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REPORT OF THE SECRETARY GENERAL ON THE IMPLEMENTATION OF THE  
“INTER-AMERICAN PROGRAM ON THE PROMOTION OF WOMEN’S  
HUMAN RIGHTS AND GENDER EQUITY AND EQUALITY,”  
PURSUANT TO RESOLUTION AG/RES. 2023 (XXXIII-O/04)

This document is being distributed to the permanent missions  
and will be presented to the Permanent Council of the Organization.

April 4, 2005

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, in accordance with resolution AG/RES. 2023 (XXXVI-O/04).

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

Luigi R. Einaudi  
Acting Secretary General

His Excellency  
Ambassador Alberto Borea Odria  
Permanent Representative of Peru  
to the Organization of American States  
Washington, D.C.

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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 and 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 was requested to present annual reports to the General Assembly on the Program’s implementation.

The Program provides an unprecedented comprehensive approach to gender mainstreaming both within the inter-American system and in 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 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 Plans of Action of 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, it is proposed to integrate a gender perspective as a cross-cutting theme in the Political Declaration and Plan of Action thereof, and a recommendation is made that a meeting of ministers be held every four years to contribute to the follow-up activities of the Summit of the Americas. The Second Meeting of Ministers (REMIM II) was held in April 2004.

As a result of these actions the Plan of Action of the Third Summit of the Americas supported the IAP, incorporated gender awareness into some of its chapters and, for the first time, adopted a chapter on gender equality.

At the 2004 OAS General Assembly, both the Secretary General and the organs, agencies, and entities of the OAS were again instructed to report back on implementation of the IAP at the next regular session, in AG/RES. 2023 (XXXIV-O/04).

Annex I of this report details the resolutions adopted by the governments in support of the IAP's adoption and implementation.

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

### 1. CIDA-OAS/CIM PROJECT

#### Background

Section 2, paragraphs 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. In May 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.

As reported last year, this project was carried out, with great success, between February 2002 and December 2003. A total of 200 staff members received training in analyzing the integration of gender awareness into projects, programs, and policies. Eight training courses were held at headquarters, and two additional ones were organized for personnel in the field. In addition, a group of nine officers from various areas of the General Secretariat received training at a special facilitator training course ("training the trainers"). Then, in light of concerns expressed by some of those facilitators, a second seminar was held for them.

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

During 2005, another facilitator training course will be held. The purpose will be to deal not only with the issue of incorporating the gender perspective but also with the problems of harassment and abuse of power. Moreover, in light of the project's results and to conclude the period over which it is planned to run, follow-up courses will be offered to staff who have already received training, as well as courses for new employees and for those who were unable to participate in the first round of courses.

#### Interactive forum for information exchange

One of the project's main objectives is to strengthen the OAS's 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 in specific areas, and in an interactive forum where OAS staff members and individuals from all member states may seek answers to their questions on topics related to gender mainstreaming. This interactive forum has already been implemented and has yielded concrete results.

### III. ACTIVITIES CARRIED OUT BY OAS BODIES

In 2004 the General Assembly of the OAS adopted resolutions AG/RES. 2023 (XXXIV-O/04), “Promotion of Women’s Human Rights and Gender Equity and Equality,” and AG/RES. 2025 (XXXIV-O/04), “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 undertake follow-up and implementation for the Inter-American Program, in particular for strategies that have to do with integrating a gender perspective, and to include in their reports to the General Assembly a detailed account of the measures taken to integrate a gender perspective into their programs, projects, and activities. The resolutions also expressed their support for all the work undertaken to implement the Inter-American Program, especially the OAS Gender Mainstreaming Project within the General Secretariat of the OAS.

#### Information Received from OAS Organs, Agencies, and Entities

The General Secretariat sent out a memorandum to all organs, agencies and entities of the Organization, reminding them to comply with the terms of the General Assembly resolutions addressing this mandate. The General Secretariat is pleased with the progress achieved in implementing the Inter-American Program since its adoption in 2000, details on which are provided below.

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

In its work on the issue of transnational organized crime, CICAD has established cooperative ties with the CIM for working together on tackling trafficking in human lives.

The CICAD statistics program on all aspects of the legal and illegal drugs problem collects gender-disaggregated data, which reveal very different patterns of behavior between men and women in terms of their involvement in producing, trafficking, and using drugs. This information helps member states plan specific and differentiated interventions.

Through its Alternative Development program, CICAD seeks to reduce the supply of the raw materials used to produce drugs, consolidating the legal economy and thus enabling regions to return to the traditional activities of economic and social development of each country. In particular, it has three projects in which women play a key role:

In Bolivia, the project for rehabilitating and modernizing organic banana production in Alto Beni, which seeks to modernize and rationalize the production, handling, transportation, and marketing of bananas, in which women producers play a fundamental role by ensuring compliance with the quality standards demanded by international markets. In addition, the management and of the marketing company BanaBeni SRL has been assigned to the daughters of producers. In the same region, the project for modernizing organic cocoa growing in Alto Beni, which seeks to diversify and

increase the output and yield of organic cocoa plantations, has trained and is providing employment for many women in the micro-grafting of cocoa clones.

On Ecuador's northern border, the project to improve alternative production estates in Putumayo canton, Sucumbios province, which aims to improve and develop viable farming alternatives to allow the production of foodstuffs for consumption, with the surpluses being sold on the market, is making women responsible for micro-credit operations.

Also underway is a demand reduction project, which aims at including, in the undergraduate and postgraduate curriculums of 16 nursing schools in Latin America, modules on drug abuse prevention, and which has trained more than 15,000 future nurses and 400 nursing teachers, most of whom are women.

Within the CICAD Executive Secretariat, during 2004 the number of women officers heading sections and units was increased.

## 2. OFFICE OF EDUCATION, SCIENCE, AND TECHNOLOGY (OECT)

### Gender and Science and Technology

The Office of Education, Science, and Technology (OECT) works to incorporate gender awareness into science and technology policies and programs in the Americas. During 2003 the OECT included the office of Gender and Science and Technology among its priority action areas and, during that same year, at the special meeting of the Inter-American Committee on Science and Technology (COMCYT) held in Lima, Peru (May 2003), the OAS member states defined this area as a hemispheric priority. This was ratified by the fourth regular meeting of the Committee, held in Washington, D.C., in April 2004, which agreed to support and encourage the establishment of gender-aware national policies for science, technology, engineering, and innovation, and by the first meeting of Ministers and High Authorities on Science and Technology under the aegis of CIDI, also held in Lima, Peru (November 11-12, 2004), which ordered the actions needed to incorporate gender mainstreaming into the science and technology policies and programs of the member states in order to bring about the full participation of women and men in the design, production, and distribution of the benefits of the knowledge-based society.

This effort by the Office is also in response to the mandates of the Summits Process, which have recognized the need to incorporate gender as a crosscutting issue and a fundamental element in all aspects of sustainable development; and to the Inter-American Science and Technology Program (PRICYT) and the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality.

In addition to encouraging the incorporation of gender awareness into its policies and programs, the immediate actions taken by the OECT have essentially aimed at supporting the member states in drafting recommendations for including gender awareness in their science and technology policies and programs.

In 2003 the Office launched its project "Integrating Gender in Science and Technology Policy in the Americas: Recommendations and Follow-up," in conjunction with the Inter-American Commission of Women and the Gender Advisory Board of the UN Commission on Science and

Technology for Development (GAB/UNCSTD) under the aegis of the follow-up of the IAP and as a part of the preparations for the ministerial meeting on science and technology.

Contributions to the gender issue were provided by the Hemispheric Workshop on Science and Technology for Social Development – held in Jamaica in March 2004, in conjunction with that country's National Commission on Science and Technology (NCST) – which addressed the serious disadvantages faced by the region's women in social, economic, and cultural development; the special efforts that need to be made to encourage the application of science and technology to women's social development; and the need to develop policies that take into account the relations between gender, social development, and science and technology

As a substantive part of this project, the Meeting of Experts on Gender and Science and Technology was prepared and coordinated. Held in Washington, D.C., on August 24-25, 2004, the event identified and discussed key issues and developed recommendations for incorporating gender awareness into science and technology policies and programs in the Americas, for their later submission to the November 2004 ministerial meeting on science and technology. Within the framework of this effort, and with financial support from Canada's International Development Research Centre (IDRC), two position documents were drawn up and used as the basis for discussions by the meeting of experts. One of these documents focused on policy and international experience, including the industrialized countries, while the second concentrated on Latin America. Both evaluated the current situation and state of knowledge, and gathered together information on research, debates, and policy recommendations regarding gender and science and technology.

Attended by some 40 experts from at least 18 countries and five multilateral agencies and by delegates to COMCYT and the CIM, the meeting of experts produced the document "Recommendations for Gender Mainstreaming in Science and Technology Policies and Programs in the Americas"; this was later reviewed and approved by the member states at the First Meeting of Ministers and High Authorities on Science and Technology, as one of the hemispheric initiatives that are integral parts of both the Plan of Action and the Declaration of Lima.

Currently, and pursuant to the Ministerial Meeting on Science and Technology and SEPIA (coordinated with the CIM and GAB), the OECT is exploring and devising options for cooperation with regional agencies and organizations. An example: with UNESCO (Paris), the Office is working on an International Report on Science, Technology, and Gender 2006 (IRSTG). The Office is responsible for drafting subchapter 1.1 of that report, on "Science and technology for political, social, and economic development"; with the National Academies (NAS) and International Women on Science and Engineering (IWISE) of Iowa State University and Sigma Xi, *inter alia*, plans are underway for a cooperation proposal that would improve the education of women scientists. Permanent cooperation is also maintained with the UNESCO Chair on Women, Science, and Technology in Latin America, in Argentina, as well as with other multilateral institutions.

In compliance with IAP's mandate and in conjunction with the CIM, a meeting to be held in the second half of 2005, attended by experts, representatives to COMCYT and the CIM, and members of civil society, is expected to develop lines of action for implementing the recommendations submitted to the ministerial meeting, which are a part of the Declaration and Plan of Action of Lima.

### 3. INTER-AMERICAN COMMISSION ON HUMAN RIGHTS (IACHR)

In keeping with the principles of equality and non-discrimination – both fundamental elements of the inter-American human rights instruments – the Inter-American Commission on Human Rights (IACHR) and the office of its Special Rapporteur on the Rights of Women focus specifically on women’s human rights and gender equity and equality. Since its establishment in 1994, the Special Rapporteurship has performed a vital function in the Commission’s work in protecting women’s rights by publishing specific studies, assisting the development of new jurisprudence in this area within the case system, and supporting the investigation of broad topics that affect the rights of women in specific countries in the region, through visits to those nations and country reports. One of the basic principles constantly informing and reflected in this work is the need to integrate a gender perspective in both the planning and the implementation of public policy and decision-making in all the 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, to issue specific recommendations aimed at enhancing member state compliance with their priority obligations of equality and nondiscrimination, to 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, to conduct specialized studies and prepare reports in this area, and to 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.”)

In accordance with the principles set out in the IAP, the recommendations issued by the IACHR and its Rapporteur as a result of their initiatives address, *inter alia*, the need for member states to strengthen their internal mechanisms for women’s development, to adopt public policies aimed at promoting equality, to reform domestic legal provisions and institutions to bring them into line with international treaties, and to improve access to justice by women.

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, in the Commission’s case system, and in its reports on individual countries. It has also been underscored in the challenges identified as priorities by member states, experts, and civil society representatives. The Rapporteurship’s work program starts from the recognition that prompt access to effective judicial guarantees and protection is the first line of defense for the protection of basic rights. It also tackles the problem whereby victims of gender-based violence and discrimination are often unable to obtain access to that protection, and therefore cannot assert their rights. The fact that there is impunity for the perpetrators of most cases of violence against women serves to perpetuate this grave violation. The IACHR has received a grant from the Government of Finland that is supporting further work on the project.

During 2004, the Rapporteur’s office supported the work of the IACHR on a series of petitions, cases, and requests for precautionary measures involving the rights of women. The IACHR also held a number of hearings on how women’s human rights are currently protected in the region. In March, it held a hearing on the rights of women in Colombia. In October, the Rapporteur’s office held

a hearing on the situation of women and the administration of justice in Latin America. The speaking organizations, CEJIL and the Center for Reproductive Rights, reported on the main challenges faced by women in securing access to justice in Latin America and the role of the inter-American system in addressing those challenges. The Commission also held a hearing to receive up-to-date information about violence against women and their human rights in Ciudad Juárez, Mexico, as a part of its follow-up efforts on the report "Situation of the Human Rights of Women in Ciudad Juárez, Mexico: The Right to be Free from Violence and Discrimination."

Among its recent activities, the Rapporteur's office paid an on-site visit to the Republic of Guatemala on September 12-18, 2004, at the invitation of the government of President Óscar Berger. During the visit it held meetings with ranking Guatemalan government authorities, academics, and civil society organizations involved with the defense and promotion of women's human rights, in Guatemala City, Escuintla, Villanueva, Palín, and Santa Cruz del Quiché. The goal was to investigate and obtain reliable information on discrimination and violence faced by women and to assess the effectiveness of the prevention policies and institutions and of access to justice. Since Guatemala is a multiethnic and multicultural country, another goal was to examine the situation prevailing vis-à-vis the rights of indigenous women. With assistance from the Defense Office for Indigenous Women, the special rapporteurs on the rights of indigenous peoples and on the rights of women held a workshop on the human rights system, attended by 40 indigenous women.

Finally, the Rapporteur's office attended a series of education events dealing with the different national and international mechanisms available for protecting women's human rights. For example, the Rapporteur's office attended a course on "Using the inter-American system for the protection of women's human rights," held from July to September 2004 and organized by the Inter-American Institute of Human Rights in Costa Rica, and the course "Human rights of women: Theory and practice," held in Chile between August 2004 and January 2005.

#### 4. INTER-AMERICAN TELECOMMUNICATION COMMISSION (CITEL)

CITEL has always encouraged full and equal participation by women in decision-making at all levels, as can be seen from reviewing the list of Commission authorities and the number of women holding leadership positions. During 2004, CITEL worked on including gender-related initiatives in several areas. The main ones are outlined below.

Training. CITEL's General Coordination for Human Resource Development, which identifies the CITEL members' telecommunications training needs, pays particular attention to promoting gender equality in selecting fellowship recipients and course materials. In particular, it is currently preparing a list of the courses available in the region, on which it will indicate the materials with contents that tie telecommunications in with the promotion of gender equality, such as, for example, the workshop on "Gender mainstreaming in telecommunications policy," which is available at [http://www.itu.int/ITU-D/gender/Training\\_Resources/index.html](http://www.itu.int/ITU-D/gender/Training_Resources/index.html). This was prepared by the International Telecommunication Union (ITU) and includes modules on the topics of greatest interest to the sector, such as "Strategic Change Management" and "Human Resources: A True Agent of Change."

Standardization Activities. The World Telecommunications Standardization Assembly, which took place in Florianópolis, Brazil, on October 5-14, 2004, approved a resolution to foster, over the coming four years, the incorporation of gender awareness into the activities of the

Telecommunications Standardization Sector (ITU-T) and to encourage the members to work for the goals of gender equality through the participation of qualified men and women in both standardization activities and leadership positions.

Development activities. Work began on preparing inter-American proposals for the World Telecommunication Development Conference (WTDC), which is to take place in 2006 and is intended to examine the evolution of global telecommunications and identify measures to ensure its balanced development. With the goal of consolidating regionwide opinions, a regional ITU meeting will be held in Lima, Peru, in August 2005; at this event, consideration will be given to including a session on gender issues. This session would focus on planning strategic actions for promoting access by women to teaching and training in information and communications technologies (ICT).

In its work plan, CITELE will continue to promote a better understanding of the relationship between ICT and gender in order to heighten awareness about the importance of telecommunications regulatory policies that include gender-related issues.

#### 5. UNIT FOR SUSTAINABLE DEVELOPMENT AND ENVIRONMENT (USDE)

The Office for Sustainable Development and Environment has made major efforts to integrate and promote gender mainstreaming into its projects, programs, and activities. Attached hereto is a summary of how OSDE addresses gender issues in the context of its various responsibilities.

##### Environmental Law and Economic Policy

OSDE tackles all projects in this area from a viewpoint based on gender equality, openness, and inclusion. In accordance with Principle 10 of the Declaration of Rio and its Plan of Action (Agenda 21), particular consideration is given to including women in decision-making processes related to the environment and the management of resources. In dealing with economic growth and environmental management, the factor of gender equality is taken into consideration in the distribution of resources and the conservation of the environment. OSDE serves as the secretariat of the Inter-American Forum on Environmental Law (FIDA), in which both genders participate on an equitable footing in directing and observing activities and exchanging experiences.

##### Initiative of the Ministers of Health and the Environment of the Americas

OSDE, together with the Pan American Health Organization (PAHO) and the United Nations Environment Programme (UNEP/ORPALC), is actively collaborating on planning and organizing a ministerial meeting on health and the environment (Argentina, 2005). Promoting gender equality and strengthening the role of women is Goal 3 of the Millennium Development Declaration. OSDE will take this opportunity to present these results and to underscore the importance of women's participation in decision-making, thereby contributing to the attainment of Goal 3.

##### Ministerial Meeting on Sustainable Development

The Office for Sustainable Development and Environment is currently supporting the Permanent Executive Committee of the Inter-American Council for Integral Development in organizing a ministerial-level meeting on sustainable development, to take place in Santa Cruz de la

Sierra, Bolivia, on September 8-9, 2005. The draft agenda for this event includes a series of matters relating to public participation, indigenous peoples, and gender within the context of sustainable development. Prior experience shows the great importance of gender equality and women's autonomy in ensuring project success.

#### Biodiversity and Land Holding

The goal of the two databases – IABIN (Inter-American Biodiversity Information Network) and TierrAmericas – is to gather further information by creating standards and reliable models for storing data dealing with biodiversity and property rights. By promoting transparency and access to information, these projects help foster gender equality. In particular, the TierrAmericas.org website contains numerous documents on women and land-access that address the issue from different perspectives, including considerations of a social, economic, and environmental nature as well as legal, political, and institutional issues.

In Brazil and Suriname, OSDE is working with the Trío and Wayana indigenous communities on bicultural conservation and the sustainable development of their traditional territories. Since the onset of the project, it has paid close attention to gender issues.

#### Water Resource Management

Efforts continued to promote gender mainstreaming in all OSDE's water-resource projects. For instance, all the projects of the International Waters Program of the Global Environment Facility in Latin America and the Caribbean include the drafting of programs for public participation that emphasize gender considerations. The roles and situations of women and men, and of boys and girls, have been identified, and specific actions and strategies are being designed to satisfy their different ideas, thus increasing the impact of these projects and their probabilities of success. During preparations for these projects, OSDE is paying keen attention to their texts and to the target groups to ensure that access to and control of water and related services, and the needs of both genders, are satisfied.

#### Natural Disasters

The Office continues to include groups led by women or in which women have decision-making abilities in technical activities to reduce the vulnerability of communities faced by natural dangers.

Specifically, the Caribbean Hazard Adaptation and Mitigation Programme (CHAMP) is working on the important task of incorporating gender mainstreaming into its activities. The professionals who make up the "CHAMP Team" in the Caribbean are, for the most part, women. Since it is often women who suffer the negative impact of natural disasters, their participation in mitigation efforts is essential.

#### Climate Change and Renewable Energy

The Renewable Energy in the Americas (REIA) initiative has a major impact on the user of modern energy systems, thereby benefiting both genders. Examples include the use of improved stoves (reduced atmospheric pollution inside the home and the need to gather fuel), increased adult

access to education (improving professional development possibilities), and energy for rural health clinics (better medical services for all patients). EREA is also jointly carrying out the Global Sustainable Energy Islands Initiative (GSEII) in Dominica, Grenada, and Saint Lucia, and is implementing the Eastern Caribbean Geothermal Development Project (GEO-Caraïbes) in the Eastern Caribbean. Steps are being taken to ensure the active participation of men and women on these two projects.

A project in Saint Vincent and the Grenadines dealing with adaptation to climate change is taking into consideration the gender of its interviewees and the variants that these data could generate within the project.

## 6. INTERSECTORAL UNIT FOR TOURISM (IUT)

The Executive Committee of the OAS's Inter-American Committee on Ports (CIP), given the increasing participation levels of women in the Hemisphere's ports sector, agreed to set up a working group to further integrate women into the activities of the sector and of the CIP.

This working group comprises a main coordination office and five regional coordination offices:

- Main coordination office: Venezuela (Ms. Wuilma Morales Barreto, legal consultant, Port of Sucre, and Ms. Jazmine Lizcano, President, Port of Maracaibo)
- Coordination office for the Southern Cone nations: Argentina (Ms. María Teresa Dillon, National Ports Directorate, Undersecretariat for Ports and Navigable Waterways)
- Coordination office for the Andean nations: Ecuador (Ms. Ximena Salvador Medina, financial analyst with the Department of Ports, General Directorate of the Merchant Marine and Coastlines)
- Coordination office for the countries of Central America and the Spanish-speaking Caribbean: Dominican Republic (Ms. Altagracia Julia Santos Cornelio, Payroll Division Officer, Dominican Ports Authority)
- Coordination office for the English-speaking countries: Trinidad and Tobago (Ms. Erva Bruno, Assistant General Manager, and Ms. Charmaine Lewis, Finance Division Manager, both from the Ports Authority of Trinidad and Tobago)
- Coordination for North America: United States: (appointment pending)

At the recent meeting of the CIP Executive Committee (Managua, Nicaragua, December 2004), the working group approved the following Work Plan for 2005:

1. Set up a bilingual website for this working group.
2. Establish national and regional networks on the participation of women in this sector, until such time as the hemispheric network is set up.
3. Conduct a survey to reveal the needs of women in the sector and to encourage their integration.
4. Devise an annual plan for training and skill-acquisition.
5. Carry out a comparative analysis of national ports laws in order to detect elements with either positive or negative effects on gender mainstreaming.

6. Organize a working meeting and a training seminar during the next meeting of CIP (September 2005, in Venezuela).
7. Draw up the Work Plan for 2006.

## 7. DEPARTMENT OF DEMOCRATIC AND POLITICAL AFFAIRS

During 2004, the Department of Democratic and Political Affairs, through the Office for the Promotion of Democracy – and, within it, the Inter-American Forum on Political Parties (FIAPP) and its programs on “Democratic Values and Political Management for Central America” and “Democratic Values and Political Management for Guatemala,” and the Program for the Promotion of Leadership and Democratic Citizenship (PROLIDEM) – carried out the following activities toward implementing the Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality.

### Publication and distribution of the book: “Promoting Article 28 of the Inter-American Democratic Charter”

FIAPP provided technical support for two special sessions of the Permanent Council on the issue of women and political participation. The conclusions of those events were set down in a book titled, “Promoting Article 28 of the Inter-American Democratic Charter.” This publication has helped incorporate recommendations for strengthening the gender component in the Summits Process, increase female participation in political processes, and monitor the IAP’s commitments in areas relating to justice and civil society.

### Generation of practical knowledge about gender, funding, and electoral campaigns in the Americas

FIAPP, together with International IDEA, has made available to political leaders the first comparative analysis of the 34 OAS member states with respect to gender, campaign finance, and electoral campaigns. This report is divided into three broad geographical regions (North America, South America, and the Caribbean) and offers updated qualitative and quantitative data on the challenges and opportunities facing women’s political participation from the perspective of money and party competition. The main recommendations include placing caps on spending, reducing the duration of campaigns, and establishing networks of donors to provide candidates for public office with permanent resources.

### Course on democratic governance for young women leaders from the Southern Cone

On November 8-13, 2004, in Rio de Janeiro, Brazil, the first Regional Course on Democratic Governance for Young Women Leaders of the Southern Cone was held. The course was organized by PROLIDEM, in conjunction with the Inter-American Commission of Women (CIM), the United Nations Development Fund for Women (UNIFEM), the Women’s Leadership and Representation Program (PROLID) and the Inter-American Institute for Social Development (INDES) of the IDB, the NGO Education Women’s Network of Brazil, and Novib Oxfam Netherlands. Twenty-four young women from Argentina, Brazil, Chile, Paraguay, and Uruguay attended the training course, the innovative training methodology of which combines interactive working dynamics with the students’ presentation of their specific experiences. The combination of representatives from political parties, civil society organizations, the media, and the academic world is another characteristic feature of this

kind of PROLIDEM course, with which more than 600 women in the Andean region, the Southern Cone, and Central America have received training.

“Breaking the glass ceiling”: Proposals for increasing women’s participation in political parties

The fourth meeting of FIAPP, held on November 9-11 in Brasilia, Brazil, brought together more than 200 leaders of political parties from across the Hemisphere. Under the aegis of this event, a working session met to analyze different proposals for increasing female participation in parties and social movements. The session was attended by 40 women and men leaders, who discussed actions in a climate of regional and ideological balance. One of the workshop’s main findings was the need to understand female inclusion as a strategy above and beyond simple quantitative metrics. The various participants acknowledged the positive results of quota laws, but they urged the governments, parties, and the international community to give priority also to the qualitative aspect of participation, renewal, and female leadership.

Regional Seminar for Mexico, Central America, and the Dominican Republic: “What democracy do we want? Challenges facing women’s participation in politics”

On August 10-11, 2004 in Guatemala City, an international seminar with the following name was held: “What democracy do we want? Challenges facing women’s participation in politics.” The general aim of this event was to set up a forum for discussion and reflection on Latin American democratic processes and their weaknesses in ensuring women the effective exercise of their rights as citizens. In accordance with the goal set, the gathering also sought to fuel debate about the current status of female participation in political parties, parliaments, and local government bodies, together with sharing the lessons learned about the application of positive actions favoring women in certain Latin American countries. In order for the discussions to lead to practical actions, one final aim was to identify the elements of a continuous working strategy which, by means of an institutional alliance, would allow the repositioning of the issue of female political participation within the region’s political reforms.

For this activity, a call was made for the creation of a strategic consortium with a variety of internal bodies and international agencies that – through research, political impact, the constant training and skill-building of party members, and the design and promotion of strategies to ensure greater political participation by women – have helped place the issue in a privileged position on the political agendas of the Americas. The aforesaid institutions were: the Inter-American Commission of Women for the OAS; the Inter-American Forum on Political Parties; the Central American Democratic Values and Political Management Program and the Technical Electoral Assistance Program; with the cooperation of: International IDEA, the Netherlands Institute for Multiparty Democracy (NIMD), the National Democratic Institute for International Affairs (NDI), and the Arias Foundation for Peace and Human Progress.

The proceedings of the Seminar are currently being edited for publication.

National Workshops to reproduce the “What Democracy do we want?” regional seminar

Following on from the good results obtained at the International Seminar, representatives of national civil society organizations, political parties, and public institutions agreed to hold national seminars to reproduce and contextualize the debate that had taken place at the regional event. During

the fourth quarter of 2004, events of this kind were held in Honduras, El Salvador, Panama, and Nicaragua, with the remaining events in Mexico, Dominican Republic, Costa Rica, and Guatemala planned for the first quarter of 2005.

Preparation of a Regional Project on Women and Political Participation for Mexico, Central America, and the Dominican Republic

Given the consensus expressed by the regional seminar and the regional reproduction events, work has begun on designing a Project on Women and Political Participation, to be developed under the aegis of the Regional Program on Democratic Values and Political Management. As part of the preparations for this, an updated study is being prepared on the kind, variety, quantity, and scope of projects and initiatives implemented in Mexico, Central America, and the Dominican Republic vis-à-vis female political participation, to serve as the basis for devising a project to complement those that are currently being developed. Additionally, in March a meeting will be held with representatives of the agencies, ministries, and offices responsible for women in the region, together with selected representatives from political parties, who will then jointly design the aforesaid project.

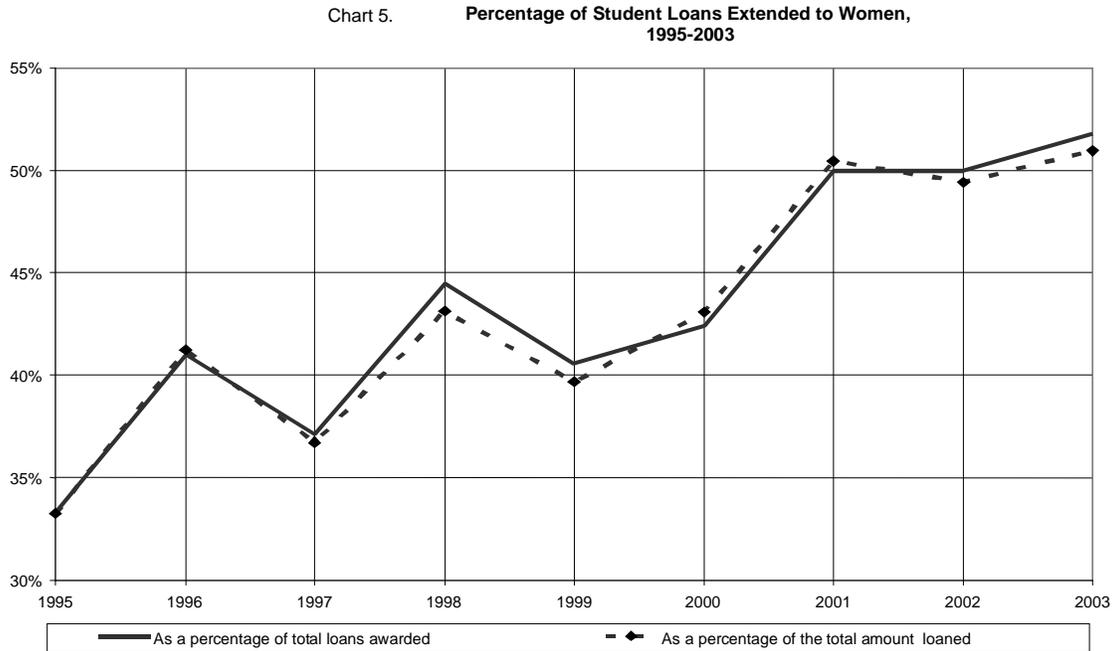
8. LEO S. ROWE PAN AMERICAN FUND

In compliance with the principles of the OAS Charter, the Fund does not discriminate on grounds of gender, nationality, or ethnic origin and follows the mandate, handed down by the Third Summit of the Americas, to integrate a gender perspective in all areas of its work, including the strengthening of the compilation of sex disaggregated statistical data.

Year	Number of Student Loans Approved			
	Women	Men	Total	%
1995	43	86	129	33.3
1996	57	82	139	41.0
1997	49	83	132	37.1
1998	61	76	137	44.5
1999	41	60	101	40.6
2000	42	57	99	42.4
2001	51	51	102	50.0
2002	61	61	122	50.0
2003	58	54	112	51.8
2004	48	47	95	50.5

The growing participation of women in all levels of education has been reflected in the Fund's statistics. The proportion of loans extended to women, which was only one third of the total in 1995, has been rising steadily. The loans approved in the previous three years reflect practically no gender bias. Moreover, in 2003 and 2004, for the first time in the Fund's history of awarding loans,

the number and amount of loans approved for women exceeded the corresponding figures for men (see Chart).



## 9. INTER-AMERICAN COMMISSION OF WOMEN (CIM)

The IAP instructed the CIM to supervise, coordinate, and assess compliance with this Program, coordinating with the national mechanisms that exist for the promotion of women. Resolution AG/RES. 2023 (XXXIV-O/04), “Promotion of Women’s Human Rights and Gender Equity and Equality,” adopted by the thirty-fourth regular session of the OAS General Assembly, stated its support for the CIM’s work in enforcing and monitoring this Program and in implementing activities and programs for integrating a gender perspective at ministerial meetings.

CIDA-OAS/CIM Project. The steps taken by the CIM in implementing this project have already been set out in this document; please refer to section (II.1) to avoid the duplication of information.

### Integration of a gender perspective at ministerial meetings – SEPIA Process

In compliance with the IAP’s mandate of ensuring “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,” the CIM launched a process for incorporating a gender perspective onto ministerial agendas. This process, called SEPIA,<sup>1</sup> has enabled the CIM to work in conjunction with experts from civil society, governments, and other regional and international organizations to submit, to ministerial meetings, recommendations for the incorporation of a gender perspective and, subsequently, to

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1. From the Spanish *Seguimiento del Programa Interamericano*, “Follow-up of the Inter-American Program.”

establish specific lines of action for the enforcement and monitoring of those recommendations. The SEPIA process has been applied in the following areas: Work (SEPIA I), Justice (SEPIA II), Education (SEPIA III), and Science and Technology (SEPIA IV). The follow-up steps taken are described below.

In 2004, the CIM, in collaboration with the OAS Office of Science and Technology (OCT) and with the participation of the Gender Advisory Board of the United Nations Commission on Science and Technology for Development and of other experts, drew up recommendations for incorporating a gender perspective into the programs and policies of science and technology ministries. The resulting document, "Recommendations for incorporating gender awareness into science and technology policies and programs in the Americas," was incorporated into the Plan of Action of the First Meeting of Ministers and High Authorities on Science and Technology under the aegis of CIDI, held on November 11-12, in Lima, Peru.

Second Meeting of Ministers or of the Highest Ranking Authorities Responsible for the Advancement of Women in the Member States (REMIM II): April 21 to 23, 2004

In fulfillment of resolution AG/RES. 1941 (XXXIII-O/03), "Promotion of Women's Human Rights and Gender Equity and Equality," the Secretary General convened the Second Meeting of Ministers or of the Highest Ranking Authorities Responsible for the Advancement of Women in the Member States (REMIM II), which was coordinated by the CIM. It was attended by ministers for women's affairs, one minister of social transformation, ambassadors and CIM principal delegates, and other dignitaries.

The ministers adopted a declaration and five resolutions: "Integrating a Gender Perspective in the Summits of the Americas," "Women, Trade, and Economic Empowerment," "Violence against Women: Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women (Convention de Belém do Pará)," "Strengthening the CIM," and "Recommendations on Gender and Justice to be Referred to the Fifth Meeting of Ministers of Justice or of Ministers or Attorneys General of the Americas (REMJA V)." The CIM's Executive Secretary was instructed to present these recommendations at the Fifth Meeting of Ministers of Justice or of Ministers or Attorneys General of the Americas (REMJA V), also held in April 2004. As a result of this direct communication between the ministers, for the first time the conclusions and recommendations of REMJA V include specific chapters on violence against women, trafficking in human lives, and gender and justice.

Consideration was given to the results of the Special Summit of the Americas, held in Mexico, and to equity and gender equality at the Fourth Summit of the Americas, and to proposals for incorporating a gender perspective in its Declaration and Plan of Action. The delegations also reported on the best practices developed in their countries for implementing the IAP in the spheres of employment, education, and justice, in order to duly follow up on the recommendations of SEPIA I, II, and III.

## Human rights and eliminating violence against women

### Monitoring implementation of the Convention of Belém do Pará

The CIM continues to work for the ratification and enforcement of the Convention of Belém do Pará by all the OAS member states. To date, 31 of the 34 member states have ratified it.

In accordance with the mandate of the XXXI Assembly of Delegates of the CIM [CIM/RES. 224 (XXXI-O/02)], adopted by the OAS General Assembly [AG/RES. 1942 (XXXIII-O/03)], the CIM made preparations for the drafting of a follow-up mechanism on the Convention de Belém do Pará. During the period covered by this report, the CIM focused its efforts on the preparations for adopting a follow-up mechanism for this Convention that would facilitate the systematic assessment of its implementation. The CIM drew up a proposal for a mechanism and submitted it to the member states, regional and international agencies, and civil society for analysis and comments. In July 2004, a meeting of experts was convened. It analyzed and approved the first draft of the Statutes for this follow-up mechanism. The draft statute was sent to the member states, civil society, and multilateral agencies for their comments. The Secretary General of the OAS, in coordination with the CIM, convened the Conference of States Parties to the Convention on October 26, 2004. That occasion ended with the adoption of the Statute of the Follow-up Mechanism on the Implementation of the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Convention de Belém do Pará). The member states that are not parties to the Convention, the OAS Secretariat for Legal Affairs, and the Inter-American Commission on Human Rights (IACHR) attended the conference. In accordance with this statute, the OAS, through the CIM Permanent Secretariat, will serve as the Technical Secretariat for the Mechanism and its Committee of Experts.

### Trafficking in persons

In fulfillment of resolution AG/RES. 2019, and with the support of the government of the United States, the OAS Coordinator for matters related to the trafficking in persons, particularly of women, adolescents, and children, began working within the CIM with the aim of coordinating activities in this area taken by the OAS and the member states.

Work continues on the Project on the trafficking of women, adolescents, and children for the purposes of sexual exploitation in the Americas. The CIM is currently collaborating with the International Organization for Migration (IOM) on the implementation of Stage II of the project in Mexico, Bolivia, and Belize, which includes research efforts and capacity-building for government officials.

In Mexico, the project concentrates on the ten border states and includes capacity-building courses for government representatives on the northern and southern borders and at the federal level in the Federal District. A fourth training cycle will focus on civil society.

The first training seminar, aimed at government officials, was held in La Paz, Bolivia, and was transmitted by videoconferencing to a further three cities: Santa Cruz, Tarija, and Cochabamba. It was attended by national authorities, public officials, immigration service personnel, and other employees of the local government.

In the Caribbean, in collaboration with the IOM and local counterparts from The Bahamas, Barbados, Guyana, Jamaica, the Netherlands Antilles, Saint Lucia, and Suriname, the CIM and the IOM organized a series of seminars with the title, "Trafficking in persons: Formulating a cooperative response." During the summer of 2004, seminars were held in each participating country. The regional project's aims are: to create awareness and report on the scope, nature, and risks of trafficking in persons; to increase the capacity of governmental and nongovernmental representatives to identify victims of human trafficking, assist them and protect them, and to gather together relevant, regionally compatible data; to encourage cooperation and exchanges of statistical data throughout the region; to promote the drafting of policies and laws to prevent trafficking in human lives; and to coordinate operational procedures.

#### Summits of the Americas

During the period covered by this report, the CIM worked with the Secretariat for the Summits Process in ensuring that gender issues were included in preparations for the next Summit, to be held in Argentina in November 2005. The recommendations of the XXXII Assembly of Delegates regarding the Summit will be presented at the preparatory meeting of the Summit Implementation Review Group (SIRG), to be held in Argentina in March 2005.

#### Women's Participation in Power and Decision-Making Structures

The CIM remains a co-sponsor and member of the Coordinating Council of the Inter-American Development Bank's Women's Leadership and Representation Program (PROLEAD), which funds leadership projects in the Hemisphere. During the past year, in collaboration with the Unit for the Promotion of Democracy and PROLEAD, the CIM sponsored a "Training seminar for young women leaders in the MERCOSUR region on democratic government," held in Brazil.

#### XXXII Assembly of Delegates of the CIM

On October 27-29, 2004, Washington, D.C., was the venue for the XXXII Assembly of Delegates of the CIM. The meeting elected the Executive Committee for the 2004-2006 term of office and adopted the Biannual Program for the same period. Nine resolutions and two declarations were adopted. The priority areas for this two-year term include education, the eradication of poverty and discrimination, women's empowerment, violence against women, trafficking in women, adolescents, and children, and peace and security.

Following the mandates of the Assembly of Delegates, the CIM will continue to work for full participation by women in preventing conflicts and promoting peace, and in the implementation in the Hemisphere of UN Security Council Resolution 1325. With support from the civil society organization Women Waging Peace, the CIM continues to actively promote the incorporation of a gender perspective into matters relating to women, peace, and security in the Americas.

#### 10. INTER-AMERICAN CHILDREN'S INSTITUTE (IIN)

In response to the mandate for the implementation of the Inter-American Program on the Promotion of Women's Rights and gender Equity and Equality, and to the incorporation of a gender perspective into the IIN's programs and projects, 2003 saw the start of a training process focusing on the integration of the gender perspective with a human rights perspective. This has resulted in a series

of training efforts (both attendance courses and distance learning) through the holding of a seminar on “human rights, gender, childhood, and citizenship,” aimed at managers and operators of programs for children and adolescents.

During 2004, the IIN’s Comprehensive Program for Promoting the Rights of the Child held two training seminars:

- International Distance Seminar: [www.iin.oea.org](http://www.iin.oea.org)
- Gender, Childhood, and Citizenship – April 1 to July 15, 2004. 33 participants from Argentina, Bolivia, Colombia, Chile, Panama, Paraguay, Peru, and Uruguay.
- On-site Seminar at IIN headquarters in Uruguay. Gender, Childhood, and Citizenship – October 14 to November 25, 2004. 45 participants from Uruguayan governmental and nongovernmental organizations
- Seminar Program:
  - Unit 1: Conceptualizing Childhood and Gender
    1. Childhood in different historical periods and cultures.
    2. Childhood and new family arrangements.
    3. The concept of gender.
    4. Gender identities and roles.
    5. Gender equality and equity.
  - Unit 2: International Summits and Platform in favor of Childhood and the Condition of Women
    1. Convention on the Rights of the Child.
    2. World Summit for Childhood (1990).
    3. The Kingstown Consensus (2000).
    4. International Conference on Population and Development (1994).
    5. Fifth Conference on Women (1995);
    6. Convention of Belém do Pará (1994);
    7. Millennium Summit
  - Unit 3: Construction of Citizenship and Gender
    1. Historical evolution of the concept of citizenship.
    2. The new dimensioning of the concept of citizenship.
    3. Social citizenship, gender citizenship.
    4. Community empowerment and development model.
    5. The rights of women and child care: readings from a gender-aware perspective.
    6. The role of men and paternity within families
  - Unit 4: Gender and Basic Education
    1. Sexism. The hidden curriculum. Co-education.
    2. Descriptive studies and analytical studies.
    3. The profession practices of educators: position and implications of gender awareness.
    4. Methodological strategies for incorporating gender awareness within centers of learning.
  - Unit 5: Social Policies toward Childhood: Thinking about Gender Equality and Equal Opportunities.
    1. Universal and targets social policies.
    2. Incorporating the gender dimension into social policies aimed at children and families.

3. Evaluation of policies and programs from a gender perspective: Basic considerations.

#### 11. OFFICE OF HUMAN RESOURCES SERVICES (OHRS)

Resolution AG/RES. 1790 (XXX1-O/01), "Appointment of Women to Senior Management Positions at the OAS," resolved "to request the Secretary General to monitor closely the progress made by OAS organs, agencies, and entities in meeting the goal of having women occupy 50% of the posts at each level in the OAS by the year 2005, to keep the Permanent Council informed with respect to the implementation of this resolution, providing it every year with relevant statistics from the Department of Human Resource Services, and to report thereon to the General Assembly at its thirty-second regular session."

##### Report

In late 2003, the proportion of women in professional posts within the General Secretariat stood at 45%. This figure reflected continuous growth in the percentage of women over the previous 25 years.

In 2004 a new Secretary General made major structural and personnel changes within the General Secretariat, which caused the elimination of two of the highest salary levels: unclassified executives and executive secretaries, and grade D-2. Seven departments were created, with D-1 departmental heads. Office director positions were established, at the P-5 level. The structure was further rationalized subsequently by the Acting Secretary General through Executive Order 05-03, to include five departments and two executive secretariats.

These changes have had an impact on the staff, both men and women alike. On December 31, 2003, there were 26 men (72%) and 10 women (28%) in D-2 and D-1 posts (a ratio of 2.6:1). In the 2004 restructuring process, all the D-2 positions were eliminated and, on December 31, 2004, the D-1 personnel numbered four men (67%) and two women (34%) (a ratio of 2:1).

Although the absolute figures changed, the relative proportions of men and women at professional levels higher than P-5 remained stable between late 2003 and late 2004 at 71% (men) and 28% (women). The percentage of women at the P-4 level improved negligibly during 2004 (from 79% to 81%). At the end of 2004, the total of women in the professional category numbered 45%, compared to 55% for men – the same ratio as in 2003.

In conclusion, it should be noted that while the total staff of the General Secretariat was reduced from 719 to 632 in 2004, the women professionals were not more affected by the restructuring process than the male professionals. In light of the budgetary crisis and the financial constraints facing the Organization, the deadline of 2005 for achieving a 50:50 breakdown should be postponed to allow the OAS to work on improving its financial situation; this, in the near future, is expected to improve on the goal of having women occupy 50% of the professional posts within the OAS General Secretariat.

**STAFF NUMBERS AND BREAKDOWN BY GRADE AND SEX  
WITHIN THE OAS GENERAL SECRETARIAT  
AS OF DECEMBER 31, 2004  
(all funds)**

Grade	Men	%	Women	%	Total
XYZ	1	100.00	-		1
D1	4	66.67	2	33.33	6
P5	69	71.13	28	28.87	97
P4	40	50.63	39	49.37	79
P3	42	54.55	35	45.45	77
P2	28	39.44	43	60.56	71
P1	8	36.36	14	63.64	22
Other professionals**	22	62.86	13	37.14	35
<b>TOTAL PROFESSIONALS:</b>	<b>214</b>	<b>55.15</b>	<b>174</b>	<b>44.85</b>	<b>388</b>
G-7	4	40.00	6	60.00	10
G-6	14	17.72	65	82.28	79
G-5	22	30.14	51	69.86	73
G-4	12	28.57	30	71.43	42
G-3	29	96.67	1	3.33	30
G-2	5	100.00	0	0.00	5
G-1	1	100.00	0	0.00	1
Temporary support staff	2	50.00	2	50.00	4
<b>TOTAL GENERAL SERVICES:</b>	<b>89</b>	<b>36.48</b>	<b>155</b>	<b>63.52</b>	<b>244</b>
<b>TOTAL MEN:</b>	<b>303</b>	<b>48%</b>			
<b>TOTAL WOMEN:</b>	<b>329</b>	<b>52%</b>			
<b>GRAND TOTAL:</b>	<b>632</b>	<b>100%</b>			

\*\* Includes "Associates"

Prepared by: Office of Human  
Resources Services, December 31, 2005

12. JUSTICE STUDIES CENTER OF THE AMERICAS (JCSA)

Basically, the JCSA's activities vis-à-vis gender mainstreaming took place as a part of the project "Gender and criminal procedural reform," the goal of which was to determine whether the introduction of reforms to criminal procedures had led to progress or backtracking in the treatment of women's rights, with specific reference to gender-based violence. This project was carried out through empirical research in Chile, Ecuador, Guatemala, and Honduras.

Each country drew up a local report, and then a coordinator prepared a comparative document. The main findings address several issues. First, the serious limitations of the strategy of criminalizing forms of behavior to prevent them from occurring, which has proved to be not up to the task of resolving the problem. Second, in only a small number of cases do prosecutors decide to go to trial, because of the low levels of credence that the system has toward certain groups of victims (women aged over 15, in particular). This is compounded by the problems of proving such crimes, which are regularly committed in the absence of witnesses. A third problem, closely related to a poor understanding of the reformed system, is the use of "credibility experts." Not only does this imply doubts about the victim's truthfulness, it also entails reassigning the job of evaluating credibility from the judge to those experts. Finally, the complexity of the assistance required by victims of this kind poses challenges of coordination and institutional design and these, in certain countries, have not been tackled with the requisite seriousness.

In order to publicize these results and open up a debate on them, the reports were presented at an international seminar held on November 25-26 in San Pedro Sula (Honduras); this event was organized by the JCSA and that country's Supreme Court. The seminar was organized into panel sessions, to which the local consultants who had drawn up the national reports were invited, together with experts on this issue from different parts of the Americas. The results were published on the JCSA's webpage, [www.cejamericas.org](http://www.cejamericas.org).

Finally, during the current year the JCSA is to publish a new version of its "Report on the State of Justice in the Americas," for which it began to gather the relevant information during 2004. This new edition of the report will contain information broken down by sex, which was not the case with the first edition.

13. INTER-AMERICAN INSTITUTE FOR COOPERATION ON AGRICULTURE (IICA)

Actions and outcomes in technical cooperation

Dissemination of the IICA's Territorial Approach as a framework for improving the management of rural development policies and models with gender equality. An international seminar was held to deal with the subject of gender equality and sustainable development of rural territories on March 23-26, 2004, in San Luís, Maranhao, Brazil. In addition, an international encounter-workshop on the contributions of gender awareness in promoting microenterprises for territorial development was held in Bogotá, Colombia, on April 1-2, 2004.

Strengthening public policies and development programs through gender mainstreaming and the promotion of rural women. Between September and December 2004, an international series of global dialogues on "Gender Mainstreaming for Promoting Rural SMEs and Sustainable Credit" was held. Seven countries participated in the series: Brazil, Mexico, Colombia, Ecuador, Panama, Peru,

and Costa Rica. The general objective of the series was to encourage a regional view of the strategic importance of incorporating a perspective of gender equality in the design of policies and the management of strategies and investments for promoting rural small businesses and microenterprises and the sustainable use of credit in the countries. To achieve this, 16 national workshops were organized (four in each country), together with four regional videoconferences involving all the countries. As a result, at least five of these countries encouraged the creation of small discussion and reflection groups, covering a range of sectors and disciplines, to focus on policies and instruments for the promotion of rural microenterprises and small businesses. Some of these groups are working on creating a national proposal for following up on the actions taken.

Training. The fifth course on Planning for Sustainable Local Development: Construction of a Sustainable Development Strategy for Rural Territories with Gender Equality, was held in the state of Maranhao, Brazil. It trained 40 rural women leaders in how to use sustainable development planning and management techniques and it introduced the social development management model in five territories characterized by the movement of extractive female rural agricultural workers. In addition, training days were held for rural women in small businesses and microenterprises in Nicaragua and Ecuador, using a self-learning method designed by the IICA, with the support of the IDB.

Instruments for handling and updating statistical information. Colombia's national statistics were updated with a gender-awareness perspective.

Strengthening networks and creating partnerships. Closer ties were forced with the Mexican Rural Women's Network (RENAMUR) with a view toward systematizing their experiences in creating and consolidating their network, so that the lessons learned could help other networks in Latin America and the Caribbean. We continued to support the strengthening of the Caribbean Network of Rural Women Producers. Support was given to the expansion of the Network with the inclusion of Saint Vincent and the Grenadines, in addition to Barbados, Trinidad and Tobago, Jamaica, and Guyana.

Publications: The following documents were published and distributed:

- García, Isabel, and Gomáriz, Enrique. (2004). *La perspectiva de Género y Mujeres Rurales en las Estrategias y Políticas de Desarrollo Territorial Sostenible*, Technical Notebook No. 24. San José, Costa Rica: IICA. 34 p.
- Caracciolo, Mercedes, and Foti, María del Pilar. (2004). *Capital Social, Economía Solidaria y Desarrollo Territorial Sostenible (el caso de las mujeres de la Federación de Trabajo Textiles del Sudeste, Argentina)*. Technical Notebook No. 27. San José, Costa Rica: IICA. 51 p.
- Portilla, Melania. (2004). *Género y Actores Sociales en el Enfoque Territorial del Desarrollo Rural*. Technical Notebook No. 28. San José, Costa Rica: IICA. 31 p.
- Caracciolo, Mercedes, and Foti, María del Pilar. (2004). *Capital Social, Economía Solidaria y Desarrollo Territorial Sostenible (el caso de las mujeres de la Federación de Trabajo Textiles del Sudeste, Argentina)*. Synopsis No. 1, 2004. San José, Costa Rica: IICA. 8 p.
- Chicharro, María. (2004). *La Aplicación del Principio de Igualdad de Oportunidades en la Metodología LEADER en Europa*. Synopsis No. 3, 2004. San José, Costa Rica: IICA. 4 p.

- Dirven, Martine, and Rico, María. (2004). *Aproximaciones a un Desarrollo Rural Territorial con Enfoque de Género*. Synopsis No. 4, 2004. San José, Costa Rica: IICA. 4 p.
- Gutiérrez, Myriam. (2004). *La Experiencia de la “Ley para la Mujer Rural” en Colombia*. Synopsis No. 5, 2004. San José, Costa Rica: IICA. 4 p.
- Portilla, Melania. (2004). *Género y Actores Sociales en el Enfoque Territorial del Desarrollo Rural*. Synopsis No. 7, 2004. San José, Costa Rica: IICA. 4 p.
- IICA. 2004. *Equidade de Genero e Desenvolvimento Sustentável dos Territórios Rurais*, Instituto Interamericano de Cooperación para la Agricultura, Cristina Buarque, ed., Brasília, Brazil.
- IICA. 2004. *La perspectiva de género en la promoción del microempresariado para el desarrollo rural en América Latina*, Gutiérrez Myriam Lucía, ed. Inter-American Institute for Cooperation on Agriculture, Bogotá, Colombia.

For 2005, IICA plans to promote horizontal cooperation with the countries to train technicians and social agents, using a model for the social management of territories with gender equality, and to produce the instruments necessary to make that management possible.

#### 14. SECRETARIAT FOR THE SUMMIT PROCESS

The Secretariat for the Summit Process has been supporting the countries in following up on the mandates handed down by the Summits, including those that address “gender equality” and “women’s human rights.” In connection with this, the Secretariat for the Summit Process has dedicated a section of the Summit Process website to steps taken in compliance with the mandates on gender equality topics.

The Secretariat has also been working with the CIM to tie its activities in with the Summits Process, particularly as regards gender mainstreaming in the implementation of all the mandates and in the preparations for the upcoming Summit.

The Secretariat for the Summit Process also works permanently to encourage the registration with the OAS of civil society organizations involved with gender equality issues. The Secretariat for the Summit Process is responsible for fostering and coordinating civil society participation in the Summits Process and in OAS activities. This Secretariat is also responsible for recording civil society organizations registered with the OAS. Over the past six months, it has registered three organizations that work specifically on gender equality, and a further three dedicated to broader topics that are also related to gender issues. Registering with the OAS allows the civil society organizations an increased and more active level of participation, keeps them informed about OAS activities, and facilitates exchanges of information and joint endeavors with the units of the Organization’s General Secretariat.

The civil society organizations dedicated to gender issues have actively participated in activities organized by the Secretariat for the Summit Process: for example, the roundtable discussion held on January 24, 2005, for receiving civil society recommendations related to the Fourth Summit of the Americas, “Job creation for combating poverty and strengthening democratic governance.”

In addition, the Secretariat for the Summit Process affirms that in its proposals for projects, seminars, and other activities, it invariably adopts a gender-awareness perspective by including the issue in its discussions or by inviting panelists to address the topic. In conveying information and proposals to civil society, the private sector, and other partners, the Secretariat for the Summit Process includes a gender perspective in preparing and executing its projects. Worthy of mention in this regard is the initiative of the Government of Argentina for organizing a Gender Forum, with civil society, as part of the preparations for the Fourth Summit of the Americas. This forum is to be held on April 7-9, 2005, in Buenos Aires, Argentina. The results will be conveyed to the Summit Implementation Review Group.

Finally, at the XXXII Assembly of Delegates of the CIM (October 27-29, 2004), the Director of the Secretariat for the Summit Process gave a presentation on the Summits Process, the preparations for the Fourth Summit of the Americas, and the different ways in which the CIM's recommendations could be conveyed to the Summit Implementation Review Group.

#### IV. BUDGET

Resolution AG/RES. 1941 (XXXIII-O/03), operative paragraph 8, instructs the Permanent Council to consider increasing the resources allocated to the CIM in the program-budget, enabling it fully to carry out its mandates. (Those resources are described in general terms in resolution AG/RES. 1853 (XXXII-O/02) as the human and financial resources the CIM needs to act as an organ for follow-up, coordination, and evaluation of the Inter-American Program.) In 2004, resolution AG/RES. 2021 (XXXIV-O/04) "Strengthening of the Inter-American Commission of Women" resolved to "urge the Secretary General to provide Inter-American Commission of Women (CIM) with sufficient human and financial resources to strengthen its capacity to comply with its mandates." To date, resources that might be allocated to that end have not been identified. The funds needed for IAP follow-up and for the SEPIA meetings do not exist.

As regards the training courses, the CIM will continue with this project with financial support from the government of Canada.

Other than what has been indicated, there is no budget allocation to provide resources for discharging this mandate and, consequently, for implementing the IAP.

OAS GENERAL ASSEMBLY RESOLUTIONS  
RELATED TO GENDER EQUALITY AND EQUITY

- AG/RES. 1422 (XXVI-O/96), “Cooperation within the Inter-American System to Ensure Full and Equal Participation by Women in the Development Process,” 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.
- AG/RES. 1432 (XXVI-O/96), “Status of Women in the Americas,” recommended that member states 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 policies. 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.
- AG/DEC. 18 (XXVIII-O/98), “Declaration on Equal Rights and Opportunity for Women and Men and Gender Equity in Inter-American Legal Instruments,” 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.
- AG/RES. 1625 (XXIX-O/99), “Status of Women in the Americas and Strengthening and Modernization of the Inter-American Commission of Women,” called for a meeting of ministers or of the highest-ranking authorities responsible for the advancement of women in the member states in the first quarter of 2000. It also asked the CIM, as the coordinator of the meeting, to draw up a draft agenda including, *inter alia*, the approval of the “Draft Inter-American Program on the Promotion of Women’s Rights and Gender Equity” and consideration of the commitments acquired at 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 the Permanent Council to report on the implementation of this mandate to the General Assembly at its thirtieth regular session.

- AG/RES. 1635 (XXIX-O/99), “American Declaration of the Rights and Duties of Man,” 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.
- AG/RES. 1669 (XXIX-O/99), “Observations and Recommendations on the Annual Reports of the Organs, Agencies, and Entities of the Organization,” 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.
- 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,” approved 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.
- AG/RES. 1741 (XXX-O/00), “Integrating a Gender Perspective in the Summits of the Americas,” 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 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

- 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,” received with satisfaction the first report on the implementation and promotion of the Inter-American Program; reaffirmed 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 to 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.
- 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,” received the second report on the implementation and promotion of the Inter-American Program; reaffirmed governments’ commitment to integrate a gender perspective into their national programs and policies; and instructed the Secretary General and 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 (2) to report to the General Assembly at its thirty-third regular session on the implementation of this program.
- AG/RES. 1883 (XXXII-O/02), “Observations and Recommendations on the Annual Reports of the Organs, Agencies, and Entities of the Organizations,” instructed 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.
- In fulfillment of resolution AG/RES. 1941 (XXXIII-O/03), “Promotion of women’s human rights and Equity and Equality gender”: requested the Permanent Council to integrate a gender perspective into its resolutions, activities, and initiatives, to ensure that they benefit women and men on an equal basis. It requested the Secretary General to continue to give full support to the Inter-American Program, in keeping with resolution AG/RES. 1853 (XXXII-

O/02) and the priorities established in the First Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States (REMIMI I). It also requested that he continue to integrate a gender perspective into all programs and policies of the Organization, and that he reiterate the request to the organs, agencies, and entities of the Organization to include in their annual reports to the General Assembly information on their efforts to integrate a gender perspective into their policies, programs, projects, and activities.

- AG/RES. 1952 (XXXIII-O/03), “Observations and recommendations on the annual reports of the organs, agencies, and entities of the Organization,” reiterated to all the organs, agencies, and entities of the Organization that, in presenting their annual reports, they must take into account the provisions of prior General Assembly resolutions, including AG/RES. 1883 (XXXII-O/02) [which calls for them to provide a detailed account of the measures taken to implement the IAP and to integrate a gender perspective into their programs, projects, and activities.] It specifically expressed support for the CIM’s collaboration on the gender mainstreaming project in the OAS General Secretariat.
- AG/RES. 2023 (XXXIII-O/04), “Promotion of Women’s Human Rights and Gender Equity and Equality,” reaffirmed its support for the work of the Inter-American Commission of Women (CIM) as the principal forum for generating hemispheric policy on gender equity and equality and the promotion of women’s human rights. It also urged the Secretary General to continue to give full support to the IAP, with special emphasis on the priorities set by the Second Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States (REMIM-II). The resolution also supported the CIM in its activities and programs for gender mainstreaming within the results of the ministerial meetings on labor, justice, education, and science and technology, and it urged the member states and the Permanent Council to promote the development of women and to take into consideration the recommendations of REMIM II.

DRAFT RESOLUTION  
PROMOTION OF WOMEN'S HUMAN RIGHTS  
AND GENDER EQUITY AND EQUALITY

THE GENERAL ASSEMBLY,

HAVING SEEN 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 (CP/doc.4005/05);

CONSIDERING:

That the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP), adopted by means of resolution AG/RES. 1732 (XXX-O/00), has gender mainstreaming as its decisive strategy for attaining the ultimate goal of promoting and protecting women's human rights and gender equity and equality and for achieving equality of rights and opportunities between women and men;

Resolutions AG/RES. 1777 (XXXI-O/01), AG/RES. 1853 (XXXII-O/02), AG/RES. 1941 (XXXIII-O/03), and AG/RES. 2023 (XXXIV-O/04), with which the General Assembly received the successive reports of the Secretary General on the fulfillment of the Program and issued mandates for its implementation;

The commitment made by the Organization of American States to facilitate integration of a gender perspective into the work of all its organs, agencies, and entities by developing training programs and disseminating information on women's human rights, and to support governments in the systematic compilation and dissemination of statistical data disaggregated by sex;

The support given to the IAP by the Heads of State and Government in the Plan of Action of the Third Summit of the Americas, and the need to continue with initiatives aimed at the crosscutting integration of the gender perspective in the preparations for the forthcoming Summit of the Americas to be held in Argentina;

The role of the CIM as a technical advisory agency to the Summit Implementation Review Group (SIRG) in all matters relating to gender equity and equality, and the importance of the CIM in following up on the pertinent Summit recommendations and in the preparations for the Fourth Summit of the Americas; and,

The distinguished work of the CIM as the main forum for generating hemispheric policies on gender equity and equality, and for cooperation between the OAS and the various regional and subregional organs and bodies, and in the implementation of recommendations for promoting sector-wide gender mainstreaming in the areas of labor, justice, education, and science and technology,

**RESOLVES:**

1. To take note of the Secretary General's Fifth Report on the implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and

Equality, submitted in fulfillment of resolution AG/RES. 2023 (XXXIV-O/04), and to urge him to continue giving it his full support.

2. To reaffirm its support for the work of the Inter-American Commission of Women (CIM) as the principal forum for generating hemispheric policy on gender equity and equality and the promotion of women's human rights, and to continue to support its efforts in:

- a. The follow-up and implementation of the Inter-American Program, including the coordination of the first meeting of the Inter-Institutional Forum on Gender Equity and Equality (IIFGEE), to be convened by the Secretary General;
- b. The implementation of activities and programs for gender mainstreaming in the results of ministerial meetings on labor, justice, education, and science and technology.

3. Again to request the Permanent Council, in fulfillment of the mandates handed down by this Assembly, by the Summits of the Americas, and by the Inter-American Program, to:

- a. Continue in its efforts to integrate a gender perspective into its resolutions, activities, and initiatives, as applicable, to ensure that they benefit women and men on an equal and equitable basis, drawing upon the expertise of the CIM;

- b. Consider increasing the resources allocated to the CIM in the program-budget, enabling it to carry out its mandates in full.
  - c. Coordinate with the CIM topics VI, VII, and VIII of the conclusions and recommendations of the fifth meeting of Ministers of Justice or of Ministers or Attorneys General of the Americas (REMJA-V) regarding trafficking in human lives, particularly women and children, violence against women, gender and justice, in the follow-up process and the preparations for REMJA-V being carried out by the Committee on Juridical and Political Affairs (CAJP).
4. To urge the member states to:
- a. Continue their efforts to develop public policies and strengthen institutional mechanisms for the advancement of women and to enforce laws that promote women's human rights and gender equity and equality, including equal opportunity for women and men at all levels;
  - b. Gather and analyze data disaggregated by sex in all sectors of the economy, so as to better understand and address the different impact of trade liberalization on women and men;
  - c. Analyze and create programs of support that take into account the different impact of macroeconomic policies on women and men and might bring about

positive outcomes, and that could help mitigate the possible negative impact on specific populations, including, among others, women who may be affected disproportionately because of their socioeconomic role;

- d. Incorporate notions about the impact of gender in developing their national policies and positions for bilateral and regional trade agreement negotiations, and include gender equity and equality as a priority topic in trade capacity-building strategies at the national and regional levels;
- e. Encourage the diversification of employment opportunities available to women, and develop and strengthen policies and programs that will help women benefit from trade as a tool for combating poverty and encouraging equitable and sustainable development in the Hemisphere.

5. To urge the Secretary General to:

- a. Continue to foster gender mainstreaming in all programs and policies of the Organization, promoting follow-up and support activities in the OAS gender analysis training program, in particular for new staff, and training for trainers;
- b. Reiterate the request to the organs, agencies, and entities of the Organization to include in their annual reports to the General Assembly information on

their efforts to mainstream the gender perspective into their policies, programs, projects, and activities;

- c. Work with the CIM to ensure the incorporation of a gender perspective in developing the programs and actions of all the organs, agencies, and entities of the Organization; and,
- d. Report to the General Assembly at its thirty-sixth regular session, in coordination with the CIM, on the implementation of the Inter-American Program and of this resolution by the organs, agencies, and entities of the inter-American system.