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REPORT OF THE SECRETARY GENERAL ON THE STATUS OF "IMPLEMENTATION OF  
THE INTER-AMERICAN PROGRAM ON THE PROMOTION OF WOMEN'S  
HUMAN RIGHTS AND GENDER EQUITY AND EQUALITY," MADE  
PURSUANT TO RESOLUTION AG/RES. 1853 (XXXII-O/02)

This document is being distributed to the permanent missions and  
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**Organización de los Estados Americanos**  
**Organização dos Estados Americanos**  
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**Organization of American States**

17<sup>th</sup> Street and Constitution Avenue N.W. • Washington, D.C. 20006

May 6, 2003

Excellency:

I have the honor of addressing Your Excellency to transmit the Report of the Secretary General on the “Implementation of the Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality,” pursuant to AG/RES. 1853 (XXXII-O/02).

Accept, Excellency, the renewed assurances of my highest consideration.

César Gaviria  
Secretary General

His Excellency  
Odeen Ishmael  
Ambassador, Permanent Representative of Guyana  
Chair of the Permanent Council  
of the Organization of American States  
Washington, D.C.

REPORT OF THE SECRETARY GENERAL ON THE STATUS OF "IMPLEMENTATION OF  
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**I. BACKGROUND**

In April 2000, in fulfillment of the mandate issued 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," the OAS convened a meeting of ministers or of the highest-ranking authorities responsible for the advancement of women in the member states. At that meeting, which was coordinated by the CIM, the ministers adopted the "Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality" (IAP or the "Program").

The IAP was presented to the session of OAS General Assembly held in Windsor, Canada, from June 4 to 6, 2000, which adopted it in resolution AG/RES. 1732 (XXX-O/00), "Adoption and Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality." In that resolution, the Secretary General is requested to present annual reports to the General Assembly on implementation of the Program.

The Program provides an unprecedented comprehensive approach to gender mainstreaming within both the inter-American system and the member countries. It is intended to support the efforts of OAS member states and inter-American organizations in the systematic integration of a gender perspective in their policies, programs, and strategies. Moreover, it is a tool for achieving gender equity and equality in all public policy arenas, such as the legal and judicial areas, and the areas of education, labor, politics, and health.

The IAP assigns to the Inter-American Commission of Women (CIM) the task of implementing it and designates the CIM as the principal forum for generating hemispheric policy to promote human rights and gender equity and equality. The Program also instructs the CIM to present a report to the Meeting of Ministers to be held in 2004, on initiatives taken to integrate the gender perspective and on the specific results obtained.

The IAP's objectives and lines of action contribute to fulfilling the mandates of the CIM Strategic Plan of Action, the Biennial Work Program of the Commission, and the Summits of the Americas. In that connection, it should be noted that resolution AG/RES. 1732 (XXX-O/00) is closely linked to 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 of the Americas and it is proposed to integrate a gender perspective as a cross-cutting theme in the Political Declaration and Plan of Action thereof. The IAP also recommends that a meeting of ministers be held every four years to contribute to the follow-up activities of the Summit of the Americas. The next meeting will be convened for early 2004.

In 2002, the OAS General Assembly adopted resolution AG/RES. 1853 (XXXII-O/02), "Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality," in which the General Assembly receives the second report on the

implementation and promotion of the Inter-American Program and reaffirms the governments' commitment to integrate a gender perspective in their national programs and policies.

Both the abovementioned resolution and resolution AG/RES. 1883 (XXXII-O/02), "Observations and Recommendations on the Annual Reports of the Organs, Agencies, and Entities of the Organization" instruct the OAS organs, agencies, and entities to include in their reports to the General Assembly a detailed account of the measures taken to implement the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality and to integrate a gender perspective into their programs, projects, and activities.

The Plan of Action of the Third Summit of the Americas was the first to adopt a chapter on gender equality. That chapter endorses the Inter-American Program.

The prior initiatives adopted by governments that resulted in this important achievement are listed in Appendix I of this report.

## II. ACTIONS TO IMPLEMENT THE INTER-AMERICAN PROGRAM

### 1. CIDA-OAS/CIM PROJECT

Section 2, paragraph 2.1.3 and 2.1.4 of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality establish the need to adopt measures 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 to attain that objective.

**Comment [KL1]:** Section 2, paragraph 2.1.4 of the Inter-American Program. KRL

#### 1.1. Signing of the agreement – Project objectives

On May 29, 2001, the OAS Secretary General signed an agreement with the Canadian International Development Agency (CIDA) to develop the OAS Gender Mainstreaming Project, which is being coordinated by the OAS and the CIM. Its objective is to ensure that the projects and programs carried out by the OAS benefit women and men, and girls and boys, in an equal, equitable, and appropriate manner so as to prevent the perpetuation of existing gender inequalities and to improve the compilation of relevant statistics, disaggregated by sex. The time for project execution was estimated at two years, that is, through the end of 2003.

**Comment [KL2]:** [scm.oas.org/doc\\_public/ENGLISH/HIST\\_02/CP10507E07.doc](http://scm.oas.org/doc_public/ENGLISH/HIST_02/CP10507E07.doc) KRL

#### 1.2. Executive Committee

Further to the information provided in 2002, the executive committee of this project, comprising representatives of the Office of the Secretary General, the Permanent Secretariat of the Inter-American Commission of Women (CIM), and the Department of Human Resource Services, continues to hold meetings and to work on the coordination and follow-up necessary to move forward with the project.

### 1.3. Coordinating Committee

As indicated in the earlier report, a larger group was established, with representatives from most of the General Secretariat organs and agencies, to cooperate with the executive committee in its work to implement the project and to help to coordinate it. In February 2002, the Secretary General appointed 32 persons (including the five members of the executive committee) to the steering committee.

### 1.4 Project launch – training courses

On May 22, 2002, as a first step in launching the project, a conference was held, to which were invited high-level OAS staff members, ambassadors, and OAS permanent mission officials.

The event was held in the Hall of the Americas, and the following individuals spoke: the OAS Secretary General, Dr. César Gaviria, the Permanent Representative of Canada to the OAS, Ambassador Paul D. Durand, and the Executive Secretary of the CIM, Ms. Carmen Lomellin. The following experts also participated in the meeting: Diana Rivington, Director, Gender Equality and Child Policy Division, CIDA/Canada; Cecilia Valdivieso, Sector Manager, Gender and Development Group, World Bank, and Dr. Elizabeth Abi-Mershed, Principal Specialist of the Inter-American Commission on Human Rights (IACHR). On that occasion, the contract was signed with Kartini International, the company selected to conduct the training courses.

It was estimated that approximately 200 staff members whose work involves project design, execution, or evaluation would receive training at OAS headquarters, along with some 40 staff members away from headquarters.

In July 2002, the training material was finalized. From August 2002 to May 2003, eight training courses were held at OAS headquarters and two were held for field staff, one in January 2003 in Montevideo, Uruguay, and the other in February 2003, in Miami, United States. These courses provided training for professionals of other OAS areas, such as the Inter-American Children's Institute (IIN), the Unit for the Promotion of Democracy (UPD), and the Unit for Sustainable Development and Environment (USDE) who are assigned projects away from headquarters. Also participating were staff members of the Pan American Health Organization (PAHO) and the Inter-American Development Bank (IDB) who, when informed of the project, expressed an interest in an invitation to attend.

The results were evaluated during the course in order to benefit in future courses from the experience gained. In addition, in May 2003, the final evaluation of the results of all courses will be made, and strategies for project follow-up will be established.

To ensure the continuity of OAS staff training in the integration of a gender perspective in the projects, programs, and policies of the Organization, the firm Kartini International, as part of its contract, conducted a special training course for the training of trainers, for a group of nine staff members from different General Secretariat areas.

Comment [KL3]: [www.developmentgateway.org/node/130625/subpages/team-members?type=gdg\\_advisor](http://www.developmentgateway.org/node/130625/subpages/team-members?type=gdg_advisor) KRL

Comment [KL4]: [www.worldbank.org/gender/resources/csw.htm](http://www.worldbank.org/gender/resources/csw.htm) KRL

Comment [KL5]: [www.cidh.oas.org/Comunicados/English/2002/Press4.02.htm](http://www.cidh.oas.org/Comunicados/English/2002/Press4.02.htm) KRL

The results of the courses have exceeded expectations; the enthusiasm of the participants and the comments received attest to the fact that the training project is of great practical utility in the work of OAS staff members. Kartini International also gained the participants' respect through its expertise, knowledge of the topic, teaching skill, and capacity to motivate course participants.

The participants in the training sessions already suggested specific activities that they would implement in their respective jobs to promote gender mainstreaming in OAS projects and programs.

### **1.5 Interactive forum for information exchange**

One of the project's main objectives is to strengthen OAS capacity, through the CIM, to serve as a focal point and hemispheric forum for the exchange of information regarding best practices. It will also serve to guide and direct gender mainstreaming in the design of projects and/or policies of specific areas and of the interactive forum, where OAS staff members and individuals from all member states may seek answers to their questions on gender mainstreaming-related topics. To that end, a Web page is being developed as part of the CIM Web page, in consultation with the General Secretariat. The design thereof is now complete and the page will include copies of the material prepared by Kartini International that was used in the training courses. It is planned to include other tools compiled on specific economic sectors and links with the Web pages of other important information sources.

### **1.6 Preliminary results of the project**

Although the CIDA-OAS/CIM project is a work in execution, it is already showing impressive results and it may be anticipated that its influence will continue to grow, with the great interest and support of OAS staff members. Interest has already been generated in PAHO and the IDB in organizing similar training programs for their staff members.

### **1.7 Executive Committee of the CIM – Ad hoc Inter-Institutional Forum on Gender Equality**

On February 19, 2003, the Ad hoc Inter-Institutional Forum on Gender Equality, bringing together staff members of international organizations to exchange information on successful practices to ensure that a gender perspective has been duly integrated in their programs, held its first informal meeting. The Forum is the result of a proposal presented by the Government of Canada and adopted by the Executive Committee of the CIM in 2002.

Present at the meeting, along with the Delegates of the CIM and OAS permanent mission officials, were representatives of the Economic Commission for Latin America and the Caribbean (ECLAC), the Pan American Health Organization (PAHO), the Secretariat for the Summit Process, the Unit for the Promotion of Democracy (UPD), and other specialized organizations, whose exchanged ideas on the best way to share information and best practices in order to implement the Inter-American Program in the Hemisphere. Participants made recommendations on how to launch the Forum's activities. They also agreed that, for it to have significant impact, there should be participation in the Forum by the highest levels of the organizations involved, and that its meetings should be held two or three times each year. There was also agreement that the Forum would be a

**Comment [KL6]:** As it appears in CIM/RES. 219 (XXXI-0/02) KRL

valuable instrument to measure progress, focus on positive results, and prevent duplication of effort and expenditure.

## **2. ACTIVITIES CARRIED OUT BY OAS BODIES**

As mentioned at the beginning of this report, in 2002, the OAS General Assembly adopted resolutions AG/RES. 1853 (XXXII-O/02), "Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality" and AG/RES. 1883 (XXXII-O/02), "Observations and Recommendations on the Annual Reports of the Organs, Agencies, and Entities of the Organization," which instruct the OAS organs, agencies, and entities to include in their reports to the General Assembly a detailed account of the measures taken to implement the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality and to integrate a gender perspective into their programs, projects, and activities.

This information has been included in Appendix II of this document.

## **III. BUDGET**

Resolution AG/RES. 1853 (XXXII-O/02), operative paragraph 4.a instructs the Secretary General and the Permanent Council to allocate to the CIM, in the program-budget for 2003, the human and financial resources it needs to act as an organ for follow-up, coordination, and evaluation of the Inter-American Program. Resources that might be allocated to that end were not identified. In respect of operative paragraph 4.b, in 2003, a budget item of approximately US\$23,000 was approved from the account of the Secretariat for Conferences and Meetings for holding SEPIA III. Lastly, in respect of operative paragraph 4.c, approval is pending of funds to hold the Second Meeting of Ministers or of Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States, which is to be convened by 2004.

Apart from the cases mentioned, there are no budgetary allocations of resources to carry out this mandate and, therefore, to implement the Program.



## APPENDIX I

### OAS GENERAL ASSEMBLY RESOLUTIONS RELATED TO GENDER

- In AG/RES. 1422 (XXVI-O/96), "Cooperation within the Inter-American System to Ensure Full and Equal Participation by Women in the Development Process," which invited the organs, agencies, and entities of the inter-American system to work with the CIM by drawing up joint action programs within their respective spheres. Moreover, it requested the Secretary General to establish the mechanisms required to ensure coordination, as necessary, of women's issues between the various areas of the General Secretariat and the Executive Secretariat of the CIM regarding women's issues.
- In AG/RES. 1432 (XXVI-O/96), "Status of Women in the Americas," which recommended to the member states they strengthen existing mechanisms or create new ones for the advancement of women. It further recommended that they take gender analysis into account when devising and executing public policy. It urged the Inter-American Council for Integral Development (CIDI) to consider a gender perspective in designing and executing development projects and reiterated the importance of full compliance with the Strategic Plan of Action of the Inter-American Commission of Women.
- In AG/DEC. 18 (XXVIII-O/98), "Declaration on Equal Rights and Opportunity for Women and Men and Gender Equity in Inter-American Legal Instruments," which declared that all inter-American legal instruments relating to the rights of individuals should be applied by the member states of the OAS as well as by its organs, specialized agencies, and departments, in such a way as to ensure equality of women and men before the law, equal opportunity for women and men, and gender equity. It called upon the member states to take concrete steps to promote equality of women and men before the law, equal opportunity for men and women, and gender equity, at both the national and international levels, and recommended that any relevant inter-American instruments adopted in the future on the rights of individuals expressly ensure the equality of women and men before the law, equal opportunity for men and women, and gender equity.
- In AG/RES. 1625 (XXIX-O/99), "Status of Women in the Americas and Strengthening and Modernization of the Inter-American Commission of Women," which called, for the first quarter of 2000, a meeting of ministers or of the highest-ranking authorities responsible for the advancement of women in the member states and requested the CIM, acting as coordinator for the aforementioned meeting, to prepare a draft agenda that would include approval of the "Draft Inter-American Program on the Promotion of Women's Rights and Gender Equity" and consideration of the commitments adopted by the Summits of the Americas. It reiterated to the General Secretariat and the Permanent Council the contents of its resolution AG/RES. 1586 (XXVIII-O/98), with a view to improving the financial condition of the Inter-American Commission of Women, decided to include on the agenda of the thirtieth regular session of the General Assembly the item: Approval of the "Inter-American Program on the Promotion of Women's Rights and Gender Equity," and requested

Comment [ejy7]: EJYoder

Comment [ejy8]: EJYoder

the Permanent Council to report on the implementation of this mandate to the General Assembly at its thirtieth regular session.

- In AG/RES. 1635 (XXIX-O/99), "American Declaration of the Rights and Duties of Man," the General Assembly extended the mandate given to the Permanent Council in resolution AG/RES. 1591 (XXVIII-O/98) to study and propose, if appropriate, changing the title "American Declaration of the Rights and Duties of Man" to "American Declaration of the Rights and Duties of Persons," or any other agreed term, and replacing the word "man" in the text with "person," or any other agreed term, where appropriate. It requested the Permanent Council to report on the implementation of this mandate to the General Assembly at its thirtieth regular session.
- In AG/RES. 1669 (XXIX-O/99), "Observations and Recommendations on the Annual Reports of the Organs, Agencies, and Entities of the Organization," the General Assembly requested that the organs, agencies, and entities of the Organization include in the annual report to be presented to the General Assembly at its thirtieth regular session the draft resolutions they saw fit to transmit to the Assembly, and that they include in their annual reports, if appropriate, consideration of a gender equity approach.
- In AG/RES. 1732 (XXX-O/00), "Adoption and Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality," the General Assembly adopted that Program and instructed the CIM to serve as the organ for follow-up, coordination, and evaluation of the said Program and the actions taken to implement it. It urged the OAS General Secretariat to see that a gender perspective was incorporated in all work, projects, and programs of the organs, agencies, and entities of the OAS, in fulfillment of the Program. It instructed the Permanent Council to propose to the OAS General Assembly, at its thirty-first regular session, the allocation of technical, human, and financial resources, within the program-budget of the Organization, so that both the General Secretariat and the CIM might implement this Program. Moreover, it urged the General Secretariat to allot to the CIM, in the program-budget for 2001, the human and material resources needed to implement the Inter-American Program and resolution AG/RES. 1592 (XXVIII-O/98), "Status of Women in the Americas and Strengthening of the Inter-American Commission of Women," and urged the organs of the OAS and specialized organizations of the inter-American system to provide the support necessary to implement the Inter-American Program.
- In AG/RES. 1741 (XXX-O/00), "Integrating a Gender Perspective in the Summits of the Americas," the General Assembly requested that the member states in the Summit Implementation Review Group (SIRG) take concrete action to integrate a gender perspective as a cross-cutting theme in the Proposed Political Declaration and Plan of Action for the Third Summit of the Americas. It requested that the SIRG consider including a specific section related to women's issues within the area of "democracy and human rights." It recommended that the Meetings of Ministers or of the Highest-ranking Authorities Responsible for the Advancement of Women in the Member States be held every four years in order to contribute to the preparatory and follow-up activities of the Summits of the Americas. It encouraged the governments to consider the recommendations of the Inter-American Commission of Women in the process of preparing the Political Declaration and

Plan of Action of the Third Summit of the Americas, The CIM should prepare recommendations and provide technical support for this purpose. It instructed the General Secretariat and the CIM to transmit this resolution to all the organs, agencies, and entities of the inter-American system to ensure that they would take it into account in the preparation and implementation of their work plans and programs and instructed the OAS General Secretariat to allocate the necessary resources to the CIM for the implementation of these mandates, within the resources allocated in the program-budget and other resources.

Comment [KFC9]:

- In AG/RES. 1777 (XXXI-O/01), "Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality," the General Assembly received with satisfaction the first report on the implementation and promotion of the Inter-American Program; reaffirmed the governments' commitment to integrate a gender perspective into their national programs and policies; and urged the Secretary General to continue his efforts to implement the objectives of the Inter-American Program and promote the integration of a gender perspective in the Organization's activities, policies, programs, projects, and agendas. It instructed the Secretary General and the Permanent Council to assign to the CIM, in the program-budget for 2002, the human and financial resources it needs to act as an organ for follow-up, coordination, and evaluation of the Program and of actions taken to implement that Program, and requested voluntary contributions to accelerate the implementation of the Inter-American Program. It requested the Secretary General to report to the General Assembly, at its next regular session, on activities undertaken by all organs, agencies, and entities of the OAS to implement the Inter-American Program and to present pertinent recommendations.
- In AG/RES. 1790 (XXXI-O/01), "Appointment of Women to Senior Management Positions at the OAS," the General Assembly urged the Secretary General to reaffirm the goal that women should occupy, by the year 2005, 50% of posts at each level within the OAS system, particularly at the P-4 level and above, and invited him to appoint qualified women as representatives and special envoys and to actively seek and support the nomination, election, or appointment of qualified women to all vacant positions in the OAS. It also requested him to continue his work to establish policies of gender equality in the workplace and to monitor closely the progress made by OAS organs, agencies, and entities in meeting the goal and to report thereon to the General Assembly at its thirty-second regular session. It urged the member states to support those efforts.
- In AG/RES. 1853 (XXXII-O/02), "Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality," the General Assembly received the second report on the implementation and promotion of the Inter-American Program; reaffirmed the governments' commitment to integrate a gender perspective into their national programs and policies; and instructed the Permanent Council: (1) to continue allocating to the CIM, in the program-budget for 2003, the human and financial resources it needs to act as an organ for follow-up, coordination, and evaluation of the Inter-American Program; (2) in the 2003 budget, to assign the funds needed to hold meetings to follow up on the Program, including meetings of the ad hoc Inter-Institutional Forum on Gender Equality; and (3) to take into account, in the budget to be approved for 2004, the Second Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States, which should be convened in April 2004.

It also requested the Secretary General: (1) to instruct the OAS organs, agencies, and entities, through the appropriate channels, to include in their reports to the General Assembly an account of the measures taken to implement the Inter-American Program; and (3) to report to the General Assembly at its thirty-third regular session on the implementation of this program.

- In AG/RES. 1872 (XXXII-O/02), "Appointment of Women to Senior Management Positions at the OAS," the General Assembly urges the Secretary General to reaffirm the urgent goal that women should occupy, by the year 2005, 50% of posts at each level within the OAS organs, agencies, and entities, particularly at the P-5 level and above; to appoint qualified women as representatives and special envoys; and to actively seek and support the nomination, election, or appointment of qualified women to all vacant positions in the OAS. It also asks him to continue his work to establish policies of gender equality in the workplace; and to monitor closely the progress made by OAS organs, agencies, and entities in meeting that goal, and to report thereon to the General Assembly at its thirty-third regular session. It also urges all member states to support the efforts of the Secretary General and of the President of the CIM by identifying, and regularly submitting, through their permanent missions to the OAS, the most highly-qualified women candidates to occupy positions of trust within the OAS and to encourage more women to apply for vacant positions, which will have been widely publicized in all member states.
- In AG/RES. 1883 (XXXII-O/02), "Observations and Recommendations on the Annual Reports of the Organs, Agencies, and Entities of the Organizations," the General Assembly instructs the OAS organs, agencies, and entities to include in their reports to the General Assembly a detailed account of the measures taken to implement the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality and to integrate a gender perspective into their programs, projects, and activities.

## APPENDIX II

### INFORMATION RECEIVED FROM THE ORGANS, AGENCIES, AND ENTITIES OF THE OAS

On October 12, 2002, the General Secretariat forwarded a memorandum to all organs, agencies, and entities of the Organization that reiterated the need to fulfill the provisions of operative paragraph 5 of resolution AG/RES. 1853 (XXXII-O/02) and operative paragraph 3 of AG/RES. 1883 (XXXII-O/02).

As indicated in Section II.2 of this document, this appendix is a compilation of all information received. The General Secretariat would like to underscore its satisfaction with the progress made in implementing, since its adoption in 2002, the Inter-American Program, details of which are given below.

#### INTER-AMERICAN DRUG ABUSE CONTROL COMMISSION (CICAD)

Between 1995 and 1999, CICAD developed and executed a regional project that addressed the specific problems faced by female drug abusers seeking treatment for their addiction; the hidden issue of violence against women by their alcohol- and drug-abusing partners, and the health problems posed by drug and alcohol use during pregnancy. Although the project has ended for lack of funding, the Executive Secretariat is making efforts to secure additional resources to reactivate the network of institutions and individuals interested in this topic.

In its program of statistics on all aspects of the drug problem, the statistics reveal very different behaviors by men and women in their participation in the production, trafficking and use of drugs.

Many of the Executive Secretariat's professional staff have participated in the OAS training program on gender mainstreaming, and one staff member has been trained as a trainer of trainers, with the goal of including gender issues in the project planning and evaluation process. One of CICAD's demand reduction projects was formally evaluated in 2003 by an external evaluator, whose terms of reference included a specific mention of gender impact. Some reports to donors are also now including information on gender impact.

Comment [KL10]: English text provided in document to be translated. KRL

#### DEPARTMENT OF PUBLIC INFORMATION (DPI)

This past year, the DPI produced two television programs on women's issues: Violence against Women, and Women Telling Their Stories – Overcoming Barriers to Success. These were webcast, transmitted by the State Department's Embassy Television Network, and MHz TV on cable.

The CIM and the DPI also produced "Women of the Americas", a 30-minute documentary in English and Spanish on the history of CIM and the struggle of women of the Hemisphere for social, cultural and political affirmation. The video is being distributed through TV Stations in the US and other member states and to universities and schools. Copies of this documentary, a best seller, can

also be purchased on the web. The recordings for a new CIM project, a 30-minute video on successful women in the political, cultural, and professional fields are almost finished.

The DPI also produced regular features on CIM and its work in its daily radio programs "La Voz de la OEA" and "Americas Today," and featured it in "Escenario" and "Focus on the Americas." DPI's Director and other high and medium-level officials participated in the OAS Gender Integration workshops; a radio program on the outcome of this effort was produced.

Radio interviews were conducted with CIM personnel, the President of CIM, and delegates from across the hemisphere, who attended meetings on issues pertaining to the CIM agenda. Additionally, the last issue of Americas Forum (e-zine 16) was dedicated fully to commemorating the 75th anniversary of CIM. In that issue, information pertaining to Gender Equality, Violence against Women and Trafficking of Women and Children was included, as well as interviews with both the Executive Secretary and the President of CIM.

In general, whenever possible, the DPI has tried to include an equal number of women and men speakers in panels of experts. It has also invited renowned women speakers to talk and moderate conferences (Georgie Anne Geyer, Maria Elena Salinas, journalists, Mirta Roses, Director of the Pan-American Health Organization (PAHO) (Despejando Dudas), and Barbara McDougall, former Minister of External Affairs, and President of the Canadian Institute for International Affairs).

**Comment [KL11]:** English text provided in document to be translated. KRL

#### **OFFICE OF SCIENCE AND TECHNOLOGY (SCI)**

The Office of Science and Technology has been participating actively in the OAS Gender Mainstreaming Project that seeks to integrate a gender perspective in the policies and programs of the Organization. In that connection, a high SCI specialist has been trained as a trainer, participating in the original training program for trainers, the pilot training courses, and many of the subsequent training sessions.

The Office is now implementing gender-mainstreaming strategies in the program of activities, projects, and programs, and on any other possible occasion available to it to that end. It is currently seeking to raise funds from different sources, including the Government of Canada and the reserve subfunds of the regular fund of CIDI, to begin deliberations on gender mainstreaming in science and technology in the Hemisphere. This initiative is being presented to the Inter-American Committee on Science and Technology (COMCYT) for its approval.

The Office is also working with countries coordinating science and technology projects to include a gender component in new project proposals for 2004. Recently, certain specific project proposals concerned with profiles presented by the Office to the OAS' Inter-American Agency for Cooperation and Development (IACD) have also integrated a gender perspective. One example is the profile for science and technology indicators and gender mainstreaming in a methodology now being developed for specialized biotechnology indicators.

## **INTER-AMERICAN COMMISSION ON HUMAN RIGHTS (IACHR)**

In keeping with the principles of equality and non-discrimination, fundamental elements of the inter-American human rights instruments, the Inter-American Commission on Human Rights (IACHR) is focusing specifically on women's human rights and gender equity and equality. Since its establishment in 1994, the Special Rapporteurship on Women's Rights has served as a focal point for progress in moving forward in fulfilling the IACHR's mandate in this area.

Since its initial study and the resulting report, this Rapporteurship has played a vital part in the Commission's work to protect women's rights through the publication of thematic studies, assisting in the development of new jurisprudence in this area within the individual case system, and supporting the investigation of broader issues affecting the rights of women in specific countries of the region through on-site visits and country reports. One of the basic principles informing and reflected in such work on an ongoing basis is the need to integrate a gender perspective in both the planning and the implementation of the IACHR's initiatives and in formulation of public policy and decision-making in all member states.

More specifically, the Special Rapporteur on Women's Rights serves to raise awareness of the need for further action to ensure that women are able to exercise their basic rights; issue specific recommendations aimed at enhancing member state compliance with their priority obligations of equality and nondiscrimination; promote mechanisms—for example, the filing of individual complaints of violations—that the inter-American human rights system provides to protect the rights of women; conduct specialized studies and prepare reports in this area; and assist the Commission in responding to petitions and other reports of violations of these rights in the region. (For additional information on the Special Rapporteur on Women's Rights, including thematic and country reports and pertinent individual cases, visit [www.cidh.org](http://www.cidh.org), under the heading "Rapporteurships").

The report "2002 Update on the Work of the Rapporteurship on the Rights of Women," published in the Annual Report of the Inter-American Commission on Human Rights 2002, states that, among its recent activities, the Rapporteurship made its first on-site visit to study the situation of violence against women in Ciudad Juárez, Mexico. The report, prepared on the basis of this visit and a series of follow-up activities, was published in the annual report of reference. In addition, the Rapporteurship assisted the IACHR Secretariat in a wide range of activities such as those described above; coordinated and participated in different promotion activities; established a space on the IACHR's Web page specifically devoted to the work of the IACHR in the area of women's rights; and participated in activities in collaboration with the CIM, including the meeting of experts that formulated recommendations on "gender and justice" presented at the Fourth Meeting of Ministers of Justice.

The obligations of equality and non-discrimination remain reference points for the selection of the topics to be addressed by the Rapporteurship. In addition, the Commission and its Rapporteurship focus in particular on the problem of violence against women, which is a manifestation of gender-based discrimination, as is recognized in the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, "Convention of Belém do Pará."

The current work program of the Rapporteurship is designed to address a priority challenge for the rights of women throughout the Hemisphere: how to ensure women effective access to justice, particularly women who have been subjected to violence. The priority nature of this challenge has been amply demonstrated in the Rapporteurship's thematic work and in the Commission's case system and country reporting. It has also been underscored in the challenges identified as priorities by member states, experts, and civil society representatives. The Rapporteurship's work program takes as its point of departure that prompt access to effective judicial protection and guarantees is the first line of defense for the protection of basic rights, and takes as its challenge the fact that victims of gender-based violence and discrimination are often unable to obtain such access, and cannot therefore assert their rights. The fact that there is impunity in the perpetuation of most cases of violence against women serves to perpetuate this grave violation.

A large number of IACHR staff members participated in the training program on gender mainstreaming organized by the OAS.

#### **INTER-AMERICAN TELECOMMUNICATION COMMISSION (CITEL)**

In 2002, CITEL prepared and participated in highly pertinent meetings at the world level in the telecommunications area. CITEL brought to these events inter-American proposals representing the position of the region, the majority of which were adopted. At these meetings, in which a large number of OAS member states participated, resolutions were adopted on the topic of gender, details of which are provided below.

The World Telecommunication Development Conference (WTDC-02) of the International Telecommunication Union (ITU) adopted Resolution 44, "Mainstreaming gender in ITU-D programmes." In that resolution, it is resolved that the Telecommunication Development Bureau would include gender initiatives in each of the programs established under the Istanbul Action Plan in order to, *inter alia*: monitor and evaluate projects and programmes to assess gender implications; include gender indicators within regulatory agencies and ministries and promote inter-organizational cooperation and gender related initiatives in the telecommunication sector; and promote access to rural ITC facilities, such as telecenters operated and managed by women.

**Comment [KL12]:** <http://www.itu.int/ITU-D/isap/WTDC-02/FinalReport/Section4/Resolutions/Res044.pdf> KRL

Subsequently, the Plenipotentiary Conference of the International Telecommunication Union (ITU) adopted resolution PLEN/3 of PP-02, "Bridging the digital divide," which instructs the Director of the Telecommunication Development Bureau to implement pilot projects jointly with planned telecenter and community center projects, seeking to address in particular gender issues in rural areas (see Annex 2). It also adopted Resolution 70, "Gender mainstreaming in the ITU," where it is resolved, *inter alia*, to incorporate the gender perspective in implementing the ITU's Strategic Plan and Financial Plan 2004-2007, and in the operations plans of the Bureaux and of the General Secretariat, and the Secretary General is instructed to include a gender perspective in the ITU's contributions to the World Summit on the Information Society.

**Comment [KL13]:** [http://216.239.39.104/search?q=cache:rjm5HpCi24C:www.usitua.org/uploaded\\_files/ThePointDec2002.doc+%22Bridging+the+digital+divide%22+AND+%22Plenipotentiary+Conference%22+AND+Plen/3&hl=en&ie=UTF-8](http://216.239.39.104/search?q=cache:rjm5HpCi24C:www.usitua.org/uploaded_files/ThePointDec2002.doc+%22Bridging+the+digital+divide%22+AND+%22Plenipotentiary+Conference%22+AND+Plen/3&hl=en&ie=UTF-8) KRL

**Comment [KL14]:** [http://216.239.39.104/search?q=cache:rjm5HpCi24C:www.usitua.org/uploaded\\_files/ThePointDec2002.doc+%22Bridging+the+digital+divide%22+AND+%22Plenipotentiary+Conference%22+AND+Plen/3&hl=en&ie=UTF-8](http://216.239.39.104/search?q=cache:rjm5HpCi24C:www.usitua.org/uploaded_files/ThePointDec2002.doc+%22Bridging+the+digital+divide%22+AND+%22Plenipotentiary+Conference%22+AND+Plen/3&hl=en&ie=UTF-8) KRL

In the CITEL framework, among the terms of reference of CITEL's Conference Preparatory Working Group is to study how the ITU is implementing these mandates. The topic of gender mainstreaming will be included on the draft agenda for the meeting of the Steering Committee to be held at OAS headquarters August 11-13, 2003. CITEL's Steering Committee comprises the Chair and Vice Chair of the Permanent Executive Committee of CITEL (COM/CITEL) and the Chairs of

the Permanent Consultative Committees (CCPs), and studies the status of activities of the different CITELE bodies with a view to making the pertinent suggestions to COM/CITELE.

#### **TRADE UNIT (TU)**

In fulfillment of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality, the Trade Unit has taken the following steps:

It will include a session on gender and trade in the course "Multilateral and Regional Trade Issues for the Americas: The Doha Development Agenda and the FTAA Process," being given in conjunction with the World Trade Organization and Georgetown University (in Washington, D.C.) and the University of the West Indies (Cave Hill campus, Barbados). Over 25 government officials and staff members of regional institutions from throughout the Hemisphere with responsibility for the topic of trade policy and economic integration will participate on each course.

Comment [KL15]: [http://tradecourse.sice.oas.org/Public/partins\\_e.asp](http://tradecourse.sice.oas.org/Public/partins_e.asp) KRL

The Unit held an informational meeting with the Inter-American Commission of Women (CIM) to provide additional information on the activities of the Commission and explore ways of mainstreaming gender issues in the trade policies of the countries.

The Unit participated in the OAS Gender Mainstreaming Training Program on.

The Unit gave a presentation on the topic of gender and trade at the Heinrich Boll Foundation to a delegation from Latin America and the Caribbean.

#### **UNIT FOR SOCIAL DEVELOPMENT AND EDUCATION (UDSE)**

In the framework of its horizontal cooperation strategy, the UDSE is looking into programs in its area of competence that include the promotion of women's rights and gender equity. In its labor and employment area, the UDSE is supporting the preparation of a portfolio of exemplary programs that brings together labor policies developed by labor ministries that integrate a gender perspective. This portfolio is being prepared in coordination with the CIM in support of the commitment made by the Commission in the framework of the Inter-American Conference of Ministers of Labor.

Comment [KL16]: <http://www.oas.org/udse/acc3cult-theme2.html> KRL

The Unit is planning, in coordination with the CIM, to hold a seminar on gender, labor policy, and the labor market in the framework of activities to follow up on the Inter-American Conference of Ministers of Labor. The objective of this seminar is to share labor ministry experiences of gender mainstreaming in their programs and to study the reality of women in the labor market.

As part of the preparatory work for this seminar, on February 14, 2003, a preparatory meeting was held with the participation of experts from the IDB, the ILO, PAHO, the U.S. Department of Labor, Status of Women Canada, the CIM, and the UDSE. This meeting enabled the UDSE to receive the suggestions and observations of the experts on the contents of the seminar now being planned with the CIM.

## **UNIT FOR SUSTAINABLE DEVELOPMENT AND ENVIRONMENT (USDE)**

The Unit for Sustainable Development and Environment (USDE) is committed to integrating a gender perspective in its work. In the interest of achieving this, 16 members of the Unit's professional staff took part in the Gender Mainstreaming Training Project. (Thirteen of these staff members took the course at OAS headquarters, and three did so in the field). In addition, three staff members participated as facilitators or presenters at sessions held subsequently at OAS headquarters. As part of the USDE's mission to serve the interest of member states by improving comprehensive natural resource management as a key component of sustainable development, a concerted effort has been made to integrate a gender perspective as part of the Unit's projects. Based on practical experience, the Unit's project coordinators have learned that integrate a gender perspective in projects helps achieve the ultimate objective of sustainable development. Following is a brief description of the manner in which the gender perspective has been integrated in some of the Unit's projects.

### **Division I**

#### Renewable Energy in the Americas Initiative (REIA)

The Renewable Energy in the Americas Initiative (REIA) serves as the coordinator for the Communal Energy Global Alliance–Initiative for Latin America and the Caribbean, which is working to expand throughout the Hemisphere the provision of modern energy services for rural communities, where such services are currently lacking. Gender as a factor in the impact of modern energy systems is an important aspect of this initiative, which includes: improving stoves (to diminish air pollution inside living spaces and reduce the need to collect firewood); increasing access to education for adults (to promote opportunities for professional development); and providing energy for rural health clinics (to improve health care for all patients). REIA is also taking part in implementing the Global Sustainable Energy Islands Initiative (GSEII) in Dominica, Grenada, and Saint Lucia by working with key investors to develop and implement sustainable energy plans. A gender perspective was considered throughout discussions with the investors (both in forming the group and in subsequent discussion).

#### Caribbean Hazard Mitigation Capacity Building Program (CHAMP)

The Caribbean Hazard Mitigation Capacity Building Program (CHAMP) has made a commitment to mainstream gender as an element of its activities, which are designed to reduce risk from natural hazards in the Caribbean region. Special attention will be paid to integrating a gender perspective in the project's data gathering activity, its evaluation of vulnerabilities, and the training it provides in building safe housing.

#### Information for Decision-Making for Sustainable Development (IDS) Project

This project, which is funded by the United Nations Office of Economic and Social Affairs and is executed by the USDE, attempts to integrate a gender perspective wherever possible in its execution. This is primarily to take the form of dealing with the issue of equal representation of the two sexes among (i) participants for the project's training workshops; (ii) representatives of national agencies and regional institutions attending regional and subregional meetings, where relevant; and (iii) consultants selected to work for the project.

## **Division II**

### Integrated Watershed Management Program for the Pantanal and Upper Paraguay River Basin

In July 2000, a group of women representatives of different classes, consortia, fishing villages, settlements, etc., from the towns of Bacia do Alto Paragai and Mato Grosso do Sul, in Brazil, were invited to take part in a Workshop on Gender and Environment in the city of Pedro Gomes (MS) as part of subproject 7.4, Consolidation of Inter-Municipal Consortia of the Pantanal and Upper Paraguay River Basin Project – ANA/GEF/UNEP/OAS, which is coordinated by the Secretariat of the Environment, Tourism and Culture of Mato Grosso do Sul (SEMACT). Motivated by the experience and training received at the workshop, the women created the Pantanal Women in Action [Entidad Mujeres en Acción de Pantanal] (MUPAN), a non-profit civil association founded on August 20, 2000. MUPAN's mission is to promote women's participation in gender and environmental issues for the purpose of strengthening social, economic and environmental capacities. It also works to promote cooperation with social and economic sectors involved in environmental conservation, recovery and protection. Its particular focus is on Pantanal and its associated ecosystems, and the proposed activities include dissemination of ideas and methods, as well as execution of projects.

### Inter-American Biodiversity Information Network (IABIN)

The Inter-American Biodiversity Information Network is a project funded by GEF through its seven subregional specialists. It has held a series of workshops and conducted a number of surveys, throughout the Hemisphere, of users and providers of biodiversity information. This information is to be analyzed and incorporated in the design and functional structure of the network, which will then be implemented. In fulfillment of its mandate, IABIN is now designing the network, which includes assessing its impact on different groups and taking gender differences into account as a part of the process of gathering and using biodiversity information.

## **Division III**

### The Natural Hazards Project

After participating in the pilot workshop of the OAS Training Program for the Integration of Gender, the USDE's Natural Hazards Project began to systematize the empirically derived experience in the Program for Reduction of Vulnerability to Floods and Development of Early Warning Systems (SVP) and in the Hemispheric Plan of Action for the Reduction of Vulnerability to Natural Hazards in the Education Sector (EDUPLAN Hemisférico). A gender perspective has been present from the beginning in both of these projects, though it is only now, with the lessons learned, that we have undertaken to assess its role.

### San Juan Dialogue on Water and Climate – PROCUENCA-SAN JUAN, Costa Rica and Nicaragua

The survey forms used for the field research carried out during this Dialogue included gender-specific information. All of the forms were reviewed and edited by the Chief Consultant on

Gender to PROCUENCA-SAN JUAN, in order to ensure appropriate integration of a gender perspective. The consultant also directed a discussion on gender and climate change as a part of the binational workshop that formed part of the Dialogue. The pamphlets and documents included in the multimedia package that emerged from the Dialogue contain specific sections on gender. The Dialogue produced conclusions and selected specific examples to illustrate the strong relationship between gender, climate change and human migration across borders. A workshop on Gender, Inequality and Integrated Water Resource Management is being planned for the second quarter of 2003, as a follow-up activity to the Dialogue. The results of the Dialogue are also being incorporated in the design of the Strategic Action Program.

PROCUENCA-SAN JUAN. Formulation of a Strategic Action Program for Integrated Management of Water Resources and the Sustainable Development of the San Juan River Basin and its Coastal Zone, Costa Rica and Nicaragua

Following a preliminary assessment regarding integration of a gender perspective in various components of the project (demonstration projects and basic research work), activity to complete the gender study began in the second half of January 2003. The work was carried out under the general supervision of the Chief Gender Consultant, and included (1) observation and monitoring of pilot projects, which provide direct sex-disaggregated information on roles, access to and control of water resources used in specific productive activities; (2) a review of census and survey data; and (3) review of information held by national institutions responsible for gender policy, women's groups and other organizations working on gender issues. The study will provide a basis for integrating a gender perspective in the Strategic Action Program currently being designed. The impact of the existing Constitution will be analyzed and, where relevant, a strategy for change to improve water resource management will be formulated. For selected pilot projects, training will be provided to local executing institutions. Project staff is also being provided training, and the Chief Gender Consultant is involved in reviewing the technical proposals that are to be included in the Strategic Action Plan. Finally, papers and presentations by the Unit's members are being revised in order to ensure that gender-appropriate language is used. When the Strategic Action Plan is finished, the results of the study and a description of the integration of a gender perspective in the Plan will be published.

Inter-American Forum on Environmental Law (FIDA)

All of FIDA's projects are based on gender equity and equality, and on openness and inclusion. One of its principal areas of work is citizen participation, with the inclusion of women in decision-making a special focus. Women and men participate on a completely equal basis in FIDA's management, compliance, administration and project execution. A substantial number of FIDA's National Focal Points (essentially, its board of directors) are women appointed by the OAS's member states. In addition, many of the members of the FIDA network, which is composed of environmental law experts and officials, are women, and approximately 50% of the consultants and advisors on the projects that FIDA executes under contract to OAS are either women or institutions headed or managed by women.

#### **INTERSECTORAL UNIT FOR TOURISM (UTUR)**

The Intersectoral Unit for Tourism is enthusiastic about the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality. The Unit has always considered this issue to be of great importance and was supportive of all of its staff participating in the OAS's training seminars on integrating a gender perspective. Increased awareness of the issue resulted from their participation, and the Unit is continuing efforts to ensure that gender equality and equity are an integral part of the design and execution of its activities and cooperation programs.

The Intersectoral Unit for Tourism has reformulated its mission in the following terms for its 2004 budget: "To support the Organization's member states in their efforts to meet sustainable development goals in the area of tourism through technical cooperation and assistance in support of institutional development; to strengthen research into and promotion of markets; to aid in policy making and implementation, improvement of industrial practices, relevant technologies, action to promote cooperation between the public and private sectors, gender equality, poverty reduction and community development."

#### **UNIT FOR THE PROMOTION OF DEMOCRACY (UPD)**

The UPD's activities are designed to promote the integration of a gender perspective, as mandated by Article 28 of the Inter-American Democratic Charter and the Inter-American Program on the Promotion of Human Rights of Women and Gender Equity and Equality. Specific activities that have integrated gender equity issue the following:

As a part of the program of regional courses, the UPD, in conjunction with the Inter-American Commission on Women (CIM), provided technical consultation to the Women's Representation and Leadership Program (PROLID) and IDB's Inter-American Institute for Social Development (INDES) in designing the First Central American Course for Young Women Leaders on Democratic Governance, which was held in Managua, Nicaragua, on May 13-18, 2002. Thirty distinguished young women opinion-makers (members of entities such as political parties, nongovernmental organizations, press organizations and academic institutions) from Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua and Panama participated.

One of the components of the Democratic Values and Political Management Program in Guatemala seeks to develop inter-party networks of women, young people, and indigenous people. This project's activities include various workshops, meetings and seminars on the Inter-Party Women's Network. On November 12-14, 2002, it sponsored Days of Reflection on the Political Participation of Women, under the title "...Women, too ... count in politics."

The Strengthening of Democratic Institutions Program in Guatemala holds civic gatherings, fora, workshops and meetings on indigenous and women's participation. It also published in 2002 the book *Las Percepciones de las Mujeres Guatemaltecas sobre su Participación Política*.

In relation to promoting discussion on, and initiatives aimed at, reforming and modernizing party systems and organizations, the second annual meeting of the Inter-American Forum on Political Parties (FIAPP) was held in Vancouver, Canada, on December 4-6, 2002, and included discussion of women's political participation.

The UPD collaborated with the Permanent Council and CIM in organizing the Special Session of the Permanent Council on the Participation of Women in Political Processes, which took place on November 25, 2002 in Washington, D.C. Pursuant to Article 28 of the Democratic Charter, an attempt was made to gain a general perspective on the role of women in politics today and their impact on the development of democracy in the Hemisphere's societies, as well as to identify possible strategies to promote their full participation.

The UPD's technical assistance to the second annual meeting of the Inter-Parliamentary Forum of the Americas (FIPA) included suggesting a critical path of action and coordination in three strategic areas in the Hemisphere, with "women parliamentarians" being one of these.

In early 2003, the UPD began to work with the IDB and CIM to coordinate the First Regional Course on Democracy and Political Management for Young Women Leaders of the Andes Region, to be held in the second half of the year.

The Electoral Observation Missions (EOMs), organized and run by the UPD, encourage equal participation by women and men, as well as having women in key positions within the missions. The OAS's EOMs frequently examine and report on data regarding women's participation in elections, sometimes with comments or recommendations. The UPD's consultative activities and technical assistance for election authorities of member states include programs such as the Program to Support the Supreme Electoral Tribunal of Guatemala, which includes an initiative designed to encourage women's participation.

A number of UPD staff members attended the gender training course offered by the OAS, which will help to achieve greater integration of a gender perspective in the Unit's future projects and activities.

#### **LEO S. ROWE PAN AMERICAN FUND**

For the first time in 2001, this organization compiled sex-disaggregated statistics on the beneficiaries of its educational loans. The figures show a rise in the percentage of loans granted to women from 1995 to 2001, with parity reached in 2001 and 2002, when exactly 50% of the loans were made to women. By comparison, only one third of the loans granted in 1995 went to women.

#### **INTER-AMERICAN COMMISSION ON WOMEN (CIM)**

**CIDA-OAS/CIM Project.** The CIM staff took part in OAS training courses on integration of a gender perspective. The CIM's activities in implementing this project are described in the main part of this document, to which we hereby refer, so as not to duplicate information.

#### **Integration of a gender perspective in ministerial meetings**

The Inter-American Program states that member states are to "incorporate a gender perspective as an integral part of the programs, actions, instruments and agendas of national and international events, especially ministerial-level meetings." It also specifically urges the OAS General Secretariat to "ensure that a gender perspective is consistently mainstreamed into the preparation and application of international instruments, mechanisms and procedures within the

framework of the OAS, and particularly on the agendas of ministerial-level meetings.” To fulfill this mandate, CIM carried out the following activities:

**SEPIA I – Gender and Labor.** In collaboration with the International Labor Organization (ILO), Pan-American Health Organization (PAHO), United States Department of Labor (DOL), American Federation of Labor – Congress of Industrial Organizations (AFL-CIO), the OAS’s Unit of Social Development and Education (USDE) and the OAS’s Office of Summits, CIM made recommendations for integrating a gender perspective in the programs and policies of ministries of labor. These recommendations were presented at the preparatory meeting for the Twelfth Inter-American Conference of Labor Ministers (CIMT), and were considered by the ministers attending the Conference, which was held in October 2002 in Canada.

The CIM subsequently held a meeting of experts with representatives of governments, civil society and specialized organizations to consider the integration of a gender perspective in the Declaration and Plan of Action of the above-mentioned ministerial meeting and to make recommendations for its implementation. The general recommendations and lines of action that emerged from this meeting emphasized the above-mentioned areas and proposed measures for their implementation (SEPIA I, Gender and Labor), and were approved by the CIM Steering Committee and sent to the ministers of labor, the Secretariat pro tempore of the Twelfth CIMT, the chairpersons of its working groups and national coordinators, among others.

The CIM presented the results of SEPIA I to the Meeting of Ministers of Labor of the Caribbean and of CARICOM, and continues participating in follow-up meetings to the Twelfth CIMT. In the second of these meetings, which was held in Montevideo, Uruguay on April 1-3, the CIM met the request that had been made earlier to submit a document on “Gender and Labor, Progress, Challenges, Better Practices and Strategies for Action” to Working Group 2, which is dedicated to Improving the Capacity of Ministers of Labor.

It also provides technical assistance to the OAS’s Unit of Social Development and Education (USDE) as a part of the follow-up process related to the recommended lines of action presented to the ministries of labor. A seminar for ministerial employees on gender and labor is being planned and is expected to take place in the third quarter of 2003.

**SEPIA II – Gender and Justice.** A similar process was followed for submitting recommendations on the incorporation of the gender perspective at the Fourth Meeting of Ministers of Justice of the Americas (REMJA-IV), which took place in March 2002. In February 2002, a meeting of experts on justice and gender took place, with representatives of the Law School of American University in Washington, the Inter-American Commission on Human Rights, the Center for Justice and International Law (CEJIL), the International Foundation of Women Judges and the Inter-American Institute of Human Rights (IAIHR). Here, recommendations were prepared and subsequently submitted by the CIM Executive Secretariat for consideration by the ministers and national prosecutors, at REMJA-IV. ILANUD collaborated in preparing these recommendations.

In July 2002, there was a follow-up meeting to SEPIA II – Gender and Justice, in Washington, D.C., to study and promote strategies for the integration of a gender perspective in the REMJA-IV plan of action. Among others, CIM Principal Delegates, ministry of justice experts and representatives of NGOs working in the field of justice, such as the Center for Justice and

International Law (CEJIL), attended. The recommendations were sent to the ministers of justice and to all meeting participants. The CIM is currently participating in the process of follow-up to REMJA-IV.

It is essential to follow up on SEPIA I and SEPIA II, in order to implement the gender recommendations made there. A third meeting, SEPIA III – Gender and Education, following the same procedure as the preceding meetings, is expected to be held in 2003 if budget permits.

#### **INTER-AMERICAN CHILDREN'S INSTITUTE (IACI)**

The IACI's annual report to the General Assembly reports that, in compliance with resolutions AG/RES. 1853 (XXXII-O/02) and AG/RES. 1883 (XXXII-O/02), which deal with implementation of the Inter-American Program, and in accordance with the goal of integrating a gender perspective in the Institute's programs and projects, a planning process has been undertaken to integrate a human rights perspective with the gender perspective. The first product of this process is a seminar entitled "Human Rights, Gender, Childhood and Citizenship," which is currently in the preparatory phase, and is to be held in the first half of 2003. Members of the Institute's staff also participated in gender training meetings outside of headquarters.

#### **SECRETARIAT FOR MANAGEMENT**

On December 19, 2002, the Secretariat for Management sent a memorandum to all secretaries, executive assistant secretaries, executive coordinators and directors of units, departments and offices, with guidelines for preparation of the 2004 budget proposal. The guidelines included a reminder that resolution AG/RES. 1853 (XXXII-O/02), Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality, requests "the Secretary General to instruct the OAS organs, agencies and entities, through the appropriate channels, to include in their reports to the General Assembly a detailed account of the measures taken to implement the Inter-American Program and to mainstream the gender perspective into the programs, projects and activities carried out." The Organization's entities were urged to include, in their description of objectives, appropriate language detailing the ways in which the concept of gender equity and equality has been incorporated in each area.

#### **DEPARTMENT OF HUMAN RESOURCE SERVICES (DHRS)**

##### **CIDA-OAS/CIM Project**

The DHRS formed part of the initial project discussion team and met with CIM, representatives of CIDA and the Embassy of Canada regarding the viability of the project and the manner in which the training aspect of the project should be handled. The DHRS assisted in the identification of staff across the Organization who should receive the training. The DHRS also served as the point of contact for persons selected to attend the training. Two persons in the Department of Human Resource Services served on the executive committee.

In addition the DHRS assisted in the identification of OAS staff members to be trained as trainers to continue the process at the end of the training contract with Kartini International.

During the project, the DHRS was also responsible for preparing the training location, purchasing materials and supplies to be used by the trainers and participants, and making recommendations for inclusion/exclusion of their content, contacting and traveling to sites away from headquarters to assist with the training, locating suitable hotel accommodation in Miami for participants. The DHRS, through its training unit, worked closely with the consultants throughout the project to assist them with resources needed and to coordinate internal human and material resources required during the workshops.

#### **INTER-AMERICAN AGENCY FOR COOPERATION AND DEVELOPMENT (IACD)**

The Strategic Plan for Partnership for Development, which was approved in 2002 and governs the Organization's cooperation activities, states that empowering women and promoting their full and equal participation in the development of our societies, as well as promoting equality of opportunity for women to exercise leadership, are fundamental for integral development and for eliminating the broad range of current inequalities.

The Strategic Plan states that the partnership programs, projects and activities for development in the priority areas specified in the Plan must integrate gender equality and equity in their design, implementation and evaluation to the extent possible.

To meet this requirement, the general guidelines issued by the Executive Secretariat of the Inter-American Agency for Cooperation and Development for presentation of project profiles for funding by the 2003 Special Multilateral Fund of the Inter-American Council for Integral Development (FEMCIDI) stipulate that a number of elements specified in the Strategic Plan must be taken into account. Given their importance, these are enumerated individually.

The first is the question of horizontal issues, one of which is that cooperation activities funded by FEMCIDI must, to the extent possible, include gender equality and equity in their design, implementation and evaluation. This element is taken into account in evaluating project profiles.

Given FEMCIDI's programming cycle, this important element of the funding process will first be implemented for project profiles presented by the May 31, 2003 deadline, with implementation beginning in January 2004.

Staff in this area received training in incorporating the gender perspective in OAS projects, programs and policies.

#### **JUSTICE STUDIES CENTER OF THE AMERICAS (CEJA)**

In compliance with resolutions AG/RES. 1853 and AG/RES. 1883 (XXXII-O/02), the Justice Studies Center of the Americas (CEJA) is working to implement the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality by developing the **Gender and Criminal Procedure Reforms** project, with which it seeks to assess the extent to which criminal procedure reform in various Latin American countries (where evaluations are in progress) has had an impact on gender-related issues. This initial effort seeks to determine how the system deals with crimes whose victims are essentially women and children, in particular sexual crimes and crimes affecting the physical integrity of the victim.

The assessment will determine what aspects of judicial reform have had a positive effect on the manner in which these crimes are dealt with, as well as what aspects the new systems have failed to address adequately. This will make it possible to recommend changes in legislation where necessary, and in other cases, to recommend changes in existing practices in the judiciary and among those working in the system, when this seems appropriate. The study is in progress in Chile, where research and gathering of pertinent information is under way, with funding from the William and Flora Hewlett Foundation. Funding by the Canadian International Development Agency, CIDA, will make it possible to carry out the study in three other countries in the region: Guatemala, Ecuador, and Bolivia.

Moreover, CEJA is working with the German Cooperation Agency, GTZ, to create a manual on the creation of women's courts devoted to resolving conflicts that involve women's human rights. This experiment has, to date, been carried out successfully in Chile, Argentina, Costa Rica, Uruguay, Panama, and some other countries in the region. The manual is a response to a perceived need for replicating women's courts as a learning experience in other countries in the region. Once the manual has been presented to the regional community, the project will culminate in the establishment of a regional court, possibly in the first half of 2004.

#### **OAS STAFF ASSOCIATION**

The Association considered the gender training course a success and, as a direct result, the Staff Committee decided on January 23 of the current year to create a subcommittee on gender issues. The CIM Executive Secretariat was invited to be a part of the subcommittee and to provide technical assistance. The subcommittee includes personnel from different areas of the General Secretariat, such as Public Information, the Office of the Secretary General, the Office of Summit Follow-Up and CICAD, staff from the Office of the Assistant Secretary General and the Secretariat for Management, among others.

The subcommittee will concentrate on support and follow-up for the work carried out by the General Secretariat, in order to ensure that gender becomes a part of the institutional policy, with practical measures that ensure full and equal access to positions of all types for women and men, as well as other measures to address issues that may arise in connection with integrating a gender perspective.

#### **INTER-AMERICAN INSTITUTE FOR COOPERATION ON AGRICULTURE (IICA)**

The integration of a gender perspective into IICA's policies was mandated by the IABA when it approved resolution 342 at its Tenth Regular Meeting, held in Bahía, Brazil, in October 1999. This resolution calls for the integration of a gender perspective into the IICA institutional system, by making all necessary legal, regulatory, and operating changes, and into its actions and instruments for technical cooperation.

IICA conducted a thorough review of its operating and legal framework during 2000. Under new administration since 2002, changes have been pursued to include more women at senior levels i.e. Assistant Director of Strategic Alliances, women into the Directors Cabinet and regional specialists. *IICA's First 100 Days Report (2002)* states that *gender balance* is part of the new administration's policy to recruit more professional women into the Institute. As part of this

continued renewal and consolidation process for the organization, efforts will be focused in the area of Human Resources on three aspects; reform of the human resources policy framework, resourcing strategies and career development and learning. The integration of a gender perspective will be part of this work.

IICA is already taking the first steps to establish a follow up mechanism for discussion within the Institute, to incorporate the gender perspective into the Institute's functioning. A discussion and work group has been established, including representatives from the Directorate of Human Resource, the General Director's Cabinet, the Technical Area of Rural Development (ADR),<sup>1/</sup> Commerce and Agribusiness and the specialist on Horizontal Cooperation. Initially, this mechanism will make it possible to identify the most urgent needs in terms of updating internal operations, which include a variety of aspects such as new human resources policies, or actions required to include a gender perspective into technical cooperation actions.

#### **PAN-AMERICAN HEALTH ORGANIZATION (PAHO)**

PAHO's report to the General Assembly detailed the following activities:

A preliminary document setting PAHO gender policy was submitted to the Cabinet/PAHO. The document will be thoroughly reviewed and discussed throughout the Organization.

The project to develop an integrated model for prevention and response to intrafamily violence in 10 countries was completed. Funded by the governments of Sweden, Norway and the Netherlands, it resulted in multisectoral coalitions created to lobby for policy and legislation (10); validated care protocols and standards (10); a surveillance system (5); over 200 community networks composed of NGOs, government, municipal administrations, churches and women's groups; support groups trained and functioning (8); over 15,000 health care and other workers receiving training and awareness-building activities each year; and inclusion of the issue of violence in primary school, university and police academy curricula. Through collaboration with the World Health Organization (WHO), funds were obtained to validate the assessment of the manner in which sexual violence is addressed in the seven Central American countries, as well as to validate a protocol for addressing sexual violence in two countries.

Funds from the governments of Sweden (for 3 years) and Norway (for 5 years) are supporting the "Reducing Gender Inequities in Central America" program.

A project is being executed to extend the gender perspective across the entire health sector reform process in Chile and Peru. This project is funded by the Ford Foundation and the Rockefeller Foundation.

Instruments are being developed to provide an accounting of non-paid health care provided in the home, in order to include this in national health accounts.

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1. As the unit responsible for promoting the integration of a gender perspective into the Institute's technical cooperation actions.

The German government is providing 4 years of funding for coordination with the project's Women and Maternal Health/PAHO program to promote the participation of men in reproductive health programs designed with the gender perspective in mind.

PAHO funded six research projects on gender and equity in connection with access to health care. (Currently in the publication stage.)

The book and campaign, *You Can Count on Us: The Health Sector Responds to Gender-Based Violence*, was published in English and is in the final stages of preparation for publication in Spanish. PAHO is working in coordination with other organizations (ECLAC, UNIFEM and UNFPA) to support the ongoing production, dissemination and use of gender and health indicators in the countries.

PAHO is coordinating with the CDC to improve surveillance systems for gender-related violence in Central America.

A distance-learning course on comprehensive response to domestic violence and rape (5 modules) was created. It is directed at health workers, women's care services and programs addressing gender-related violence (with a pilot test scheduled for July 2003). A summary of the experience in addressing Intrafamily Violence in Central America carried out for Pre-RESSCAD was prepared (including five follow-up recommendations for addressing violence in RESSCAD 2003).

A draft assessment of domestic violence surveillance in Central America was prepared.

Seven centers were created to work with the Virtual Health Library on gender and health in Central America, as well as with the Unit's website, Gensalud.

At the country level:

The gender perspective was introduced in the revision of the Essential Public Health Functions in Belize.

A document summarizing the experience in addressing intrafamily violence in Belize was prepared for presentation in Guyana at the meeting of CARICOM's Women's Secretariat.

Gender, human rights, social responsibility and diversity were integrated in creating the National Health Policy of Costa Rica, with specific reference to domestic violence, sexual abuse outside the family and sexual and reproductive health.

The Minister of Health of Costa Rica has appointed an Institutional Commission to monitor and evaluate actions to address intrafamily violence and sexual abuse.

Substantial funds were allocated in El Salvador for programs for adolescents and cervical cancer.

With support from UGS/PAHO, the Ministry of Health of El Salvador undertook the design of a gender-conscious health database and national indicators.

An initial subregional technical meeting of UGS and Mental Health/PAHO was held in El Salvador to establish lines of action on community mental health, with strategies based on a model that takes account of intrafamily violence.

In Guatemala, a national technical group was created to monitor gender equity in reforms to the health sector. Roles and functions of the Consultative Committee of the Secretariat of Health were redefined, in order to better address gender equity issues in the area of health.

Support was provided for Honduras's effort to make national policy on women a State policy.

A gender perspective component (funded for 3 years) was integrated in the bilateral ASDI/Honduras project.

Principally in Nicaragua and, secondarily, in some other countries (Belize, Guatemala, El Salvador), sound programming that includes gender equity strategies is being implemented through technical cooperation programs.