themselves as political beings and key actors in rebuilding their lives and the lives of their families and communities. Along these lines, this project remedies the traditional idea of women serving merely as daughters, mothers, and wives, and strengthens the view of them as individuals with their own personal projects, with the ability to act and to participate socially and politically, which means that they can come together, form ties, rally, and move for peacebuilding in and from the territories.

Furthermore, in the second half of 2017, the MAPP/OAS signed an agreement with the embassy of Sweden to contribute to the peace process between the Government of Colombia and the National Liberation Army (ELN), as part of the public roundtable set up to address the points on the agenda contained in the agreement on dialogues for peace in Colombia between the national

government and the National Liberation Army. The agreement establishes that venues for dialogue among actors who can contribute ideas taken from their own experiences will be provided to promote humanitarian agreements, social participation, and coordination among institutions, with the objective of finding a way out of the country's social and armed conflict. One project component addresses the "gender approach in consolidating peace." This component is expected to promote the inclusion of the gender approach in consolidating peace, by fostering various activities. It is also expected to promote the broad participation of women in the peace process, strengthening them as agents of peace by fostering their real, effective participation in the post-conflict stage, mainly with regard to issues involving transformations for peace.

MAPP/OAS has worked internally on institution-building measures on matters of gender and women's rights. In 2012, it adopted the "*Internal Handbook on Analysis Using a Gender Perspective*;" subsequently, in 2015, it adopted the document: *Línea argumentativa de enfoques diferenciales* [Argument for differentiated approaches]. These instruments have helped ensure that special attention is paid to gender roles and relations in the work to collect, systematize, and interpret the information emerging from monitoring and support efforts. In some areas, this has enabled differentiated recommendations and proposals to further efforts to obtain greater gender equity in the framework of peacebuilding in Colombia. They also serve as technical and conceptual input for the mission's strategic and operational decision-making.

Several trainings have also been provided to enhance the mission staff's conceptual and technical understanding of the various aspects associated with the gender approach.

➤ Mission to Support the Fight against Corruption and Impunity in Honduras (MACCIH-OAS)

The MACCIH-OAS boasts a logical framework designed to implement activities. The gender and women's rights perspective has been horizontally integrated into this framework. This can be seen in the diverse performance indicators used to measure the success of the mission under this approach. Specifically, the four Mission divisions include the gender perspective as follows:

Division for Preventing and Combating Corruption and Impunity: The principles of gender equity will be applied when selecting legal experts (judges, prosecutors, and forensic experts, among others) and other local and international professionals to work for the MACCIH-OAS. Furthermore, the local professionals will receive training that includes a gender approach and certificates in various spheres for working in collaboration with the Mission; this will in turn improve the capacities of the Honduran women who work in the field of criminal investigation in Honduras.

Division for the Reform of Criminal Justice: Based on a diagnostic study prepared by the Justice Studies Center of the Americas, the Mission will submit a number of recommendations for improving the performance of the criminal justice system in Honduras. These recommendations will incorporate the gender and women's rights perspective. Likewise, an Observatory is being set up to monitor and evaluate the Honduran criminal justice system with the active participation of the civil society. The Observatory promotes the participation of organizations whose work focuses on gender and women's rights issues, giving MACCIH-OAS and other interested parties constant feedback about how to improve the criminal justice system from a women's rights and gender perspective. The organizations also analyze justice system conditions with regard to gender and inclusion, as well as domestic violence.

Political-Electoral Reform Division: The adoption of articles with a gender and women's rights perspective in the Law on Financing, Transparency, and Oversight of Political Parties and Candidates means that political parties will receive public funds for training activities to increase women's participation in politics, etc. The Mission will continue to advocate on the obligations, responsibilities, and rights of all social and political actors under the components of this new Law in view of the November 2017 general elections. Lastly, it will help select the auditors who will form the Oversight Unit created by the Law and expects that the results will reflect gender equity principles.

Public Security Division: The Mission will present a Plan of Action with recommendations and will review current legislative initiatives to strengthen the public safety system in Honduras. This work will involve making recommendations from a gender approach to strengthen the national police force, prison system, and protection of justice officers working to fight corruption, among other initiatives. A pilot project has also been suggested to foster gender equality in prisons, and in particular to improve the difficult situation of incarcerated women and children.

➤ Peace Fund

Although the Peace Fund Office in the Belize-Guatemala Adjacency Zone (OAS/ZA) is a civilian peace-keeping mission whose mandate is not specifically focused on gender mainstreaming, but rather on consolidating peace and promoting confidence-building mechanisms, the Peace Fund strives to mainstream gender in all its activities and projects.

The OAS/ZA Office is responsible for investigating and reporting incidents arising in the Adjacency Zone; promoting communication and rapprochement between the armed and security forces of the two receiving countries, and holding periodic coordination meetings; promoting a culture of peace among children and youth living in the Adjacency Zone; supporting interinstitutional coordination among and training for relevant groups, such as customs and border administration officials, natural disaster organizations, and institutions responsible for forest reserves, among others; promoting development and technical cooperation in the most vulnerable communities; making humanitarian assistance available to persons directly impacted by the conflict; and executing resettlement projects to relocate settlers covered by the MFC and who wish to be returned voluntarily to their country of origin.

Another mandate of the OAS/ZA Office is to promote greater communication and coordination, as well as rapprochement, among officials of Belize and Guatemala, various local and central government entities, and the communities in the Adjacency Zone. Specifically, the OAS/ZA Office coordinates, organizes, and hosts monthly operations coordination meetings between the Belize Defense Forces (BDF) and the Army of Guatemala to share information on the security situation in the Adjacency Zone, verify incidents, or schedule contact patrols.

Additionally, support for children and youth is a fundamental aspect of Mission efforts aimed at promoting and developing a culture of peace in the Adjacency Zone between Belize and Guatemala. To that end, in coordination with mayors of communities on both sides of the Adjacency Line (Melchor de Mencos, Benque Viejo, Santa Cruz, and Jalacte), the OAS/ZA Office is implementing a *Culture of Peace* program. This program consists of music workshops (wind and

string instruments); singing; painting and theatre workshops; and training programs for Guatemalan and Belizean students living in the area. The Culture of Peace program promotes gender equality values in all its workshops and with its students. To date, more than 4,000 children and young people have benefited from this program. During the period covered by this report, a new workshop exclusively for women and girls was incorporated into the program. It is an embroidery workshop during which participants acquire the abilities and skills required to efficiently embroider typical pieces of clothing and accessories by hand, meeting established quality standards.

Lastly, in light of UN Resolutions No. 212 and No. 1325, which ask for more women in dispute resolution functions and high-level positions in matters of peace, it is important to highlight that for the first time a woman has been appointed to the position of Special Representative of the Secretary-General.

4. Secretariat for Access to Rights and Equity (SARE)

The SARE was created by Executive Order 08-01 Rev.9, “Structure of the General Secretariat,” on December 11, 2015. It is made up of the Department of Social Inclusion, the Relations with Civil Society Section, and the Inter-American Program of Judicial Facilitators.

a. Department of Social Inclusion

This department was originally created on December 1, 2014, by Executive Order 08-01 Rev.7, “Structure of the General Secretariat,” under the Executive Secretariat for Integral Development, covering the areas of development and social protection, migration, persons with disabilities, older persons, and consumer protection. However, since December 11, 2015 (Executive Order 08-01 Rev.9), it has been part of the SARE.

In 2017 the fourth meeting of the *Inter-American Committee on Social Development* (under CIDI-OAS) was held with the objectives of energizing the leadership of the member states to foster political dialogue and cooperation among the ministries of social development and related government agencies, and of following up on the commitments taken on at the ministerial meetings on social development. At this meeting, the following substantive areas for the Fourth Ministerial Meeting on Social Development were agreed upon: (1) promoting the measurement of multidimensional poverty and designing public policies in this regard; (2) promoting social protection systems to reduce poverty and inequality; and (3) fostering social inclusion through productive inclusion and the reduction of the digital divide. In each of the areas the meeting will address, to the extent possible, how the central issue particularly affects women, girls, and vulnerable persons, including indigenous persons, persons of African descent, and persons with disabilities.

In 2017, the *Working Group to Examine the National Reports Envisioned in the Protocol of San Salvador* received 11 reports from the states party to the Protocol of San Salvador. These reports are a fundamental tool for recording progress made, such as fostering and including women in paid domestic work; recognition of some of the time contributions made by women with children or caring for children, up to a certain year cap; special reparations measures (i.e. pensions for children of women victims of domestic violence who have been orphaned and for victims of violent crimes); extension of and payment for maternity leave and the implementation of parental benefits for the

mother or father; and inclusion of women in social security, for the purpose of formalizing their employment relationship and for the effective protection entailed by social security coverage.

The *Inter-American System of Education* project has developed a draft inter-American guide to strategies for reducing educational inequality. The objective of this guide is to provide policy- and decision-makers in the OAS member states with knowledge and specific guidelines for reviewing, reforming, and developing public policies that effectively address the problem of inequality in education. Using existing actions, challenges, and the lessons learned therefrom as a foundation, the guide identifies policy, program, and initiative practices that have shown to effectively lead to better educational outcomes for low-income and/or vulnerable children and young people. The prepared draft pays particular attention to factors like the lack of gender equity in the individual sphere, in the social and family framework, and in students' academic environments; mother-child health and education; and violence in the family, social, and community spheres. Likewise, it emphasizes that it is fundamental for educational policies to include a gender equity perspective in stimulating the factors that determine educational supply and demand.

The project *Community Spokeswomen on Nutrition in the Corredor Seco Region of Guatemala*, launched in February 2017, seeks to provide technical know-how, strategies, and leadership and communication tools to participants, by harnessing information communications technologies to replicate the knowledge gained, supplemented by a nutrition-focused literacy program. To date, two field missions have been carried out to gather information through consultations with government actors and members of the rural communities, including women who belong to community networks. The information collected has served as a foundation for preparing a report and a roadmap for designing a training and technical-assistance program for employees of the Secretariat for Nutrition and Food Safety and of the Ministry of Social Development to support implementation of the National Strategy to Prevent Chronic Malnutrition, which is geared to promoting changes in the nutritional habits of women in the rural communities of Guatemala's Corredor Seco.

Under the *Inter-American Social Protection Network (IASPN)*, a project is being developed on horizontal cooperation on mainstreaming the gender perspective in social development policies. This initiative seeks to support Paraguay's Secretariat for Social Action in implementing its institutional Gender Action Plan^{3/} in the entire policy, program, and project life cycle, and in tying it to the 2030 Agenda and the SDGs, especially SDG 5 on gender equality.

In relation to the topic of migration, the *Continuous Reporting System on International Migration in the Americas (SICREMI)* aims to document annual trends in migrant movements across the Hemisphere. Its priorities include coming to an understanding of the characteristics of female migration in the region in order to design policies that take them into consideration. The gender variable has been addressed in SICREMI reports, which have even dedicated entire chapters to the so-called feminization of migration. The most recent report was launched in December 2017. A thematic session on migration and gender was also held in the framework of the CIDI's Committee on Migration Issues (CAM). The session served as a forum for dynamically and inclusively sharing

3. Based on a regional cooperation experience fostered by the IASPN in 2014, Paraguay's Secretariat for Social Action strengthened its employees' capacities for implementing a Participatory Gender Assessment and moving forward with an institutional plan of action that mainstreams gender in policies and in the institution's actions.

ideas on the feminization of migration and the challenges and social and economic causes and effects thereof.

On the issue of protecting persons with disabilities, the *Program of Action for the Decade of the Americas for the Rights and Dignity of Persons with Disabilities* (PAD-OAS) has drawn up a questionnaire to measure progress and difficulties in implementing the CIADDIS and the PAD. This questionnaire contains 50 indicators, for most of which the states have been requested to disaggregate their information by gender. It also includes an entire section for gathering information on persons with disabilities living a violence-free life; this section is designed to gather information on domestic and, more broadly, gender-based violence. To date, information has been received from 17 member states on issues of living free from violence, with an emphasis on gender equality. In connection with the Tenth Session of the Conference of States Parties to the United Nations Convention on the Rights of Persons with Disabilities, the Department of Social Inclusion organized a parallel event at United Nations headquarters, to analyze the progress made and difficulties identified in the region with regard to the social inclusion of persons with disabilities. Part of this event was dedicated to disseminating information on the sexual and reproductive rights of persons with disabilities, with a special emphasis on women. Around 100 persons from different countries around the world participated in this parallel event at the United Nations.

In connection with the issue of *promoting the rights and social inclusion of LGTBI persons*, the Department of Social Inclusion seeks to raise awareness of and promote full respect for the rights of the LGTBI collective in the Americas. To that end, it organized two discussion panels on promoting the rights of this collective: one in March, focused on the situation of transsexual women, and another in December, which provided an overview of the social inclusion of LGTBI persons and their access to rights in the Americas.

In line with the policy of intersectionality and mainstreaming the inclusive perspective, the *II Colloquium of Social Inclusion: "The Vanguard in Indicators: the OAS Experience on Monitoring Mechanisms on Human Rights in the Americas"* was held. The Colloquium's objectives were to foster open dialogue and to present the most relevant findings of the mechanism to follow up on economic, social, and cultural rights of the Working Group of the Protocol of San Salvador (WGPSS), of the Follow-up Mechanism to the Belém do Pará Convention (MESECVI), and of the mechanism to follow up on implementation of the Inter-American Convention on the Elimination of All Forms of Discrimination against Persons with Disabilities (CEDDIS).

The *Program for the Strengthening of Competencies of Justice Operators and Government Authorities on Legal Capacity and Access to Justice of Persons with Disabilities* seeks to train decision-makers in the executive, legislative, and judicial branches, as well as civil society actors, on the right of persons with disabilities to exercise their legal capacity and access justice. Due to the awareness created by the implementation of this project in the member states, in this period a new bill was presented to the legislative branches in Peru and Colombia for the recognition of the legal capacity of persons with disabilities with the technical assistance of the OAS. Furthermore, 654 persons were trained and made aware of the importance of respecting persons with disabilities' right to exercise their legal capacity. This was the first training program on the legal capacity of persons with disabilities implemented by the OAS. An agreement was also signed with the National Autonomous University of Mexico (UNAM) to offer a regional diploma course on the legal capacity

of persons with disabilities in 2018, always including the intersectional nature of identities and a gender balance perspective.

b. Relations with Civil Society Section

Efforts are being made to ensure gender balance in activities with civil society organizations (CSO), depending on the availability of resources for financing sector representatives' participation in activities, including in the makeup of panels for forum plenary sessions.

Over the years, the OAS has carried out activities to *promote greater participation of CSOs in the work of the OAS* by facilitating consultation processes with a balanced regional representation among sector stakeholders. These efforts have also included providing gender-sensitive recommendations to OAS member states and the General Secretariat for the General Assembly and ministerial meeting preparations. Furthermore, the section carries out activities to promote greater participation by civil society and social actors in the Summits Process, through actions allowing the presentation of recommendations, resulting from online and on-site consultations, to OAS member states on the decision-making process, such as at the level of the Summits Implementation Review Group (SIRG).

5. Executive Secretariat for Integral Development (SEDI)

a. Department of Economic Development

The Department of Economic Development promotes gender equality and women's rights in all of its sections through the following projects and programs:

➤ Trade and Economic Development Section

The *Economic Empowerment and Trade Program* is designed to help micro, small, and medium-sized enterprises (MSMEs) make the most of business opportunities linked to international trade and tourism. It seeks to foster the economic inclusion of MSMEs run by women and vulnerable groups (small farmers, small tourism enterprises, indigenous groups, and youth) and to provide support for institutional and human strengthening in the areas of the negotiation, implementation, and management of trade agreements. The *Inter-American Dialogue of High-level MSME Authorities* was held in May 2017, with the aim of sharing best practices and identifying specific opportunities for horizontal cooperation on policies and programs to support the competitiveness, innovation, and internationalization of MSMEs. The experience of Mexico's National Program to Finance Microentrepreneurs and Rural Women (PRONAFIM) was presented at this event. Furthermore, the Working Group of the Inter-American Dialogue of High-level MSME Authorities held a videoconference in March 2015 in which it presented the program on accelerating the growth of women entrepreneurs.

The *Establishment of Small Business Development Centers (SBDC) in the CARICOM Member States* project (2012-2018), designed to strengthen institutions that support MSMEs in the CARICOM countries, is based on the USA's successful SBDC model. A pilot model is currently moving forward in eight CARICOM countries (Barbados, Belize, Dominica, Jamaica, Saint Lucia, The Bahamas, Saint Kitts and Nevis, and Antigua and Barbuda). The established SBDCs have

offered assistance to a large number of young women entrepreneurs, who constitute the majority of SBDC clients.

➤ Competitiveness, Innovation, and Technology Section

The Fourth Meeting of Ministers and High Authorities of Science and Technology, held in Guatemala in March 2015, was an opportunity to further mainstream gender and rights on the hemispheric science and technology agenda initially decided at the first ministerial meeting held in this sector, in 2004. At the Fourth Meeting, the Plan of Action of Guatemala 2016-2020 was adopted; it incorporates gender as a crosscutting theme and contains specific mandates in this area. As part of the follow-up on the objectives of the Plan of Action of Guatemala and in order to share good practices and ideas and to present proposals with a hemisphere-wide scope, the Working Groups of the Inter-American Committee on Science and Technology (COMCYT) were created. In this framework, videoconferences were held every three months in 2017, with a focus on innovation, human resources education and training, and technological development, respectively. Highlights of the videoconferences were the presentation of the study “*Las que dieron el sí: Mujeres que estudian Informática en Argentina* [The ones who said yes: Women who study computer science in Argentina],” conducted by the UNESCO Regional Chair on Women, Science, and Technology in Latin America, and the dissemination of the Global Engineering Dean’s Council’s “Airbus Diversity Award,” which seeks to shine light on successful projects that have encouraged more young people of all profiles and backgrounds to study and succeed in engineering. In addition, the panel “Women in STEM and Diversity in Engineering” was held during the Summit of Engineering for the Americas, which took place on July 19, 2017, at Florida Atlantic University in Boca Raton, Florida. This panel sought to raise awareness of the importance of gender equality and diversity in engineering studies and careers in the region.

The *CONACYT-OAS-AMEXCID Scholarship Program* offers scholarships for master’s or doctoral studies in the areas of science and technology at Mexican universities. In 2017, 47% of the total 513 scholarships were awarded to women. This scholarship program operates under Working Group 2 of the COMCYT on Human Resources Education and Training, in partnership with CONACYT and AMEXCID (Mexico).

The Inter-American Competitiveness Network (RIAC) Work Plan for 2016-2018, in Objective 8, aims to strengthen RIAC efforts on issues of gender equity and equality through the Working Group on Gender and Competitiveness. Against this backdrop, the Seventh and Eighth *Americas Competitiveness Exchanges on Innovation and Entrepreneurship* (ACE) were held in April 2017 and December 2017, respectively. This program offers a one-week business tour to leaders and public-policy makers from the Americas and around the world to share knowledge and best practices; identify opportunities for collaboration; and strengthen economic development, competitiveness, and regional, national, and local development. The activities in both events placed great importance on gender equity in the selection of speakers and participants, as well as in event content.

Furthermore, the panel “Competitiveness and Gender: Women’s Participation in Economic Agendas for Sustainable Development” took place at the X Americas Competitiveness Forum, held in Mexico in September 2017, with the aim of raising awareness of women’s role in economic development and in boosting competitiveness in the region. The panel focused on the empowerment of women as a key element in the competitiveness of the region’s companies. The *Signs of*

Competitiveness in the Americas report was also launched at the forum. This report contains an article about competitiveness and gender that highlights the importance of regional, national, and local policies designed to ensure the continued presence of women leaders and entrepreneurs, and describes how the RIAC has played a leadership role on this issue.

➤ Culture and Tourism Section

The *Expanding the Socioeconomic Potential of Cultural Heritage in the Caribbean. Phase II: Implementation of Project Components* project (January 2015–January 2017) seeks to strengthen the capacity of participating countries to preserve, develop, and use cultural heritage resources, with local community involvement in legislation and fiscal policy. The project underscores the roles of men and women and incorporates gender equity as a fundamental principle in public policy on planning for and participating in cultural heritage. Special attention is given to gender inclusion in formulating the organizational plan of the Cultural Heritage Network and in selecting scholarship recipients for online courses.

The *Small Tourism Enterprise Network* project (2012–2017) is an integrated network of public, private, and community strategies for providing support to MSMEs in the tourism industry in the Caribbean and Latin America. In 2017, a meeting was held of the directors of the Inter-American Network of Small Hotels; at this meeting, a new director was elected and a Work Plan to strengthen the Network and its partners was adopted. An online seminar on energy management for small hotels took place on November 16, 2017. The majority of participants were noted to be businesswomen. According to available data, most operators and managers of small tourism businesses, especially in the lodging subsector in the Caribbean and Latin America, are women.

b. Department of Human Development, Education, and Employment (DHDEE)

The DHDEE monitors gender distribution in its different activities and types of scholarship and student loan programs. It also provides regular support for scholarship and training programs designed especially to step up gender mainstreaming in a wide variety of fields. The only questionnaire received from this Department reported on the activities of the Leo Rowe Fund.

➤ Leo S. Rowe Pan American Fund

The Rowe Fund is an educational loan program that helps citizens from Latin America and Caribbean OAS member states finance their studies or research in the United States by awarding interest-free loans of up to US\$15,000 dollars. The fund also supports OAS staff through financial assistance for their professional development or that of their dependents. The Rowe Fund program monitors the gender breakdown of its awards and has compiled data disaggregated by sex since 1995. This data reveals the increased engagement of women at all levels of education. The Fund also seeks to mainstream the gender perspective in the areas of study it finances. In 2017, 51% of the loans were granted to women for higher studies in the United States, as compared to only one-third in 1995.

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

In all its programs, the CIP seeks to raise awareness of the essential role played by women's professional leadership in driving port competitiveness and gathering information, to establish

foundations for identifying future strategic actions in the sphere of gender equality in the Hemisphere's port sector.

The *Outstanding Women in the Maritime and Port Sectors* award program aims to recognize the professional careers of outstanding women in the maritime and port sectors, including substantive achievements, as well as their participation in, contribution to, and leadership for the comprehensive development of the ports of the Americas; to raise awareness of the essential role of their professional leadership in promoting competitiveness; to help promote gender equality in the member states; and to promote a competitive, socially responsible, and gender-balanced port sector. The call for candidates was open from July 2017 to January 2018, and the awards will be conferred during the CIP hemispheric conference to be held in 2018. The CIM actively participates in selecting the winners.

From February to March 2018 a survey on gender equality in the port sector was conducted with the objectives of establishing foundations for identifying future strategic actions in the sphere of gender equality in the Hemisphere's port sector; obtaining hard data and qualitative information to foster the development of established practices that favor inclusive strategic actions in the maritime sector; and raising awareness of the essential role played by gender equality in boosting competitiveness.

6. Secretariat for Multidimensional Security (SMS)

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

The *Multilateral Evaluation Mechanism (MEM) process* has been ongoing since 2000. It conducts national and hemispheric evaluations of drug control policy in the 34 member states and prepares 34 country reports on drug control policies for each evaluation round. Thus far, six evaluation rounds have been completed, and in 2017 the evaluation process was reviewed in order to begin the seventh round, in 2018. This new round will evaluate the implementation of the Plan of Action (2016-2020) of CICAD's Hemispheric Drug Strategy (2010).

Since 1997, the *Inter-American Drug Use Data System (SIDUC)* has been an initiative designed to create a hemispheric system of comparable data on drug use. To date, epidemiological studies have been conducted on drug use in all OAS member countries. All of the studies arising from the SIDUC system use a comprehensive methodology for compiling representative, gender-balanced, national data. It bears noting that two comprehensive reports on drug use in the Hemisphere (2011 and 2015) include gender analyses.

The *SIDUC-Caribbean: Drug Information Networks* have been operating since 2005, as national drug information networks in the member states of the Caribbean, with the purpose of informing drug policies and practice in those countries. In 2015, an information system on treatment centers was created, showing the range of standardized information on the characteristics of those seeking treatment. This facilitates the gender analysis carried out on this vulnerable group so that the results and recommendations can be linked based on that system.

The *International Research Capacity Building Program for Health Related Professionals to Study the Drug Phenomenon in Latin America and the Caribbean* has been under way since 2003, to enhance the level of drug-related health sciences. Among its achievements: (i) Over 110 individuals in Latin America and the Caribbean have received graduate-level training on drug research and drug-related health sciences. 69% of the 110 who received training were women; ii) Over 300 publications on drug use and its consequences and other health-related aspects in Latin America and the Caribbean; (iii) Since project launch, all of the studies carried out have included gender analyses. Beyond the standard analyses, one study focused specifically on the impact of drug-related violence on women.

The aim of the *Training and Certification Program for Drug and Violence Prevention, Treatment, and Rehabilitation (PROCCER)* is to help optimize quality of care in drug-addiction and drug-related violence prevention, treatment, and rehabilitation services by establishing a training and certification mechanism for professionals and nonprofessionals involved in the treatment of individuals with problems related to drug use. In the framework of PROCCER, CICAD is now developing and adapting standards for the development of best practices in drug abuse treatment for women, and developing protocols for issues related to women. The protocols and training curricula for this gender-sensitive component of the PROCCER program are based on the GROW program. PROCCER has benefited the countries of Peru, Colombia, and Costa Rica. The GROW Program training sessions help participants develop and improve their skills for providing services to women and their children.

The *National Drug Strategies and Action Plans* project is intended to help member states generate national drug strategies and action plans. Whenever states request technical assistance from the Executive Secretariat of CICAD for training and/or guidance on the methodology they should use to develop those strategies and plans, the need to include a gender approach is included, not only in training personnel who will make up the teams implementing the policies, but also and above all in determining how to address the needs of specific population profiles, including the need to generate programs and actions that can cover treatment specifically for women.

The project *Closing the Gap*, executed since 2014, aims to identify feasible and effective alternatives to incarceration for drug-dependent offenders that are more respectful of human rights. This program explores various models at diverse stages of the judicial system, as well as Drug Treatment Courts, for the adult and adolescent populations. In this exploratory process, one of the clearest impacts is on excluded groups that are subject to discrimination, women among them, especially women living in vulnerable economic situations. Within the proportional approach that it promotes, the project insists on the importance of performing more detailed investigations, on a case-by-case basis, of the offender's role and characteristics, such as gender, age, economic situation, birthplace, religion, lack of guidance during childhood, and physical or mental disabilities. This can help authorities recognize and more effectively respond to some of these vulnerabilities and aggravating factors.

The project *Drug Treatment Courts (DTC)* seeks to establish DTCs in the member states as alternatives to incarceration for drug-dependent offenders. In the case of Nuevo León, México, nearly all drug treatment court participants have been charged with domestic violence, encompassing intimate partner violence and violence towards children, parents, siblings, or other family members. This focus on domestic violence matters reflects both the offenders' legal eligibility for the

suspension of proceedings mechanism at the time the pilot program was implemented and the cultural appeal—in Mexico—of an innovative new model affording opportunities to support, strengthen, and reintegrate families recently impacted by anti-social behavior. Similarly, the goal of family rehabilitation is a distinctive element that is seen as a particularly high priority in the model implemented in Nuevo León. In the Dominican Republic, on the other hand, judges setting bail [jueces de garantía], as well as review judges [jueces de control] and enforcement judges [jueces de ejecución de la pena] who have been involved in implementing the drug treatment court model, admit gender violence cases. The project is being executed in collaboration with the member states' national drug commissions and ministries of justice and health.

The *Health and Life in the Americas (SAVIA)* project is aimed at developing local institutional management skills with regard to drugs and social integration, as a means of supporting governments in the Hemisphere in their drug policy decentralization processes. In 2017, the program continued to promote the development and application of methodologies and tools for better local integrated management of the drug problem, with emphasis on the gender component. To this end, it organized training workshops and missions that provided technical assistance on assessing, planning, and coordinating local policies and services, and developed a manual for local management that incorporates resources to support municipal employees and territorial branches of the national authorities. In this process, perspectives on and strategies for human rights, public health, gender and social inclusion were introduced and reinforced, making it possible to address inequalities in the context of the problem and to further the development of more comprehensive, balanced strategies and programs that the municipalities and other local institutions in the countries will be able to sustain.

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

The OAS/CICTE Cybersecurity Program organized the event “Gender and Cybersecurity: creating a more inclusive digital world” with Spain’s National Cybersecurity Institute (INCIBE); this event took place in June 2017 in León, Spain, and consisted of roundtables and workshops that focused on good practices for promoting more inclusive career opportunities in cybersecurity, while exploring ways to make the field more attractive for a more diverse group of individuals. The interested parties were encouraged to take into account the different impacts of cyber threats and cybercrime on men and women when developing cybersecurity campaigns and awareness tools. The OAS/CICTE Cybersecurity Program facilitated the participation of 14 individuals (8 women and 6 men) from Latin America and the Caribbean. A draft report on the principal achievements of the event was prepared and shared with the event participants for their comments. The OAS/CICTE Cybersecurity Program also interviewed participants and experts from the region to find out about cybersecurity and gender diversity good practices and case studies in the region.

The Tourism Security Program—*Strengthening Crime Prevention and Response in Tourism Destinations in Central America, Mexico, and the Caribbean*—seeks to help improve security in tourist destinations in the beneficiary member states. In 2017, 45 officials were trained on risk management for tourist destinations and 117 were trained on the basic principles of tourism security. Seven needs assessments were conducted. Furthermore, the Tourism Security Plan for Costa Rica was launched and a draft Tourism Security Plan for Montego Bay was cemented and presented in February 2018.

c. Department of Public Security

The objective of the *Working Group on preventing and reducing lethal violence of the Inter-American Network for the Prevention of Violence and Crime* is to draw up a plan of action with guidelines for the member states on preventing lethal violence (including femicide/feminicide). In 2017 the Working Group made progress on drafting the Plan of Action, in coordination with the Permanent Mission of Colombia.

The *Program for the Prevention of Crimes Related to Irregular Migration in Mesoamerica* seeks to prevent and combat crime related to irregular migration and to protect the human rights of the migrants. In this program, 69% of the beneficiaries of the prevention component are women. In 2017, the program conducted the following activities: workshops on women and migration; workshops on psychosocial assistance for women and other vulnerable groups; training of migration control officers and justice workers, including women professionals; and forums on protecting returning migrants with a special focus on women and children.

The first on-site course of the *Inter-American Network for Police Development and Professionalization (REDPPOL)* began in September 2017 (and will continue until October 2018). REDPPOL aimed to ensure gender equity in the selection of candidates for its first course, and as a result 26 of the total 58 participants are female.

The *program to increase protection measures to prevent violence and crime in vulnerable groups in Tela, Honduras*, which was launched in September 2017, aims to do just that, focusing especially on young people, women, and potential and returned migrants. An audit of the situation was conducted in 2017, with recommendations for improving public policies for preventing violence against women and girls and teenage pregnancy.

d. Department against Transnational Organized Crime (DTOC)

Though recently created, the DTOC assumed areas that were already operating under other departments, like CICAD, CICTE, and DPS. It therefore maintains the policy of identifying specific gender gaps, in the framework of the follow-up on training and technical assistance provided to member states. This entails reserving time on the agenda in each training session for participants to present experiences of policies or measures with a gender approach related to the prevention and/or prosecution of organized crime and any impact they have had. The DTOC strives for equal participation of men and women in all its initiatives.

7. Secretariat for Hemispheric Affairs (SHA)

The SHA was created by Executive Order 08-01 Rev. 9, “Structure of the General Secretariat,” on December 11, 2015. It is composed of the Department of Effective Public Management, formerly under the Secretariat for Political Affairs; the Summits Secretariat, with departmental rank; and the Department of Strategic Initiatives and Public Diplomacy (which includes the Art Museum of the Americas); and the Columbus Memorial Library. The SHA works to ensure that the gender equality and rights perspective is included in all of its activities and programs.

a. Department of Effective Public Management

Since 2017, the *OAS School of Governance* has promoted efficiency and transparency in government administration in Latin American countries through capacity building for civil servants and institutions. It has trained 1,067 students, including civil servants, members of academia, and civil society representatives in general, through 31 different sessions of Virtual Campus courses. Of these students, 602, or 56% of the total, were women. The course “Prepared for the campaign?: Training on strengthening skills for female candidates ‘Elvia Carrillo’” was jointly developed in 2017 by the School of Governance and the CIM. Its objective is to improve participants’ skills so that they will be able to effectively conduct electoral campaigns. The course will be given in 2018.

The *Universal Civil Identity Program in the Americas (PUICA)—Improving the coverage of registration and personal identification services in border zones of Central America’s northern triangle (Guatemala/Honduras/El Salvador)*, second phase, launched in January 2017, aims to (i) hold campaigns to raise awareness and spread information about timely registration, which will include awareness workshops for community leaders, registry workers, public institutions, and civil society organizations; and (ii) hold registration and identification campaigns in the zones and municipalities. In 2017, 448 persons were trained (233 women and 251 men) in 44 border municipalities. In El Salvador, support was provided to 135 persons (54 men and 81 women) to remedy problems with registration, identification, and nationality. In Honduras, support was provided to help individuals get started with the procedures for correcting errors; obtaining citizenship; having their birth certificates and documents delivered; and obtaining and correcting their identity cards.

Within the same *Universal Civil Identity Program in the Americas (PUICA)*, the project *Support for the Haitian Office of Identification in issuing identification cards to Haitian migrants in the Dominican Republic* is aimed at (i) implementing an identification campaign for Haitian citizens living in the Dominican Republic, and (ii) designing and planning an awareness campaign with a gender perspective. In 2017, as part of the planning for the identification campaign, the Haitian government was advised to try to maintain, at a minimum, the same percentage of potential women beneficiaries of the campaign (approximately 34%) in the final total of persons who had received services during it. Further, as part of the planning for the implementation of the second phase of its National Regularization Plan for Foreigners, the Government of the Dominican Republic was advised to: (i) establish a regularization procedure that includes women, who mainly do domestic work, meaning that it is more difficult for them to obtain proof of formal employment; (ii) ensure that the offices are accessible for persons with decreased mobility, including pregnant women.

The *OAS Fellowship on Open Government in the Americas—January to December 2017*—is designed to strengthen open government in the Americas by creating a network of young leaders in the region that will bring together actors from the public sector, civil society, and the private sector to craft innovative solutions to the challenges facing the Hemisphere. The project aimed for the balanced participation of women and men on the selection panel, among the experts, and on the teams of participants.

The *Inter-American Network on Government Procurement (INGP)*, whose Technical Secretariat is the DEPM, aims to promote greater participation of women in government acquisitions. In 2017, five workshops were held to train 130 Latin American and Caribbean civil servants (55% women) on the various areas of procurement. It bears noting that the Chair of the INGP for the 2017-

2018 period is Jamaica's Director of Procurement; 60% of the INGP Executive Committee are women; and 55% of the network members are also women. At the INGP Annual Conference, a workshop was held with government vendors. Suggestions were made to create a "toolbox" with IDB funds for businesswomen and to provide the governments with a guide to increasing women's participation in government procurement.

b. Summits Secretariat

The Summits Secretariat promotes and disseminates gender-related initiatives and programs of actors in the Summits process, including CIM initiatives and programs, through the "Summits of the Americas Follow-up System (SISCA)," a mechanism that makes it possible to publish the outcomes and achievements of the CIM to an inter-American and global audience. It also disseminates the national reports of the member states of the Joint Summit Working Group (JSWG) organizations, in compliance with the Summit mandates on gender.

The Summits Secretariat is also engaged in ongoing efforts to ensure equal participation by men and women in each of the Summit events and activities with the social actors. This applies to the selection of funded participants and to event speakers and moderators.

c. Department of Strategic Initiatives and Public Diplomacy

Although the Art Museum of the Americas has no defined strategy for mainstreaming gender and rights, it works on an ongoing basis to emphasize the work of women artists, curators, and academics in its programs. To the extent possible, it seeks to provide equitable representation of male and female artists, curators, and academics, and to explore gender-related matters in its exhibitions.

d. Columbus Memorial Library

In December 2017, the Columbus Memorial Library presented the book Running in Heels: Women and Politics in Saint Lucia 1961-2017 with the idea of publicizing the CIM's gender equality and women in politics in Saint Lucia information project.

8. Secretariat for Administration and Finance

a. Department of Human Resources (DHR)

The DHR actively participates in the Institutional Policy on Gender Equality, Diversity, and Human Rights Follow-up Commission, which monitors implementation of the measures necessary for incorporating the gender, rights, and diversity perspective into each and every one of the GS/OAS dependencies. In connection with the Plan of Action for implementing the Institutional Policy, the DHR has been working on the following two issues: 1) Incorporation of requirements related to the gender, diversity, and rights perspective in procurements for policies, programs, and projects. 2) Instruments for preventing and reporting workplace and sexual harassment at missions outside headquarters.

The DHR reported that it had continued its efforts to strike a gender balance through the following activities:

- Providing the GS/OAS with information on the current geographic and gender distribution of staff in the Organization's Quarterly Resource Management and Performance Report and in the staff list of the Organization;
- Providing the areas with a report on gender representation by area as a factor to be considered in the recruitment, selection, and appointment process;
- Distributing a report to directors, as part of the internship program, in which an account is given of the current geographic and gender representation in their areas, with a view to issuing recommendations on the nationality and gender of future interns;
- Since 2016, job announcements have included the following note: *"The OAS is committed to achieving a diverse staff and therefore will take into account a wide geographic representation as well as gender equity and equality in the selection of candidates."*

In 2017, the DHR continued reporting half-yearly data on gender and geographic representation in the GS/OAS in the Quarterly Resource Management and Performance Report. These reports include GS/OAS gender distribution figures, at the general level and by grade. In addition, in the quarterly reports distributed to the member states, the DHR includes, among other information, the gender of the candidates applying for published positions filled by competition, thus promoting the principle of transparency in the implementation of those competitions.

The DHR has access to available GS/OAS personnel data—specifically through the OASES Human Resource Module—enabling it to compile statistics on gender and geographic representation. Since October 2012, it has had an electronic tool (*Organizational Personnel Database, OPDB*), which facilitates access to data on the make-up of General Secretariat personnel for member states and their officials.

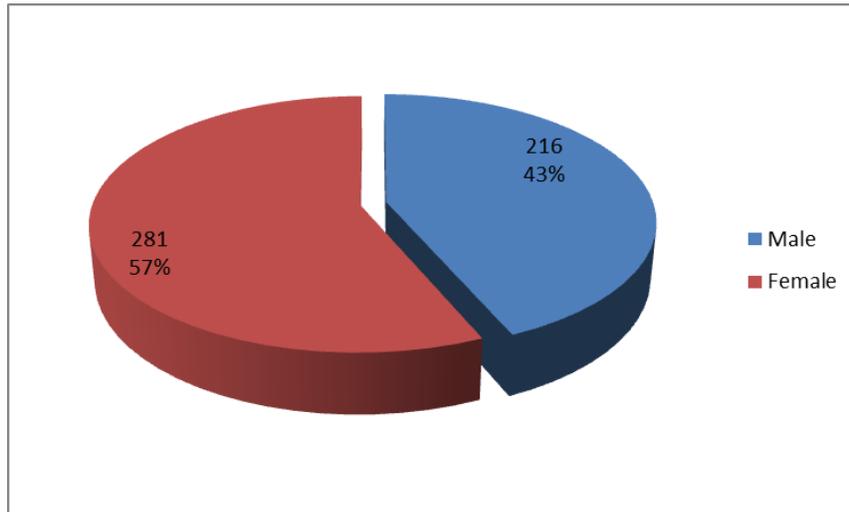
With regard to the distribution of positions within the OAS/GS,^{4/} as shown in the following charts, even though more women than men work at the GS/OAS (57% of staff members are women), there continues to be a wide gender gap in that more men than women hold executive positions.

As of December 31, 2017, about 34% of the men working in the Organization occupied posts at the P-4 level or above, compared to 19% of the women. Of all executive positions (grade D1 and higher), 72% are held by men and 28% by women. Furthermore, women occupy 73% of all GS/OAS general services posts (grades G-7 to G-1). The second widest gender gap is at the G-6 level, where women occupy 85% of the posts.

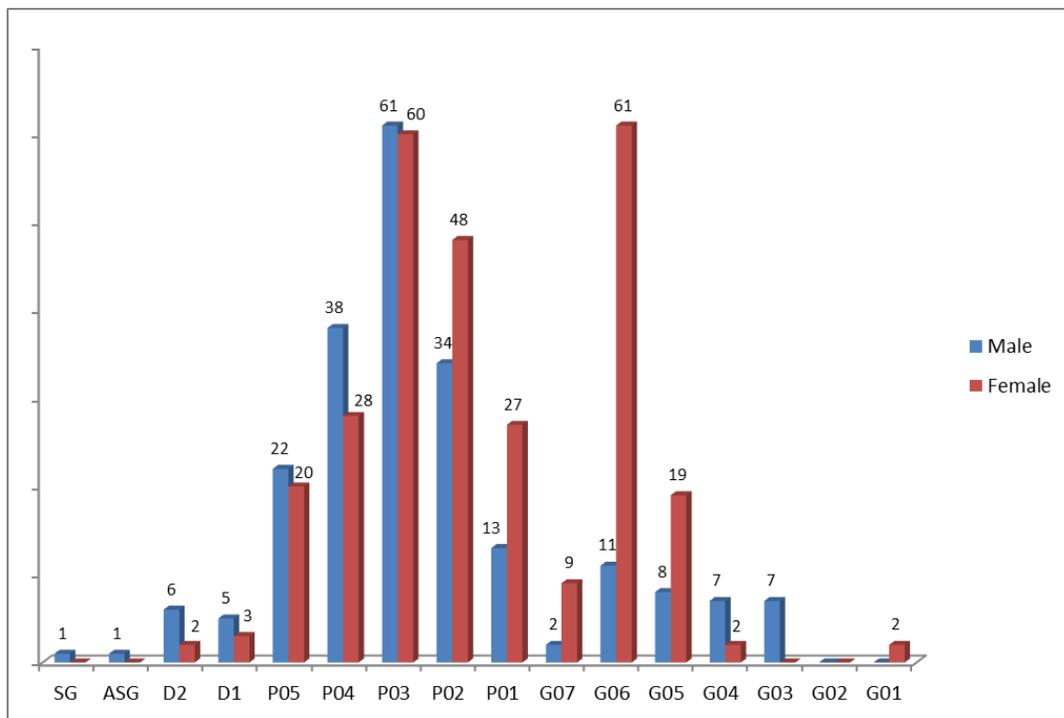
The charts below do not include associate staff members or individuals whose services are retained under performance contracts.

Gender distribution at the GS/OAS as of December 31, 2017

4. Semiannual Resource Management and Performance Report S2-2017:
<http://scm.oas.org/pdfs/2018/CP38739ESEMIANNUALREPORTDEC2017.pdf>



Gender distribution of positions at the GS/OAS as of December 31, 2017



b. Department of Procurement Services

Through the international organization of fora and partnerships with procurement departments in other international organizations, the Department of Procurement Services is evaluating the possibility of sharing information on women-owned companies that will make it possible to categorize these companies on the GS/OAS roster. The Department of Procurement Services is also evaluating the OASES option of identifying vendors classified as “women-owned,” in order to have a tool that would make it possible to issue and present reports using this classification.

B. AUTONOMOUS AND DECENTRALIZED ORGANS, AGENCIES, AND ENTITIES

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

The IACHR, through its *Rapporteurship on the Rights of Women*, carried out a number of activities during the period. This Rapporteurship was headed by Commissioner Margarette May Macaulay. In 2017, it focused on publishing its report on *Indigenous Women and Their Human Rights in the Americas*, as well as on implementing projects with financing from Canada, Holland, and the United States.

The analysis contained in the IACHR regional report on indigenous women takes as its starting points the views and experience of indigenous women; the inter-American and international precedents on the rights of indigenous peoples and women; matters requiring priority attention; and matters that need to be addressed in greater depth in the three target countries and in the Americas. It will also include recommendations to the States on how best to meet the international standards in this area.

The objective of the project with Canada is to promote adherence to the recommendations and decisions adopted by the IACHR on women and girls in Latin America and the Caribbean. The contribution from the United States has supported the organization of a number of events with academic institutions to disseminate legal standards for protecting women from discrimination and violence, as well as the organization of dialogues with representatives of civil society organizations and public officials. Holland’s contribution was aimed at providing special attention to persons and groups at risk for and vulnerable to human rights violations in the Americas, including women, LGBTI persons, migrants, journalists, and defenders.

In November 2017, the Rapporteur on the Rights of Women traveled to El Salvador, on a work visit with the aim of gathering information on adherence to IACHR recommendations and decisions on the human rights situation of women and girls in El Salvador, among other human rights issues. The Rapporteur and her team also participated in a number of promotional events, disseminating information about legal standards on women and girls in Argentina, El Salvador, United States, Guatemala, Holland, Mexico, Peru, and Rwanda, among other countries.

In 2017, the Rapporteurship on the Rights of LGBTI Persons, headed by Commissioner Francisco Eguiguren Praeli, endeavored to prepare its new report on the progress made on the rights of LGBTI persons in the Americas, and to disseminate its thematic report on violence against LGBTI persons in the Americas.

Throughout 2017, the Rapporteurship furthered its mandate and specifically worked to disseminate the report on violence against LGBTI persons in the Americas. This report focuses on the violence against lesbian, gay, bisexual, trans, and intersex (LGBTI) persons or those perceived as such, or persons with non-normative sexual orientations or gender identities and expressions or whose bodies differ from the socially-accepted male and female body standards. Several countries in the region have reported significant headway in recognizing the rights of LGBTI persons; however, there continue to be high levels of violence in all countries in the region, manifested as a multi-faceted, complex, social phenomenon, not as isolated events or individual acts. The Rapporteurship also began working on the preparation of its new report on progress on the rights of LGBTI Persons in the Americas, and sought to consolidate its partnerships with international organizations of the United Nations and deepen its relations with civil society. Furthermore, it invested a significant amount of effort to strengthen the LGBTI Core Group.

The Rapporteurship's activities in 2017 included the following:

- In January 2017, Commissioner Francisco Eguiguren Praeli and the President of the IACHR, James Cavallaro, among other participants, presented the English-language version of the report "Violence against LGBTI persons in the Americas."
- In February 2017, the Executive Secretariat of the IACHR gave a presentation on human rights, sexual orientation and identity and gender expression to the OAS Committee on Juridical and Political Affairs. The technical team of the Rapporteurship on the Rights of LGBTI Persons also participated in the training workshop for Cuban LGBTI activists.
- In March 2017, the President and Rapporteur for the Rights of LGBTI Persons, the Second Vice-President and Rapporteur for the Rights of the Child, and the Executive Secretary of the IACHR organized a dialogue on the rights of intersex persons in the Americas, to hear the testimonies of intersex persons and the measures that the states should urgently implement to protect their rights.
- In May 2017, the technical team of the Rapporteurship on the Rights of LGBTI Persons participated in the event "Latin America moves toward respect for the rights of LGBTI populations," presenting at the roundtable titled "Hate crimes and violence against the LGBT population/State of the situation: Hate crimes." Furthermore, the President and Rapporteur for the Rights of LGBTI Persons and the Second Vice-President and Rapporteur for the Rights of the Child participated in the seminar on the Inter-American Commission on Human Rights, in the "Violence against LGBTI persons and intersex children" panel, in which they presented the report on Violence Against LGBTI Persons in the Americas and contextualized the violence suffered by intersex children and adolescents.
- In July 2017, the technical team of the Rapporteurship on the Rights of LGBTI Persons participated in the talk "Current challenges and trends on human rights for particularly vulnerable groups," about the main challenges faced by LGBTI persons in connection with the recognition of their rights—focus in the discussion on hate speech.
- In August 2017, the technical team of the Rapporteurship on the Rights of LGBTI Persons participated in working meetings with the civil society and Argentine government bodies, seeking dialogue for cooperation on good practices in rights of the LGBTI persons in the region. The technical team of the Rapporteurship on the Rights of LGBTI Persons also participated in the Fifth Public Consultation of the Forum for Social Participation of the IPPHD on Regional Public Policies for the Promotion and Protection of the Rights of LGBTI Persons, in which it presented

the report “Violence Against LGBTI Persons in the Americas” and also participated in the public consultation.

- In September 2017, the President of the IACHR and Rapporteur on the Rights of LGBTI Persons, together with the president of CONAPRED-MX and the managing director of Letra S, Sida, Cultura, y Vida Cotidiana, A.C., presented the report “Violence against LGBTI Persons in the Americas” in the framework of the Mexican state’s fulfillment of its commitment to sign during the 163rd Extraordinary Period of Sessions. In addition, the President and Rapporteur for the Rights of LGBTI Persons, the First Vice-President and Rapporteur for the Rights of Women and Persons of African Descent, and the Commissioner on the Rights of Migrants, made a presentation as part of the “Héctor Fix Zamudio” diploma program, teaching a class on inter-American standards on the rights of LGBTI persons, women of African descent, and migrants.
- In November 2017, the President and Rapporteur for the Rights of LGBTI Persons presented the report on challenges in matters of the rights of LGBTI persons in the Americas during the event titled “Justice Works: An Expert Workshop on Comprehensive Responses to Violence,” held by the American Bar Association (ABA). The Special Rapporteur on Economic, Social, Cultural, and Environmental Rights, the Permanent Ambassador of Canada to the OAS, the President of the NLGCC, and the Director of Synergía participated in the Global LGBT Business Week event on the panel “Generating databases: LGBTI persons and economic development,” during which the IACHR and Rapporteurship’s work on the impact of the recognition of the rights of LGBTI persons on economies and businesses was presented. The technical team of the Rapporteurship on the Rights of LGBTI Persons also participated in the Seventh ILGALAC Regional Conference, in the roundtable on the region’s role in recognizing LGBTI rights in universal and inter-American human rights mechanisms, presenting the progress made in matters of LGBTI rights in the Americas driven by the inter-American human rights system.
- In December, the First Vice-President and Rapporteur on the Rights of Women and Persons of African Descent and the Second Vice-President and Rapporteur on the Rights of the Child presented the progress and challenges in health-related issues in connection with gender and discrimination. The presentation was made at the First Forum of the Inter-American Human Rights System— Panel: Gender, health, discrimination, and diversity: risks and vulnerabilities. The Second Vice-President and Rapporteur on the Rights of the Child helped mediate the debates on the agenda of progress and setbacks in the protection of the rights of LGBTI persons in the Americas, held at the First Forum of the Inter-American Human Rights System—Roundtable: Progress and setbacks in the protection of the rights of LGBTI persons in the Americas. Lastly, the technical team of the Rapporteurship on the Rights of LGBTI Persons participated in the Meeting of Experts to design the inclusion indicators for the UNDP and World Bank’s LGBTI Index, as coordinator of the process to design the LGBTI Inclusion Index, in the group on personal security and access to justice.

The IACHR firmly believes in the importance of its collaboration with the Inter-American Commission of Women to carry out activities, particularly under the Rapporteurships on the Rights of Women and LGBTI Persons.

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

The Action Plan 2015-2019 of the IIN includes promoting the gender approach as one of its approaches for action. The child rights perspective and the gender approach are inseparable from the consolidation and strengthening of democracy, not only as a form of government, but as a lifestyle

that is respectful of the dignity of all, regardless of differences. Even before children are born, gender-based expectations are placed on them, and at their birth, they are received by a group of people organized according to those roles. Critically reviewing these models and involving men in the responsibilities of childcare and parenting are essential elements in child protection policies that have a rights-based perspective.

With regard to the *Inter-American Cooperation Program for the Prevention and Eradication of Child Commercial Sexual Exploitation and Illegal Trafficking*, for the different manifestations of sexual violence, the gender approach is essential at every stage of intervention. Dismantling gender models and paying attention to the needs and different modalities in which boys and girls are affected by violence should be central elements of the strategies to be developed. To that end, the IIN will accord special importance to identifying and analyzing experiences that take account of the gender perspective and will include the gender lens in every action. It also hopes to work with the gender perspective in its efforts with adolescents in juvenile criminal liability suits, throughout the criminal intervention process, and in the enforcement of non-custodial penalties.

The *Guidelines on Empowerment and Protection of the Rights of Children and Adolescents on the Internet in Central America and the Dominican Republic* project was launched in October 2016. It was designed to build the capacities of the authorities charged with protecting children and adolescents in these countries, by providing digital inclusion tools that protect their rights in the use of ICTs. The project report identified gender gaps in internet access and different motivations for navigating for boys and girls, as well as different risks.

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

CITEL has made great strides with regard to gender. Its Permanent Executive Committee, pursuant to resolution 160 (XIII-03) and resolution 194 (XIX-11), “Promotion of Gender Equality” and “Gender Issue in the Americas Region,” respectively, decided to establish the *Program for the Inclusion of Women and Girls in ICT* and instructed the Secretariat of CITEL to report on this mandate to international organizations and to organizations and entities specialized in the area, for linkage of this proposal with current and emerging issues in the gender perspective area.

The “Strategic Plan of CITEL for 2014–2018” [CITEL RES. 70 (VI-14)] is aimed at reducing inequality and bridging the digital divide, particularly for people in underserved areas, including women and persons with disabilities. Under the “Work Plan of the PCC.I for 2014-2018” [CCP.I/RES. 227 (XXIV-14)], activities are carried out through the Rapporteurship on Broadband for Universal Access and Social Inclusion, to assess the needs of social groups with specific problems linked to ICT access, use, and appropriation, thereby promoting their social inclusion. Recent activities included the following:

The project *Benefit of the Use of ICTs as Tools for the Empowerment of Women* aims to identify opportunities for improvement and mechanisms to increase and expand the empowerment of women and girls through ICTs, including actions, activities, and public-private partnerships that will help reinforce women’s rights in the information society, as well as in plans for gender equity and equality.

The ITU Plenipotentiary Conference seeks to incorporate a gender policy at the ITU and to promote gender equality and the empowerment of women through ICTs. The World Telecommunication Development Conference also aims to include a gender perspective for an inclusive and egalitarian information society. The World Telecommunication Standardization Assembly seeks to promote gender equality in the activities of the ITU's Telecommunication Standardization Sector. The ITU's Women in Standardization Expert Group (WISE) is an ITU initiative to foster the participation of women in standardization work, ICTs and telecommunications, and in other related fields, and to recognize the work of the men and women who have made notable contributions towards promoting the work of women in these spheres.

CITEL participated in the *ITU-United Nations Award on Gender Equality and Mainstreaming in technology* (GEM-TECH), which recognizes exceptional personal or institutional achievements and innovative strategies to empower women through ICTs. CITEL also participated in the initiative *Equals: The Global Partnership for Gender Equality in the Digital Age* (ITU and UN Women), October 2016. This is a coalition of programs for women and girls in technology that aims to harness the power of ICTs to expedite global advances to close the gender digital gap. The Global Partnership focuses specifically on three areas of action: ACCESS: Achieve equal access to digital technologies; SKILLS: Empower women and girls with skills to become ICT creators; and LEADERS: Promote women as ICT leaders and entrepreneurs.

4. Pan American Health Organization (PAHO)

Since 2005, PAHO has had a Gender Equality Policy in place to help achieve gender equality in health status and health development through research, policies, and programs that give due attention to gender differences in health and their determinants and actively promote equality between men and women. This policy has an expanded Plan of Action for 2015 to 2019 that emphasizes three lines of action: a) Conduct research and apply innovative methodologies to address gender inequalities in connection with universal health; b) Generate evidence of particular relevance for the sector and gender analyses for political advocacy; and c) Expand the conceptual framework and modalities to address gender identities, LGBT issues, and masculinities and their ties to ethnicity, and other determinants of health in action.

The implementation of the Plan of Action for the Implementation of the Policy includes the following:

- Online self-study course on gender and health (4 hours), in Spanish; launched with almost 2,000 participants;
- Celebration of International Women's Day with the theme "Women's Access to Social Protection in Health: Leaving No Woman Behind!"
- Document published: seventh edition of the statistical brochure Gender, Health, and Development in the Americas;
- A report was prepared on the health situation and access to care for LGBT people in the Americas, and the summary was presented at the Sanitary Conference with the region's ministers of health;
- Consultations were held, as was a political meeting with the President of Chile, on the Global Strategy for Women's, Children's and Adolescents' Health (Survive, Thrive, Transform), based on gender equality and human rights;

- Gender considerations were incorporated into training material for presenting the national HPV vaccine campaign in Guyana;
- A high-level consultation and reflection meeting was held on progress in gender equality in Costa Rica, as part of the project with the Commission on Equity and Health Inequalities in the Americas;
- The Dominican Republic was supported in knowledge and application of the INNOV8 instrument, a tool for reviewing the inclusion of equity, gender, and human rights in health programs (with teenage pregnancy as the chosen topic);
- Development of a proposal for key gender and health indicators for the region in connection with the SDGs;
- Analysis of health in Central America's gender policies (together with UNICEF and the Regional Technical Committee on Gender and Health - Comisca).

PAHO also has a Policy on Ethnicity and Health based on the need for an intercultural approach from the standpoint of social determinants in favor of indigenous peoples, Afro-descendants, Roma, and members of other ethnic groups; it also takes into account human rights and the gender approach.

5. Young Americas Business Trust (YABT)

Although the YABT does not have a specific mandate, it implements several strategies for mainstreaming gender in its programs by applying the gender approach in developing them, supporting the development of programs for women, and promoting the inclusion of women in international events, etc. The YABT programs promote gender equality and women's economic empowerment, mobilizing local allies to increase the number of social and economic enterprises led by women in the communities.

- The *Women Entrepreneur of the Americas* award recognizes women entrepreneurs who participated in the previous editions of TIC Americas or Eco Challenge and whose entrepreneurship has positively impacted other women and young people in their efforts to enter the formal labor market. The award and seed capital went to a Colombian entrepreneur who is empowering other women through social entrepreneurship in the Colombian post-conflict.
- The *Woman Innovator of the Americas* recognition aims to foster women's entrepreneurial spirit and contributions to the Sustainable Development Goals, spotlighting such criteria as leadership and scalable and adaptable business models with an impact on society, among others. This recognition is part of the XI Edition of the Talent and Innovation Competition of the Americas (TIC Americas). It is awarded in partnership with the World Bank.
- The *Young Americas Forum* aims to promote youth political engagement. Scholarships are provided to help women access the political arena. The forum is held on an ongoing basis and in parallel to the Summit of the Americas, in coordination with the host country of the General Assemblies and Summits.

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

The General Secretariat of the PAIGH indicated that it has affirmative actions designed to include the gender perspective as a key pillar. It submits evidence of the active participation of

women in the institute, with women serving as chiefs of departments and holding the highest commission posts (cultural history, geography, education, geophysics, applied geophysics, and interdisciplinary studies). Furthermore, the following member states have appointed women to chair their respective national PAIGH sections: Brazil, Costa Rica, El Salvador, and the United States. Of the technical assistance projects implemented during the period, 55% were coordinated by women; the Geography Commission has the largest makeup of women.

7. Secretariat of the Administrative Tribunal

The Administrative Tribunal is mandated to resolve labor disputes between the General Secretariat of the OAS and its officials, and in this context, cases are received from both male and female officials. Its Secretariat expressed that while it does not have a concrete strategy for integrating a gender equality perspective, each case is guaranteed to be handled and decided with the same adherence to the applicable regulatory frameworks and with the same impartiality, fairness and efficiency, regardless of gender.

A study conducted in February 2017 revealed that of the 289 individual cases, 184 were brought by men and 105 by women, representing a 64% and 36% share, respectively. In terms of the composition of this autonomous body, 89% of its members have been men and only 11% women.

8. Office of the Inspector General (OIG)

The General Standards to Govern the Operations of the General Secretariat set forth that the Office of the Inspector General (OIG) is the dependency responsible, among other mandates, for auditing the degree to which the General Secretariat meets the objectives of the various programs. To that end, the OIG performs an annual evaluation of the Organization's principal risks, and based thereon, decides the programs and areas to be audited over the course of the year. As part of this evaluation, the OIG is considering auditing the implementation of the OAS General Secretariat's Institutional Policy on Gender Equity and Equality, Diversity, and Human Rights. The OIG's mandate includes the audit of the efficiency and effectiveness of the General Secretariat's various programs, including of course the Organization's regulations on gender equality.

9. Pan American Development Foundation (PADF)

The Pan American Development Foundation (PADF) works with excluded women and girls in the Americas to help them achieve sustainable economic development and social progress, thereby creating a Hemisphere of opportunities for all. The PADF five-year strategic approach is to decrease vulnerability for 60 million people in Latin America and the Caribbean; of these, at least 30 million will be women and young people. It takes gender into account in all of its programming, ensuring that problems involving women and girls are identified. PADF works on programs that integrate women's concerns into their activities, as well as on programs that focus principally on women and on achieving greater gender equity and empowerment through various strategies, including poverty reduction, democratic governance, and natural disasters.

The objectives of the project to *improve humanitarian aid, institutional capacity, and protection for persons who have been displaced by the conflict in Colombia* are: (i) to improve emergency humanitarian aid for displaced persons in the selected municipalities; (ii) to strengthen the

capacity of public servants to guarantee the rights of displaced persons; and (iii) to strengthen protection mechanisms and long-term solutions for vulnerable populations (including displaced persons). This project includes a differential approach for serving women and LGBTI, Afro-Colombian, and indigenous communities.

The project *Women's Empowerment for Economic Development and Resilience* aims to empower women to promote economic development and resilience at the community level. Its objectives are to: (i) strengthen financial literacy and business administration capacities among women household leaders and entrepreneurs; (ii) increase the ability of women participants to use assessment tools to identify risks and mitigation strategies in their communities; and (iii) facilitate exchanges among women, members of vulnerable communities, universities, and local authorities.

The project *Engaging Indigenous Women to Prevent and Counter Trafficking in Persons* seeks to empower communities and authorities to prevent, investigate, and respond to human trafficking violations in selected communities. The objectives are to: (i) educate communities, at-risk populations, and local authorities about human trafficking; (ii) promote cooperation among communities and indigenous authorities to prevent, identify, and respond to trafficking violations; (iii) increase resources and assistance to victims in the selected municipalities; and (iv) share successes and lessons learned nationally.

Lastly, the *Women's Initiative for Non-Violence and Development* seeks to increase the capacity of community groups for providing timely support to victims of gender-based violence in The Bahamas, and to improve the capacity of law enforcement, the justice sector, and communities to prevent and respond to gender-based violence.

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

The CIM is responsible for supervising, coordinating, and assessing compliance with the IAP in coordination with the national machineries for the advancement of women in the member states. It is also charged with providing technical assistance and advice to all GS/OAS departments and bodies in their efforts to promote gender equality and a rights-based approach in their policies, projects, and programs, as well as in their daily tasks. A large part of the efforts described in this report that are carried out through the GS/OAS departments and organs have received and continue to receive technical assistance and advice from the CIM in their different phases.

During the period covered by the report, the CIM has continued to work on its program areas: (i) substantive women's citizenship policy for democracy and governance; (ii) women's human rights and gender-based violence; (iii) security and economic citizenship; and (iv) citizen security from a gender perspective. The CIM has likewise strengthened its efforts with regard to institutionalizing a rights- and gender equality-based approach at the OAS, including the formulation of the OAS General Secretariat's Institutional Policy on Gender Equity and Equality, Diversity, and Human Rights. Additionally, the GS/OAS conducted the Participatory Assessment on Gender, Rights, and Diversity, with the participation of all OAS staff and specialized organs of the inter-American system. The Plan of Action for the Implementation of the OAS General Secretariat's Institutional Policy on Gender Equality, Diversity, and Human Rights was launched in October 2017. Since then, the CIM has been working with the different GS/OAS areas and dependencies on the activities contained therein to promote the incorporation of an inclusive, equality-of-opportunity

approach at the Organization. The details of the activities undertaken by the CIM in 2017 are found in its annual report, document CIM/doc.137/18.

The details of the activities undertaken in the framework of the Mechanism to Follow up on Implementation of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women, “Convention of Belém do Pará” (MESECVI), for which the CIM serves as Technical Secretariat, are found in document CIM/doc.139/18.

The CIM was responsible for coordinating and monitoring the preparation of this report using the information provided by each of the departments and bodies of the OAS, as well as its autonomous and decentralized organs, agencies, and entities, as key inputs.

C. COUNTRY OFFICES

Information provided by the Country Offices that replied to the questionnaire on activities, projects, and programs through which they promote gender equality and a women’s rights approach (Annex 2) is provided below. In general, this refers to efforts organized by different technical areas of the GS/OAS for which the Offices provide technical support and in which, in some cases, the Representative of the Country Office may participate.

1. Belize

The Office noted the *Social Protection Project for Belize*. Launched in January 2016, this project aims to provide comprehensive support to existing social programs in Belize. As part of the project, social workers and social development program stakeholders have received specialized training on social development programs targeting poor and vulnerable families, including women and children.

2. Costa Rica

The Office provides support for the Productive Employment Program of the Development Cooperation Fund, which aims to help create opportunities for productive employment, in particular in vulnerable groups. Although the project does not have a component that specifically addresses women, due to the nature of the economic activity, it is mostly women who have benefited.

3. Ecuador

The Ecuador Office only indicated that it needed more logistical support for dealing with Government authorities and the civil society and other facilitation and dissemination activities.

4. El Salvador

The El Salvador Office only indicated that it needed technical advising and training in order to understand IAP implementation; information and materials for disseminating the IAP; and support with informative workshops/seminars on the matter, etc.

5. Guatemala

The Office reported that in the GS/OAS activities (programs and projects) in Guatemala, it promotes knowledge and understanding of the main concepts and categories of gender, so that they can be used and included as a permanent crosscutting theme.

The Office supports the *Inter-American Program of Judicial Facilitators* (2010-2017), which promotes access to justice, a culture of peace, and strengthening dispute prevention and alternative dispute resolution methods.

The Office also discussed its active participation in the G-13 Group (2008-2017), composed, at the political level, of ambassadors and representatives of member organizations; at the technical level by the heads of cooperation entities of the members of the G-13; and, at the operational level, by the members of the G-13 interested in participating in the forum. Membership is open to representatives of other countries or international organizations not members of the G-13, if necessary. However, these meetings are not open to representatives of nongovernmental organizations or government representatives, who may participate in specific meetings as special guests. The G-13 aims to achieve a forum for dialogue for exchange, analysis, reflection, and advice to the Group of Donors (G-13) on matters related to international cooperation and the Gender Working Group, and to collaborate in the country's development and assert individual and collective rights.

6. Haiti

The Office reported on its support for the national dialogue initiative, through which it supports Haitian authorities in designing, launching, and implementing a process for political dialogue. The Office indicated that through its efforts it aims to obtain broad representation of women in that national political dialogue. The Office also reported on its support for the PUICA project for the identification of Haitian migrants in the Dominican Republic, through which it aims to support national institutions in identifying and documenting Haitian migrants in the Dominican Republic.

7. Honduras

The Honduras Office only indicated that it needs training on the issue of gender for the Country Office employees.

8. Jamaica

The Country Office indicated that it is committed to promoting gender equality and a rights perspective in its activities, and that it welcomes a strategy that will further gender equality and the advancement of women in Jamaica.

9. Mexico

The GS/OAS Office in Mexico underscored that it must develop various strategies and objectives in order to make progress on implementing the IAP. It also indicated that it provides

logistical and administrative support, as well as advisory services, to Inter-American Commission of Women (CIM) authorities in the various activities and work carried out in Mexico.

10. Nicaragua

The Office referred to its support for the *Program of Judicial Facilitators* under the Secretariat for Access to Rights and Equity, which provides access to justice in vulnerable zones and helps strengthen justice workers. Forty percent of program participants are women.

11. Panama

The Office noted that the technical staff for projects being executed in the country has received training on the gender approach and maintains contact with the National Women's Institute and in the various projects and programs that the technical areas execute in the country.

12. Paraguay

There are more women than men on the Paraguay Office's payroll. The Office participates in the events that the national government plans on the issue through the Ministry of the Woman and other national institutions, as well as in the activities of the International Cooperation Sector Forum on Gender, UN Women, and other international agencies. The Office has the capacity to address the GS/OAS lines of action and mandates, as well as the agreements made by the CIM and the Government of Paraguay with regard to this issue. The Office has supported the CIM's activities in the country.

13. Peru

The Office indicated that it promotes gender equality and women's rights in OAS activities carried out in Peru, such as workshops, conferences, seminars, and meetings.

14. Dominican Republic

The Dominican Republic Office only indicated that it needed training courses for the entire staff on what the gender perspective means, and on how to include it in Country Office activities.

15. Saint Kitts and Nevis

The Saint Kitts and Nevis Office indicated that it supports CIM activities, in partnership with the ministry responsible for gender issues. It also noted that it needed more training and discussion forums to increase technical abilities with regard to gender equality.

16. Saint Lucia

The Saint Lucia Office indicated that it supports an inclusion/social protection program for persons with disabilities. Through this program, it has trained more than 40 vulnerable individuals to improve their job opportunities.

17. Saint Vincent and the Grenadines

The Office stated that it seeks to promote the gender and rights perspective with local partners, whenever possible.

18. Suriname

The Office reported having adopted a gender equality and rights perspective in the activities carried out in the country. Its efforts have focused on achieving gender equality through the 2030 Agenda and the SDGs. The Office indicated that its quarterly reports include a component on monitoring the women's human rights and gender equality situations.

19. Trinidad and Tobago

The Office stated that although it does not have a formal strategy in place, it does include the gender perspective in all its activities.

20. Uruguay

The Office indicated that it needs support to design a policy.

21. Venezuela

The Office noted its participation in gender-related events, specifically the ones associated with the Convention of Belem do Pará, including seminars. In 2017 the Office participated in the seminar "Empowering Venezuelan women and recognizing their constitutional political rights" which referred to the achievements and modern history of women in Venezuela and discussed the main aspects that had emerged from the MESECVI Third Multilateral Evaluation Round in 2016, with regard to Venezuela.

IV. CONCLUSIONS

This report reflects the ongoing commitment and specific actions of the areas comprising the General Secretariat of the OAS (GS/OAS) and the various autonomous and decentralized organs, agencies, and entities to promote the mainstreaming of the gender perspective and women's human rights 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).

A highlight of the period covered by this report was the adoption of the Plan of Action for implementing the OAS General Secretariat's Institutional Policy on Gender Equality, Diversity, and Human Rights. This Policy and its respective Plan of Action are expected to help further the institutionalization of the gender equality, rights, and diversity approach in all of the OAS's work and in its culture and organizational structure, and above all, to contribute to a process of accountability in these efforts.

There has been a noteworthy qualitative advance in the work of some GS/OAS departments and the autonomous and decentralized organs, agencies, and entities. This work is reflected in their efforts to mainstream a gender, women's rights, and diversity perspective in policies and in the project and program life cycle, as well as in the development and implementation of initiatives, projects, programs, and methodologies specifically designed to improve the situation of women and contribute to their empowerment in different areas. This process has involved increased collaboration between OAS entities and the CIM.

Also of note in connection with these advances is the growing importance of gender as a theme in different political forums, including sectoral ministerial meetings and their committees, for which the OAS serves as Technical Secretariat. This is a significant advancement at the level of the Organization's mandates for the various areas to include the issue of gender in their work, and is put into practice in the policy(ies), program(s), and/or project(s) of the different GS/OAS dependencies. All of the GS/OAS secretariats have reported on efforts in connection with initiatives, projects, or programs.

As concerns the technical capacity to implement a gender and rights-based approach, it is notable that since 2013 the CIM has been offering opportunities for training to GS/OAS staff through the online course on gender and rights, benefiting a significant number of employees and consultants. However, most of the bodies replying to the questionnaire said that they would like to continue receiving support and technical assistance and training from the CIM/OAS in order to advance the implementation of the IAP.

According to the data in reports prepared by the SAF, there continues to be a wide gender gap in the distribution of positions within the GS/OAS, with decision-making positions predominantly held by men. As of December 31, 2017, about 34% of the men working in the Organization occupied posts at the P-4 level or above, compared to 19% of the women. What is more, 73% of general services positions (grades G-7 to G-1) were occupied by women. The second widest gender gap is at the G-6 level, where women occupy 84.7% of the posts.

The CIM's growing collaboration with, technical assistance to, and coordination with the principal areas of the GS/OAS, including the Department of Planning and Evaluation and various inter-American committees and their secretariats, are considered to be contributing to a better understanding of the negative effects of gender inequalities in the thematic areas, and to the formulation and implementation of policies, projects, programs, methodologies, and other initiatives that are sensitive to those approaches and that in some cases have also been specifically designed to promote gender equality and women's rights and empowerment in different areas.

The actions that will be carried out as part of the implementation of the Plan of Action for the implementation of the OAS General Secretariat's Institutional Policy on Gender, Equality, Diversity, and Human Rights, are extremely important for continuing to effectively move forward with implementing the IAP and institutionalizing a gender equality and women's rights perspective at the OAS and in the inter-American system, as a key step for mainstreaming these perspectives in all of the GS/OAS's work. Collaboration among the GS/OAS dependencies and their commitments to further the actions set forth in the Plan of Action will be fundamental to successful implementation.

The GS/OAS areas, the Country Offices, and the autonomous and decentralized organs, agencies, and entities have all reiterated their interest in furthering their collaborative ties with the CIM, and in continuing to receive the CIM's technical assistance and advice. In order to be able to comply effectively with the function conferred upon the CIM under the IAP since its adoption, the Permanent Secretariat of the CIM, beyond the training on gender issues and the specific technical assistance and advice that it is already providing, needs to maintain the ongoing monitoring of and follow-up to this Inter-American Program. The OAS General Secretariat's Institutional Policy on Gender Equity and Equality, Diversity, and Human Rights and its Plan of Action, will be of fundamental importance in this endeavor. However, resources must also be allocated to these ends.

V. RECOMMENDATIONS

Given the results achieved and the pending challenges, the following recommendations are made:

1. To Member States, to support all necessary measures so that all entities — secretariats, departments, committees/commissions, autonomous and specialized organs, agencies, and entities and other relevant bodies — are able to strengthen the integration of a gender equality and women's rights perspective in their activities, in collaboration with the Inter-American Commission of Women, especially in light of the Institutional Policy on Gender Equality, Diversity, and Human Rights of the OAS General Secretariat and its accompanying Plan of Action.
2. In view of the Plan of Action for the implementation of the Institutional Policy on Gender Equality, Diversity, and Human Rights, urge OAS bodies to take into account these instruments in their efforts, as part of the implementation of the Comprehensive Strategic Plan of the Organization, with the objective that all of the work of the OAS incorporates a gender, rights, and diversity perspective.
3. Urge the member states to guarantee the human, material, and financial resources required to continue to ensure implementation of the IAP and the OAS General Secretariat's Institutional Policy on Gender Equality, Diversity, and Human Rights, including resources for building the technical capacities of the Executive Secretariat of the CIM to fulfill the functions entrusted to it under the Policy and the respective Plan of Action.
4. Urge the OAS and CIM donor countries to provide support for building the GS/OAS's capacities in order to further the implementation of the IAP and any functions called for by the Policy and its corresponding Plan of Action.
5. Promote a greater share of women in the Organization's senior management positions, especially at the P-4 levels and above, as a follow-up to the commitments made in this regard.
6. Urge the various bodies of the OAS General Secretariat to explicitly mainstream a gender and rights-based perspective in the annual Operational Goals to be approved for their department/unit/organ/agency/entity.
7. Ensure that priority is accorded to women's rights and gender equality in reports and publications, as well as in the Organization's communication and information dissemination and promotional activities, so as to give greater visibility to these matters in the Organization's work, as set forth in the Plan of Action for the implementation of the Institutional Policy.

8. Urge the various OAS General Secretariat bodies that make up the Policy Implementation Follow-up Commission to continue actively participating in order to contribute to its effective operation.

VI. ANNEXES

ANNEX 1: SUMMARY OF REPLIES
GS/OAS departments and autonomous and decentralized organs, agencies, and entities

Legend	
Did not respond	NR
Not applicable	NA

		2) Do you have specific mandates to advance gender equality and women's rights?	4) Strategy for integrating a rights-based and gender equality approach in its activities	5) Policy, program and/or project that promote gender equality and women's rights	7) Has integration of women's human rights and a gender equity and equality perspective been promoted in the reports published?	8) Of the 2017 Operational Goals approved are there programs, projects, and other activities that integrate a gender and/or rights-based perspective?	9) Act as Technical/Executive Secretariat for any Inter-American Commission(s)/Committee(s), Ministerial Meeting(s) or the like?	11) Has the necessary technical capacity to implement a rights-based and gender equality approach?	12) Has anyone from your area ever participated in any gender-related training workshops or activities?	13) Has your area carried out any internal initiatives to raise awareness among and/or train the staff on gender equality and/or discrimination?
Office of the SG	OSG	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Protocol	NR	NR	NR	NR	NR	NR	NR	NR	NR
Office of the ASG	OASG	NR	NR	NR	NR	NR	NR	NR	NR	NR
	DCMM	NR	NR	NR	NR	NR	NR	NR	NR	NR
	SGAPC	NR	NR	NR	NR	NR	NR	NR	NR	NR
Secretariat for Legal Affairs	Dept of International Law	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
	Dept of Legal Cooperation	No	Yes	No	No	No	Yes	No	NR	NR
	Dept of Legal Services	No	Yes	Yes	No	NR	No	No	Yes	No
Secretariat for Administration and Finance	Executive Office	No	Yes	NR	No	NR	Yes	Yes	No	No
	Dept of Procurement	No	Yes	Yes	Yes	NR	Yes	NR	Yes	NR
	Dept of Human Resources	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
	Dept of General Services	No	No	NC	No	NR	No	No	No	No
	Dept of Information Technology Services	No	No	NC	No	NR	No	No	No	No
	Dept of Financial Services	No	No	NR	No	NR	Yes	No	No	No

		2) Do you have specific mandates to advance gender equality and women's rights?	4) Strategy for integrating a rights-based and gender equality approach in its activities	5) Policy, program and/or project that promote gender equality and women's rights	7) Has integration of women's human rights and a gender equity and equality perspective been promoted in the reports published?	8) Of the 2017 Operational Goals approved are there programs, projects, and other activities that integrate a gender and/or rights-based perspective?	9) Act as Technical/Executive Secretariat for any Inter-American Commission(s)/Committee(s), Ministerial Meeting(s) or the like?	11) Has the necessary technical capacity to implement a rights-based and gender equality approach?	12) Has anyone from your area ever participated in any gender-related training workshops or activities?	13) Has your area carried out any internal initiatives to raise awareness among and/or train the staff on gender equality and/or discrimination?
Secretariat for Strengthening of Democracy	Executive Office	No	Yes	Yes	Yes	Yes	No	Yes	Yes	NR
	Dept for Electoral Cooperation and Observation	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Dept of Sustainable Democracy and Special Missions	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Secretariat for Hemispheric Affairs	Dept of Effective Public Management	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
	Summits Secretariat	No	Yes	NR	No	Yes	Yes	Yes	Yes	No
	Dept of Public Diplomacy	No	Yes	Yes	No	NR	No	No	No	No
Executive Secretariat for Integral Development	Columbus Memorial Library	No	No	NR	No	NR	No	No	No	NR
	Dept of Economic Development	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	NR
	Dept of Human Development / Rowe Fund	Yes	Yes	Yes	Yes	NR	Yes	No	Yes	NR
	Dept of Sustainable Development	NR	NR	NR	NR	NR	NR	NR	NR	NR
Secretariat for Multidimensional Security	Secretariat of the CIP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No
	CICAD	Yes	Yes	NR	Yes	Yes	Yes	Yes	Yes	Yes
	CICTE	No	Yes	Yes	Yes	NR	Yes	No	Yes	Yes
	Dept of Public Security	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Dept Against Transnational Organized Crime	No	Yes	NR	No	NR	No	No	Yes	No

		2) Do you have specific mandates to advance gender equality and women's rights?	4) Strategy for integrating a rights-based and gender equality approach in its activities	5) Policy, program and/or project that promote gender equality and women's rights	7) Has integration of women's human rights and a gender equity and equality perspective been promoted in the reports published?	8) Of the 2017 Operational Goals approved are there programs, projects, and other activities that integrate a gender and/or rights-based perspective?	9) Act as Technical/Executive Secretariat for any Inter-American Commission(s)/Committee(s), Ministerial Meeting(s) or the like?	11) Has the necessary technical capacity to implement a rights-based and gender equality approach?	12) Has anyone from your area ever participated in any gender-related training workshops or activities?	13) Has your area carried out any internal initiatives to raise awareness among and/or train the staff on gender equality and/or discrimination?
Strategic Council for Organizational Development and Management by Results	Dept of Planning and Evaluation	Yes	Yes	NR	NR	Yes	No	Yes	Yes	Yes
	Dept of Press and Communications	No	Yes	Yes	Yes	NR	No	Yes	Yes	No
	Dept of External Relations	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Organizational Development Section	No	Yes	Yes	NR	Yes	No	Yes	Yes	Yes
Secretariat for Access to Rights to Equity and Equality	Dept of Social Inclusion	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Civil Society and other Social Actors Section	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No
Autonomous and Decentralized Organs	CIM	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	IACHR	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Office of the Inspector General	No	Yes	No	No	NR	No	Yes	Yes	No
	CITEL	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Retirement and Pension Fund	NR	NR	NR	NR	NR	NR	NR	NR	NR
	YABT	Yes	Yes	Yes	Yes	NA	No	Yes	Yes	NR
	Trust of the Americas	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Office of the Ombudsperson	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Administrative Tribunal	No	Yes	No	Yes	NR	No	No	No	No
	IIN	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Pan-American Health Organization	Yes	Yes	Yes	Yes	NA	No	Yes	NR	Yes
	IICA	NR	NR	NR	NR	NR	NR	NR	NR	NR
	IPGH	No	Yes	NR	Yes	NA	No	Yes	NR	NR
PADF	No	Yes	Yes	Yes	NA	No	Yes	Yes	Yes	

ANNEX 2: SUMMARY OF REPLIES
Country Offices

	2) Strategy for integrating a rights-based and gender equality approach in its activities	3) Policy, program and/or project that promote gender equality and women's rights	4b) Has integration of women's human rights and a gender equity and equality perspective been promoted in the reports published?	5) Has the necessary technical capacity to implement a rights-based and gender equality approach?	6) Has anyone from your office ever participated in any gender-related training workshops or activities?
Antigua and Barbuda	NR	NR	NR	NR	NR
Bahamas	NR	NR	NR	NR	NR
Barbados	NR	NR	NR	NR	NR
Belize	Yes	Yes	Yes	No	No
Bolivia	NR	NR	NR	NR	NR
Costa Rica	No	Yes	Yes	NR	No
Dominica	NR	NR	NR	NR	NR
Ecuador	No	No	No	No	No
El Salvador	No	No	No	No	No
Grenada	NR	NR	NR	NR	NR
Guatemala	Yes	Yes	No	Yes	Yes
Guyana	NR	NR	NR	NR	NR
Haiti	No	Yes	Yes	No	Yes
Honduras	No	No	No	No	No
Jamaica	Yes	No	No	No	No
Mexico	No	No	Yes	No	No
Nicaragua	Yes	Yes	NR	NR	NR
Panama	Yes	No	No	No	Yes
Paraguay	Yes	No	No	Yes	No
Peru	Yes	No	No	Yes	Yes
Dominican Republic	No	No	Yes	No	No
Saint Kitts and Nevis	Yes	Yes	NR	Yes	Yes
Saint Vincent and the Grenadines	No	No	Yes	No	Yes
Saint Lucia	No	Yes	No	No	No
Suriname	Yes	Yes	Yes	Yes	Yes
Trinidad and Tobago	Yes	No	Yes	No	Yes
Uruguay	No	No	Yes	No	No
Venezuela	No	No	NR	No	No

ANNEX 3: QUESTIONNAIRES

GS/OAS departments and autonomous and decentralized organs, agencies, and entities

1. Name of the department/unit/organ: _____
 Name of the Secretariat or other entity of which it is a part: _____
 If it is an autonomous or decentralized organ, agency, or entity, indicate the name: _____
2. Please indicate if you have specific mandates to advance gender equality and women’s rights in the areas of the department/unit/organ under your responsibility, in addition to the IAP, which was approved in 2000, and to the OAS General Secretariat’s Institutional Policy on Gender Equity and Equality, Diversity, and Human Rights, adopted in 2016.
 - a. Yes ____ If you have other specific mandate(s), proceed to question 3.
 - b. No ____ If you do not have other specific mandate(s), proceed to question 4.
3. If you have other specific mandate(s), please indicate the following for each one.
(Add additional rows as needed if there are more than one).

If the mandates provided in the last report remain in force (summarized in Section II.A. (pp. 10-16) and Annex 1 item 2 of the prior report), please so indicate. If so, you need not provide them again. However, if additional relevant mandates were adopted in the period covered by this report, please list them below:

Mandate (textual) and date of adoption	Source of the mandate ⁵	How it is being fulfilled	Observations

4. Describe your department/unit/organ’s strategy(ies) for integrating a rights-based and gender equality approach in its activities. *Use as much space as you need for your answer.*

If you have the same strategy or strategies described for the last report (summarized in Section II.B. (pp.12-16) and Annex 1 item 4 of the previous report), please so indicate. If so, you need not provide the information again. However, if you have another strategy/other strategies, please explain them below:
5. Describe the policy(ies), program(s) and/or project(s) that promote gender equality and women’s rights in your department/unit/organ.

5. Source of the mandate: mandates issuing from the General Assembly, Permanent Council, Summits, Ministerial Meetings, and Inter-American Commissions/Committees and the like.

6. In connection with the information described above, please provide for each case (policy, program or project), the title, objective, starting date and duration, most important achievements/results, partnerships and participating agencies, financial resources available, etc. *Add additional rows as necessary if there is more than one.*

As reference, Section II.D of the last report (pp.24-29) contains a list of the projects and programs provided for the last report, and Section III (starting on page 32) provides details on them.

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

7. Has integration of women’s human rights and a gender equity and equality perspective been promoted in the reports published by your department/unit/agency?
- a. Yes _____
- b. No _____ If you answered no, please indicate why not (*use as much space as you need*).
8. Of the 2017 Operational Goals⁶ approved for your department/unit/organ, indicate the programs, projects, and other activities that integrate a gender and/or rights-based perspective. Complete the following chart, indicating the Operational Goal to which they correspond. *Add additional rows as necessary.*

Secretariat	Department	Project/program/activity	Applicable Operational Goal (provide the goal number and text)

9. Indicate if your department/unit/organ acts as Technical/Executive Secretariat for any Inter-American Commission(s)/Committee(s), Ministerial Meeting(s) or the like.
- a. Yes _____ Which one(s)? _____
- b. No _____
10. 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).

6 The 2017 Operational Goals of the OAS General Secretariat can be found at: http://oasconnect/Portals/0/Plan-Ctrl-Eval/Planning_&Control/POAs/POA_2017_SPAN_V2.pdf

- a. Yes, it is present: _____
Name of the body(ies): _____
Explain how (*use as much space as you need for your answer*).
- b. No, it is not present: _____
Name of the body(ies): _____
Explain why not (*use as much space as you need for your answer*).
11. 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 of your department/unit/organ. *Use as much space as you need for your answer.*
12. Has anyone from your department/unit/organ ever participated in any gender-related training workshops or activities?
- a. Yes _____ In case of a positive answer, also answer c)
b. No _____
c. Specify the name(s) of the aforementioned officers and the activities in which they have participated. *Use as much space as you need for your answer.*
13. Has your department/unit/organ carried out any internal initiatives to raise awareness among and/or train the staff on gender equality and/or discrimination?
14. Specify the type of technical support that your department/unit/organ requires from the CIM/OEA in order to move forward on implementation of the PIA in the framework of the Plan of Action for the implementation of the OAS General Secretariat's Institutional Policy on Gender Equity and Equality, Diversity, and Human Rights. *Use as much space as you need for your answer.*

Country Offices

1. OAS Country Office
Country: _____

2. Does your office have any strategy in place for integrating a rights-based and gender equality approach in its activities? If it does, please describe it. If it does not, please explain why not. *Use as much space as you need for 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. a) 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. *For more than one case, add the necessary rows.*

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

- b) Has integration of women's human rights and a gender equity and equality perspective been promoted in the reports published by your office?
 - i) Yes _____
 - ii) No _____ No _____ If you answered no, please indicate your reason(s) (*use as much space as you need*).

5. Does your Office have the necessary technical capacity to implement a rights-based and gender equality approach?
 - a) Yes _____ In case of a positive answer, also answer c)
 - b) No _____
 - c) Describe your Office's technical capacity. *Use as much space as you need for your answer.*

6. Has anyone from your Office ever participated in any gender-related training workshops or activities?
 - c) Yes _____ In case of a positive answer, also answer c)
 - d) No _____
 - c) Specify the name(s) of the aforementioned employees and the activities in which they have participated. *Use as much space as you need for your answer.*

7. Specify the type of technical support that your Office requires from the CIM/OAS in order to move forward with implementation of the IAP. *Use as much space as you need for your answer.*