



INTER-AMERICAN COMMISSION OF WOMEN

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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. 2124 (XXXV-O/05)**



ORGANIZATION OF AMERICAN STATES
INTER-AMERICAN COMMISSION OF WOMEN

No. 05-46/06

May 12, 2006

Secretary General:

Pursuant to resolution AG/RES.2124 (XXXVI-O/05), I am please to attach herewith the Report of the Secretary General on Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality, which was prepared by this Commission.

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

Carmen Lomellin
Executive Secretary

Mr. José Miguel Insulza
Secretary General
Organization of American States
Washington, D.C.

CONTENTS

	<u>Page</u>
I. BACKGROUND	1
II. ACTIONS TO IMPLEMENT THE INTER-AMERICAN PROGRAM.....	2
CIDA-OAS/CIM Project	2
III. ACTIVITIES CARRIED OUT BY OAS BODIES.....	5
1. General Secretariat.....	5
a. Inter-American Commission on Human Rights (IACHR)	5
b. Human Development Fund Committee	7
c. Summits of the Americas Department.....	8
d. Department of Legal Advisory Services.....	9
2. Office of the Assistant Secretary General.....	10
a. Inter-American Commission of Women (CIM)	10
b. Inter-American Children’s Institute (IIN)	13
3. Executive Secretariat for Integral Development.....	14
a. Department of Education, Culture, Science, and Technology	14
b. Department of Sustainable Development	16
4. Secretariat for Political Affairs	18
5. Secretariat for Multidimensional Security	20
a. Inter-American Committee against Terrorism (CICTE)	20
b. Inter-American Drug Abuse Control Commission (CICAD).....	20
c. Department for the Prevention of Threats against Public Security.....	20
6. Secretariat for Administration and Finance	21
7. Inter-American Institute for Cooperation on Agriculture (IICA).....	24
IV. BUDGET	25
ANNEX I OAS General Assembly resolutions related to Gender, Equality and Equity	27
ANNEX II Draft Resolution - Promotion of Women’s Human Rights and Gender Equity and Equality.....	31

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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 women-related policy in the member states. At that meeting, which was coordinated by the CIM, the ministers adopted the “Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality” (IAP or “the Program”).

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

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 the OAS member states and the 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 the Inter-American Commission of Women (CIM) the task of implementing it and it 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.

The heads of state and government of the Americas have also expressed their support for the IAP. The Plan of Action of the Third Summit of the Americas, held in Québec City in 2000, backed the IAP, incorporated gender awareness into some of its chapters and, for the first time, adopted a chapter on gender equality. The Declaration of Nuevo León of the Special Summit of the Americas,

held in Monterrey, Mexico, in 2004, reiterated the commitment to continuing to promote gender equity and equality and the mandates of the Summits of the Americas in this regard. Finally, the Fourth Summit of the Americas, held in November 2005 in Mar del Plata, Argentina, and focusing on the topic of creating decent work and strengthening governance, reaffirmed its resolve to combat gender-discrimination in order to eliminate the disparities that exist between men and women in the working world.

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

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 establishes 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 detailed in the reports presented in previous years, between February 2002 and December 2003, the first phase of this project was carried out, with great success. More than 200 staff members responsible for programs and policies, from both headquarters and field offices, received training in gender awareness.

Phase II of the project

The government of Canada, seeing the results obtained, offered the CIM financial support to enable it to continue this training process. The CIM embarked on Phase II of the project, hiring the same company that had participated in the first phase, Kartini International. It was deemed important, at this stage in the project, to strengthen the training of trainers to an even greater extent.

On May 23 and 24, 2005, Kartini International held interviews with staff members from different areas of the OAS who had previously been sent a questionnaire on the issues to be addressed at the event. The purpose of this exercise was to assess the progress made since the end of the first phase of the project, and to reveal the personnel's needs so that the information could be used to develop the second phase of training. One proposal that emerged was that the new phase of gender-awareness work should lead to a strategy and a plan of action to enable staff members to adopt a gender-aware perspective. Another issue that was made clear was that to optimize the contributions and participation of the facilitators and of the different units and agencies, they had to be given personalized attention and their contributions had to be used to draw up the sector-based "tip sheets."

It was also said that it would be useful to hold an Executive Briefing/Consultation meeting with unit directors and chiefs in order to involve them in the process and to provide them with information on what the strategy means and on progress with the plan of action and with the sector-by-sector training.

A preliminary list of the sectors that would be invited to participate was drawn up, and the contents of the tip sheets and tools that were to be developed were explored. It was decided that the unit directors should be contacted as soon as possible in order to appoint contact individuals in each unit or area.

With the aim of organizing the first consultation meeting to plan and develop the tool contents, a coordination session with different areas was held in the CIM's offices on October 24, 2005. Dana Peebles and Carole Houlihan – trainers from Kartini International – met with officials from various OAS departments:

Inter-American Drug Abuse Control Commission (CICAD)
Office of Human Resources
Department of Fellowships and Training
Department of Communications and External Relations (DCRE)
Office for the Prevention and Resolution of Conflicts (OPRC) (Department of Democratic and Political Affairs)

The meeting was also attended by an advisor to the OAS Assistant Secretary General and a representative of the Trust for the Americas. In addition, the trainers met with officials from the Office for Sustainable Development and Environment (USDE) and with the Education/Culture and Science/Technology areas of the Office of Education, Science, and Technology (OECT). The possibility of bringing on board the Trade and Information Section, and the Commission on Human Rights (IACHR), is also being studied.

During the coordination session, representatives of several areas of the OAS stressed the importance of, in some way, involving the Permanent Council in this project and, in addition, suggested the possibility of coordinating a presentation on a gender-related issue within the Lecture Series of the Americas.

The coordination group said there was a widespread need for training on how to incorporate gender mainstreaming into the framework of results-based management and in the area of statistics gathering and analysis. Aware that these are issues of interest to several units, it was decided to spend two of the available training days on those topics and to invite all the officers of the General Secretariat to attend, including those on performance contracts. PAHO was also invited to attend.

Finally, the trainers, the Permanent Secretariat of the CIM, and the Department of Human Resources jointly agreed that: (a) the trainers would draw up five tip sheets, suited to the needs of each sector, for easy application to project design and implementation; (b) between 8 and 10 one-day training sessions would be held for the different sectors; (c) a gender-integration strategy aimed at the staff would be developed. The idea was to focus on the specific needs of the departments and units.

On February 16 and 17, 2006, the courses on gender-aware data collection and analysis began. As on previous occasions, staff members from the Inter-American Development Bank (IDB) and the Pan American Health Organization (PAHO) were invited to participate.

As planned, two short training seminars were held, each lasting half a day, on issues of particular importance to each unit, such as follow-up and support for the more general training courses on gender awareness that had been held in 2002-2003. The trainers prepared and distributed to the participants working materials and tools drawn up on the basis of different models for gender analysis and of methods for reporting results and analyzing gender issues from a whole-life perspective. They also trained the participants in how to use those tools and how to adapt them to the needs of each area. Another goal of the process on which we have embarked is to receive comments from the staff on a possible institutional gender strategy and plan of action. More than 40 employees participated.

On February 28 and March 1, a seminar was held for officials from the Department of Crisis Prevention and Special Missions (DPCME) of the Secretariat for Political Affairs. This sectoral workshop, focusing on gender issues and conflict, was intended to define a number of gender- and conflict-related indicators for gender mainstreaming in all the DPCME's projects. One of the ongoing projects into which gender issues must be integrated in a cross-cutting fashion on an urgent basis is the OAS Mission to Support the Peace Process in Colombia, coordinated by the DPCME, the goal of which is to bring about the reintegration of former combatants. The 15 officers from the Secretariat for Political Affairs who attended this workshop analyzed gender indicators applicable in the planning, implementation, and evaluation phases of reintegration initiatives.

In addition, as was planned, on March 1, the CIM and Kartini International held a working lunch with the directors and office heads to reinforce the characteristics and importance of this gender integration project and the positive results they would obtain by supporting it. The event was attended by the Assistant Secretary General, his Chief of Staff, one of his advisors, and high-level officials from 15 areas.

The current plans for completing this phase of the project involve holding six one-day training sessions during the months of April, May, and June. The sectors that expressed an interest in participating include Planning, Control and Evaluation, Trade, CICAD, and Human Resources. The institutional gender policy will be developed in parallel to the courses that are held.

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 as 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 encouraging concrete results.

III. ACTIVITIES CARRIED OUT BY OAS BODIES

In 2005 the General Assembly of the OAS adopted resolutions AG/RES. 2124 (XXXV-O/05), “Promotion of Women’s Human Rights and Gender Equity and Equality,” and AG/RES. 2136 (XXXV-O/05), “Observations and Recommendations on the Annual Reports of the Organs, Agencies, and Entities of the Organization,” which instruct the organs, agencies, and entities of the OAS to undertake follow-up and implementation of the Inter-American Program, in particular for strategies that have to do with integrating a gender perspective, and to include in their annual reports to the General Assembly a detailed account of the measures taken to integrate a gender perspective into their policies, 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. General Secretariat

a. 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 works 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 the 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, under the heading

“Rapporteurships”). In accordance with the principles set out in the Inter-American Program, 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 and in the Commission’s case system and country reporting. It has also been underscored in the challenges identified as priorities by member states, experts, and civil society representatives. The Rapporteurship’s work program 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 2005 the Rapporteur’s office conducted a process to gather information on the greatest achievements and challenges facing women in securing effective access to justice in the Americas, with the aim of drawing up practical recommendations for the OAS member states on what legislative, public policy, and institutional measures are needed to improve their compliance with their obligations under international law. This process involved all the pertinent sectors, particularly the governments, judiciaries, civil society, international agencies, and academia, etc., and women from various ethnic and racial groups, socioeconomic levels, and degrees of professional experience. The activities undertaken included the distribution of a questionnaire to the OAS member states, experts from civil society, international agencies, and academic circles, and the holding of five meetings of experts in Washington, DC (April 19-20), Peru (August 1-2), Costa Rica (August 11-12), Argentina (September 12-13), and Jamaica (September 29-30), at the regional and subregional levels. The Rapporteur’s office is currently preparing a report setting out and analyzing the results and conclusions of this process, which will include specific recommendations for the OAS member states on the measures they could adopt to improve women’s access to justice and effectively comply with their regional human rights obligations.

As part of this information gathering process, the Rapporteur’s office also conducted a visit to the Republic of Colombia in June in order to assess the impact of the armed conflict on Colombia’s women and girls and to collect information on the legislative, political, and institutional steps taken by that state to protect the rights of women. During her stay, the Rapporteur visited the cities of Bogotá, Valledupar, and Quibdó, where she met with government authorities and with victims and their relatives, civil society organizations, and intergovernmental bodies involved in defending and promoting women’s rights. The Rapporteur’s observations, conclusions, and recommendations will be included in a special report, to be published by the IACHR.

In addition to its work on access to justice, the Rapporteur's office has continued to provide technical support for the IACHR's work in processing petitions and precautionary measures. On International Women's Day, the Rapporteur's office published a press release celebrating the tenth anniversary of the adoption of the Beijing Platform and entry into force of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women (Convention of Belém do Pará), two instruments that reaffirmed gender equality and the human right of all women to a violence-free existence. The Rapporteur repeated her commitment to promoting the furtherance of women's rights and gender equality in the region, using the instruments of the inter-American human rights system for that purpose.

The Rapporteur's office also participated in a number of activities organized by partner agencies in several capacities, including the Latin American Summit of Women Magistrates organized by the Gender and Justice Program of ILANUD, capacity-building workshops for officers of the judiciary in Uruguay organized by the World Bank, an International Women's Day Panel organized by the Inter-American Development Bank, and a panel about violence against women in Guatemala organized by the Washington Office on Latin America. The Rapporteur's office was also invited to offer comments and technical assistance for the development of a model law to address domestic violence designed by a series of agencies and sectors, including the Pan-American Health Organization, the United Nations Populations Fund, the United Nations Development Fund for Women, the World Bank, the Inter-American Commission of Women, the Center for Reproductive Rights, the Inter-American Development Group, as well as other entities. Finally, the Rapporteur's office participated in a panel session organized by the World Bank on the relationship existing between violence against women and equitable development, together with the United Nations Rapporteur on Violence Against Women, its Causes and Consequences, Yakin Ertürk, and the President of the World Bank, Paul Wolfowitz.

b. Human Development Fund Committee

Leo S. Rowe Pan American Fund

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. In 2005, the number and total value of the loans extended to women exceeded those given to men. Female students accounted for 55.5% of the total amount of loans awarded: 31 loans, worth a total of US\$153,07, of the total number of 54 loans approved by the Rowe Fund Committee in 2005 for the aggregate amount of US\$275,770.

Year	Number of loans approved			
	Women	Men	Total	% of women
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	47	48	95	49.5%
2005	31	23	54	57.4%
Totals	541	681	1222	44.3%

c. Summits of the Americas Department

The Summits Department supports the countries in following up on the mandates handed down by the Summits of the Americas, including those that address gender equality and women's human rights.

The Department also works 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 Fourth Summit of the Americas. Thus, the Director of the Summits Department 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 at the first regular session of the CIM's Executive Committee, held in Washington, D.C., on April 21 and 22, 2005. Similarly, the Summits Department presented the results of the Fourth Summit of the Americas at the second regular session of the CIM Executive Committee, which was held in Washington, D.C., on December 8 and 9, 2005.

In addition, the Summits Department works constantly on the registration with the OAS of civil society organizations involved with the issue of gender equality. The Summits of the Americas Department is responsible for encouraging and coordinating civil society participation in the Summits Process and in OAS activities. This Department is also responsible for registering civil society organizations with the OAS, which affords them greater and more active participation, enables them to keep informed about OAS activities, and facilitates exchanges of information and work in collaboration with the units of the Organization's General Secretariat. During this period, eight organizations that work specifically with the topic of gender equality have been registered.

Civil society organizations involved with gender issues participated actively in the activities organized by the Summits Department at the Fourth Summit of the Americas, including the Seminar on Democracy and the Fourth Summit of the Americas, held on March 11, 2005, in Buenos Aires, Argentina; the hemispheric civil society forum on "Making the Benefits of Democracy a Reality," held on April 11 and 12, 2005, in Washington, D.C.; the Civil Society Dialogue with the ministers of foreign affairs at the 35th OAS General Assembly; the Regional Civil Society Forum for the Fourth

Summit of the Americas, on September 6 and 7, in Buenos Aires, Argentina; and the Civil Society Dialogue with the ministers of foreign affairs that took place on November 3 in Mar del Plata, Argentina, during the Fourth Summit of the Americas.

In addition, the Summits Department ensures that its proposals for projects, seminars, and other activities invariably reflect a gender-aware 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 Summits Department includes a gender perspective in preparing and executing its projects.

For example, the Inter-American Initiative for Civil Society Cooperation – which was designed by the Department and is supported by the Open Society Institute, with the aim of promoting and facilitating civil society participation in the Summits Process through the implementation and monitoring of their mandates – provided funding for the following projects:

- Center for Integral Orientation and Research (COIN): Prevention and attention project in the trafficking and smuggling of women from the Dominican Republic to help combat human smuggling and trafficking.
- Haitian Femmes Soleil Association (AFASDA): Creation of a Legal Assistance Office for the defense of underprivileged women in Haiti, to gather information on the arrests and human rights violations of women held in prisons and to provide medical assistance to women who have suffered abuses.
- Network of civil society organizations for the Advancement of Women – Engendering Local Government – Put a Woman 2006: a project for promoting the equitable and inclusive participation of adult and teenage women in local political processes in Trinidad and Tobago.

Also 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 took place on April 7 to 9, 2005, in Buenos Aires, Argentina, and debated such issues as: poverty, exploitation of women, work, training, empowerment, and strengthening democracy. The result of this event was a Declaration of Civil Society Organizations that includes recommendations for the Fourth Summit that was held in Mar del Plata, Argentina, in November 2005, and a Declaration of Indigenous Women under the aegis of the Civil Society Forum, which also presented a series of recommendations and spoke of the Second Summit of Indigenous Peoples.

The topic of gender equality was also addressed in the documents of the Fourth Summit of the Americas: the Declaration includes three mandates and the Plan of Action a further four on issues ranging from discrimination against women at work, equal access to the benefits of social protection, education, job opportunities and pay, the criminalization of illicit migrant smuggling, and the national generation of employment statistics broken down by sex and race.

d. Department of Legal Advisory Services

As in previous years, the Department of Legal Advisory Services has continued to work on various procedural and substantive issues with the Assembly of Delegates of the Inter-American Commission of Women.

The Department of Legal Advisory Services also played a decisive role in the drafting and publication, on April 11, 2005, of Executive Order No. 05-07, “Prohibition against Workplace Harassment” in the General Secretariat. This participation has also involved it in the preparation and publication, on September 29, 1995, of Executive Order No. 95-07, “Prohibitions Against Sexual Harassment” in the General Secretariat. These executive orders placed the General Secretariat at the vanguard of the treatment given to accusations of both harassment in the workplace and sexual harassment. Accordingly, in line with those executive orders, the Staff Rules contain clear rules on both workplace harassment and sexual harassment.

At the same time, the Department of Legal Advisory Services, through its Director, has been actively participating in the proper training of those responsible for investigating complaints of sexual and workplace harassment within the General Secretariat under the terms of Executive Orders Nos. 95-07 and 05-07.

2. Office of the Assistant Secretary General

a. Inter-American Commission of Women (CIM)

The CIM has the mandate of overseeing, coordinating, and assessing compliance with the IAP, in coordination with the national mechanisms established for the promotion of women. Resolution AG/RES. 2124 (XXXV-O/05), “Promotion of Women’s Human Rights and Gender Equity and Equality,” adopted by the thirty-fifth 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.

Integrating a Gender Perspective into Policies, Programs, and Projects:

CIDA-OAS/CIM Project

The steps taken by the CIM in implementing this project have already been set out in **Section II** of this document.

Integration of a Gender Perspective at Ministerial Meetings SEPIA I – Gender and Labor.

The CIM attended the second meeting of working groups under the aegis of the XIII Inter-American Conference of Ministers of Labor (CIMT), held in Buenos Aires, Argentina, in April 2005, at which it gave a presentation on incorporating a gender perspective into labor ministries’ policies. It also presented that meeting with the results of the Gender Forum held that same month in Buenos Aires in preparation for the Fourth Summit of the Americas, which took place in Argentina in November.

Training on Gender, Conflict, and Peacemaking

The “First Training Course on Gender, Conflict, and Peacemaking: Andean Region” was held in Lima, Peru, on October 3 to 7, 2005. This initiative took place as a part of the strategic alliance

forged between the CIM, what was then the OAS Office for Conflict Prevention and Resolution, and the Initiative for Inclusive Security program of the Hunt Alternatives Fund, with the aim of incorporating a gender perspective into the design and implementation of peace and reconstruction processes in the Americas and of promoting the involvement of women in those processes. It received funding from the Hunt Alternatives Fund and from the government of the People's Republic of China.

The main aim of the course was to provide government and civil society leaders from countries currently facing conflicts or recently having emerged from them with the tools necessary for incorporating gender-awareness into mediation, negotiation, peacemaking, and postconflict reconstruction efforts, and for encouraging the participation of women in those processes. The course was specifically designed for the nations of the Andean region, where several situations of conflict exist and where women play a key role in promoting peace, democracy, and development. Another aim of the course was to create a support network of men and women, from all sectors in the countries and at the hemispheric level, that would serve to promote and strengthen initiatives for bringing about women's participation and inclusion in peace processes at all levels.

Some 200 requests to attend were received, from which 30 participants were selected: 20 women and 10 men active in areas related to governance, peacemaking, and conflict prevention and resolution within national, state, and municipal governments, civil society, the security forces (army, police, etc.), and academic circles. The interinstitutional team of trainers created an innovative curriculum that incorporates, in a crosscutting fashion, the gender perspective into conflict-related issues.

The national groups conducted analyses of specific conflicts in their countries and designed processes for addressing them in a gender-aware fashion. As an immediate result of this initiative, the participants set up the Andean Network of Peacemakers (redpazandina@yahoo.com). Since the end of the course, there has been an intense exchange of information over this network, which has been expanded to include all those who applied to attend the course; and repeat courses have been held in Colombia. During 2006, a second training course will be held in Central America.

The Final Report on the First Course and other pertinent information can be found on the CIM's webpage (www.oas.org/cim).

Women's Human Rights and Elimination of Gender-based Violence

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. On December 14, 2005, the government of Jamaica deposited its instrument of ratification, with which the Convention now has 32 states parties.

During the period covered by this report, the CIM concentrated its efforts on the launch 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), known by the abbreviation "MESECVI". The following paragraphs offer a brief overview of the activities carried out. The complete report is contained in the document adopted in compliance with resolution

AG/RES. 2138 (XXXV-O/05), “Fourth biannual report on compliance with resolution AG/RES. 1456 (XXVII-O/97) ‘Promotion of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women (Convention de Belém do Pará)’.”

As a first step, on January 28, 2005, the President of the CIM wrote to the foreign ministers of the Convention’s states parties, asking them to appoint an expert, of either sex, to sit on the Committee of Experts (CEVI), the Mechanism’s technical body. To date, twenty-five experts have been appointed.

Once the appointments were received, and with the invaluable support of the governments of Mexico and Brazil, the CIM convened the first meeting of the Committee of Experts (CEVI), which took place in Washington D.C., on August 22 to 24, 2005. In its capacity as the Technical Secretariat, the CIM presented the CEVI with draft agendas, rules of procedure, the questionnaire to be given to the governments, a timetable, and a working methodology. After conducting a detailed analysis and making the relevant modifications, the CEVI adopted the aforesaid instruments. The meeting elected Leila Linhares Barsted, the expert from Brazil, and Margarita Puerto Gómez, the expert from Honduras, as its coordinator and alternate coordinator, respectively. They will perform their duties for a period of two years.

On September 13, 2005, the Secretariat sent a note to the Ministers of Foreign Affairs of the states parties, in which it requested them to appoint the Competent National Authority to act as government liaison with the Secretariat of the MESECVI, pursuant to Article 9 of the Rules of Procedure. To date, 25 states parties have appointed their competent national authority.

On November 7, 2005, the Secretariat sent the questionnaire for evaluating implementation of Convention to the appointed competent national authorities and to the permanent missions of those states parties that had not yet identified their point of contact. The replies will be analyzed by the CEVI at the first meeting of its multilateral evaluation round, to be held on June 12 and 13, 2006.

Trafficking in human lives

The CIM, through its Anti Human Trafficking Unit, has continued to abide by resolutions AG/RES. 2118 (XXXV-O/05), “Fighting the Crime of Trafficking in Persons,” and CIM/RES. 225 (XXXI-O/02), “Fighting the Crime of Trafficking in Persons, Especially Women, Adolescents, and Children.” The following paragraphs offer a brief summary of the work carried out, since the complete report is published in the document adopted in compliance with resolution AG/RES. 2118 (XXXV-O/05), “Fighting the Crime of Trafficking in Persons.”

In March 2005, the Anti Trafficking Unit and the International Organization for Migration (IOM) held a meeting on trafficking in human lives in the Netherlands Antilles, The Bahamas, Barbados, Guyana, Jamaica, Saint Lucia, and Suriname, with the aim of analyzing and following up on the progress made with a research and training project into human trafficking in those Caribbean countries. That meeting was the first occasion on which government representatives and experts from the entire subregion met to explore regional strategies for preventing and combating the problem.

During the period covered by this report, the CIM organized eleven training and awareness-raising seminars in Venezuela (January), Belize (April), Peru (April), Bolivia (July and October),

Ecuador (August), Guatemala (September and December), and Mexico (March, May, and October). These seminars, intended for government officials, parliamentarians, diplomats, police and immigration officers, NGOs, young people, and the mass media, seek to strengthen and encourage governmental and nongovernmental capacities for effectively responding to the problem posed by the crime of trafficking in women and children.

The CIM also participated in designing campaigns for preventing human trafficking in Bolivia and Mexico. These activities were carried out in conjunction with the ministries of foreign affairs, ministries of labor and employment, the International Organization for Migration, the International Labour Organization, and a number of NGOs.

Again in this period, the CIM, through its Anti Human Trafficking Unit, hired the professional services of a consultant in Port-au-Prince, Haiti, to conduct an exploratory study into the problem of human trafficking in Haiti and the activities and challenges posed by the Minors Brigade – an institution created to defend young people and children of both sexes who are trafficked in that country. The project's first phase is currently in execution.

The Anti Trafficking in Persons webpage has been finished and is available to the public on <http://www.oas.org/atip>.

a. Summits of the Americas

In compliance with resolution CIM/RES. 230 (XXXII-O/04) "Gender and Access to Decent Work to Address Poverty and Strengthen Democratic Governance," the Permanent Secretariat prepared recommendations that were placed before the Summit Implementation Review Group (SIRG) for its consideration. Meetings were held with the Secretariat for the Summit Process in order to ensure that a gender perspective was included in the preparations for the Summit and also to guarantee the CIM's participation.

The CIM attended meetings of the SIRG held in both Washington and Argentina that negotiated the Draft Declaration of Mar del Plata and its Plan of Action, as well as the meeting organized for representatives of civil society. It participated in the Gender Forum at the Fourth Summit of the Americas, at which it gave a presentation on the CIM's recommendations to the Summit.

b. 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, paragraph (e), "Gender equality," was incorporated into the Guiding Principles of the 2005-2008 Strategic Plan of the IIN, which was adopted at the Special Meeting of its Directing Council held on April 25 to 27, 2005, in the city of Brasilia.

This principle involves the IIN's three Programs, since work has been underway to incorporate a gender perspective into the programs and projects of IIN, with particular emphasis on those being designed as a part of the programmed planning for the 2006-2009 period being carried

out by the new Director General and his technical team since the start of his period in office in early December 2005.

3. Executive Secretariat for Integral Development

a. Department of Education, Culture, Science, and Technology

Education and Culture Section

In accordance with its responsibilities as the technical secretariat of the Inter-American Committee on Education (CIE) and the Meetings of Ministers of Education – the most recent of which, the fourth, was held in Scarborough, Republic of Trinidad and Tobago, on August 11 and 12, 2005 – this Section carried out the following:

The Declaration and Plan of Action commitments underscore the gender perspective through support for the member states in implementing programs and policies developed through three Hemispheric Projects, two Summit Projects, one Inter-American Program of Education for Democracy, and regional and subregional initiatives. For example:

The Regional Education Indicator Project (PRIE), which was created in response to a mandate of the Second Summit of the Americas, uses a set of education indicators, approved by the countries themselves, to generate internationally comparable figures. This information supports the design and review of their policies. The data furnished by the PRIE distinguishes between genders in certain indicators. As part of the project, a webpage was designed to publish the results and provide information for educational decision-makers, teachers, families, and the general public: www.prie.oas.org.

The Inter-American Program of Education for Democracy, approved by the 4th Meeting of Ministers of Education in 2005, underscores gender awareness in all phases of program development, the preliminary stages of which were begun in 2004. The Program seeks to strengthen democratic culture through education, with emphasis on promoting coexistence, equality, and tolerance within thoroughly diverse societies.

Currently, the Section's actions are more oriented toward supporting the member states in integrating a gender perspective into their education policies and programs.

Science and Technology Section

Since 2003, the Department of Education, Culture, Science, and Technology (DECCT) has been promoting gender awareness in science and technology policies and programs in the Americas, 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. The decision of the member states, first, at the special meeting of the Inter-American Committee on Science and Technology (COMCYT) in May 2003, to define the area of gender and science and technology as a hemispheric priority was later ratified by the First Meeting of Ministers and High Authorities on Science and Technology within the framework of CIDI, held in Lima, Peru, in November 2004. The hemispheric initiative

“Recommendations for incorporating gender awareness into science and technology policies and programs in the Americas” was approved by the ministers, along with other hemispheric initiatives in priority areas of science and technology, as an integral part of the Declaration and Plan of Action of Lima, which were later embraced and ratified at the highest level at the Fourth Summit of the Americas.

Against that background, and in pursuit of the mandates of the Summits Process, the science and technology ministerials, and the SEPIA process, the DECCT continued to explore and agree on possibilities for cooperation with regional agencies and organizations, keeping at all times in contact with the Inter-American Commission of Women (CIM), the Gender Advisory Board (GAB) of the United Nations Commission on Science and Technology for Development (UNCSTD), and the UNESCO Regional Professorship on Women, Science, and Technology in Latin America.

Among the more important activities carried out by the DECCT in this area – which also helped raise the profile of the OAS’s work and to generate greater awareness of this issue – are its participation in preparing the International Report on Science, Technology, and Gender (IRSTG) (2006, UNESCO, Paris), and the vital role it played in the planning meetings for that report, such as the meeting convened by that international organization in Morocco in June 2005, at which it moderated several working groups and coordinated other related meetings with the GAB in Washington, D.C. The Department was responsible for coordinating the preparation of Chapter 1.1 of that report, titled “Science and Technology for Political, Social, and Economic Development,” for which it encouraged contributions from renowned experts in gender issues and science and technology from different regional institutions and international agencies.

In addition, it participated at the IUPAP’s Second International Conference on Women in Physics, held in Rio de Janeiro, Brazil, on May 19 to 24, 2005; on that occasion, the DECCT presented a paper in that area, sharing involvement on a round table with the Brazilian Minister for Women’s Affairs, the Director of UNESCO’s Program on Women, Science, and Technology, and other dignitaries. Meetings and talks were held with other institutions in order to explore possibilities for cooperation for improving the education of female scientists.

On-line courses on science, technology, and society with gender awareness were promoted, organized by the UNESCO Regional Professorship on Women, Science, and Technology in Latin America and conducted over the OAS’s Educational Portal of the Americas.

Promotion and support were also given for the active participation of key institutions working in favor of gender mainstreaming within the fields of science and technology in the region, during the dialogue with civil society held in preparation for the Fourth Summit of the Americas. In this regard, the document produced by the round table on “The Fundamental Role of Science, Technology, Engineering, Innovation and Education in Science in the Framework of Discussions for the Fourth Summit of the Americas” – drawn up as part of the contribution of science and technology civil society for the national coordinators of the Summit Implementation Review Group (SIRG) and for the ministers of foreign affairs within the framework of the Summit itself, on November 3, 2005 – said, *inter alia*, that “Gender inequalities, particularly in scientific professions, must be a concern for all societies. Ignoring this dimension would curtail the ability of women to participate in the knowledge-based society and would deny society itself a significant portion of its intellectual strength; a sure way of weakening national scientific capabilities.” This Round Table was organized by the DECCT in

conjunction with the Secretariat for the Summit Process and the government of Argentina, in September 2005, as part of the preparations for the Fourth Summit of the Americas.

b. Department of Sustainable Development

The Department of Sustainable Development has made major efforts to integrate and promote gender mainstreaming into its projects, programs, and activities. The following paragraphs offer a summary of the ways in which the Department addresses gender issues in the context of its activities.

Environmental Law and Economic Policy

All the projects in this area follow a viewpoint based on gender equality and inclusion. 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. The Department serves as the secretariat of the Inter-American Forum on Environmental Law (FIDA), in which both genders participate on an equal footing in directing and observing activities and in exchanging experiences.

Ministerial Meeting on Sustainable Development

The Department is currently supporting the Permanent Executive Committee of the Inter-American Council for Integral Development in organizing the First Inter-American Meeting of Sustainable Development Ministers and High Authorities, to take place in Santa Cruz de la Sierra, Bolivia, in the second half of 2006. The draft agenda that has been adopted for this event includes gender equality within the context of sustainable development as its crosscutting theme.

Land Holding

The Department's currently ongoing *TierrAmericas* project aims at expanding the availability of information and creating reliable standards and models for preserving data related to property rights. This project helps promote gender equality. In particular, the informative 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.

Sustainable Development and Biocultural Conservation in the Borderlands between Brazil and Suriname

This project promotes the conservation and expansion of the physical and cultural environment (woods, rivers, and heritage), the sustainable use of ethno-education, capacity-building, health and human security among the Trio and Wayana indigenous communities in Suriname and the Tiriyo/Katxuyana and Wayana/Apalai peoples of Brazil. In executing the various project components, broad attention is still given to gender issues, in analyzing such topics as land rights, hygiene for clinical staff, mapping, the sustainable development of indigenous communities, and consultations with groups of interest in the Trio and Wayana communities.

Water Resource Management

Efforts continued to promote gender mainstreaming in all the Department's water-resource management 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 with an inclusive gender perspective. The socioeconomic and environmental diagnostic analyses include the gathering and study of data on the status and roles of women and men, and of boys and girls, in access to, control, and management of water resources. The Strategic Action Programs identify differentiated beneficiaries, in accordance with their conditions and gender needs, in the various productive and community activities related to the management of water resources. The inclusion of gender awareness takes place as early as the first stages of project identification and design, on a crosscutting basis, thereby seeking to increase the impact of those projects and their probabilities of success, and the institutionalization of actions aimed at gender equality.

Natural Disasters

Groups led by women or in which women have decision-making authority are still being included in technical activities to reduce the vulnerability of communities faced by natural dangers. Particular care has been taken to ensure gender equality in the selection of consultants for the Central American schools refitting project.

Specifically, the Caribbean Hazard Adaptation and Mitigation Programme (CHAMP) continues to work on incorporating gender mainstreaming into its activities. The "CHAMP Team" in the Caribbean mostly comprises professional women, and its participation and contributions in mitigation efforts are essential.

Climate Change and Sustainable 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 firewood), increased access to adult education (improving professional development possibilities), and energy for rural health clinics (better medical services for all patients). REIA 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 in these two projects.

The projects of the International Waters Program of the Global Environment Facility in Latin America and the Caribbean pay particular attention to the growing problem of climate change and identify the need for work to take place on practices and strategies for adapting to climatic variations. Changes in land use and global climate change have been increasing the frequency, intensity, and duration of extreme events, such as rains and droughts. The identification of the affected populations on a gender basis and the identification of the roles of women and men in productive activities affected by these phenomena are included in all the studies and in the proposed mitigation and adaptation actions.

Climate Change Activity in Saint Vincent and the Grenadines

A project dealing with how to adapt to climate change was developed in Saint Vincent and the Grenadines. It included an evaluation of the ability to monitor sea levels and the climate, together with an assessment of the technology needed to adapt that ability to climate change. The project paid particular attention to the gender of the interviewees and to the variants that the project could report through the data it gathered. The project has concluded, and work is underway on drafting the final report.

4. Secretariat for Political Affairs

Conflict Prevention and Resolution

The former Department of Democratic and Political Affairs, through its Office for Conflict Prevention and Resolution (now the Department of Crisis Prevention and Special Missions), established a strategic alliance with the CIM/OAS and the program Inclusive Security: Women Waging Peace of the Hunt Alternatives Fund, with the aim of promoting the incorporation of gender mainstreaming into the Organization's activities in the areas of conflict resolution and peacemaking. To begin this collaboration, the Secretary General signed a Memorandum of Understanding with the Hunt Alternatives Fund, and preparations began for holding the First Training Course on Gender, Conflict, and Peacemaking: Andean Region, held in October 2005, in Lima, Peru.

The main aim of this regional course was to provide government and civil society leaders of both sexes from countries currently facing conflicts or recently having emerged from them with the know-how necessary for incorporating gender-awareness into mediation, negotiation, peacemaking, and postconflict reconstruction efforts, and for following up on the implementation of postconflict agreements. It also set up a support network of men and women from civil society and political parties in each country and at the hemispheric level that could serve to promote and strengthen initiatives for bringing about women's inclusion in peace processes at all levels.

In addition, the OAS Mission to Support the Peace Process in Colombia (MAPP-OAS), coordinated by the Department of Crisis Prevention and Special Missions, is hiring a gender specialist to work with the MAPP in Colombia. The gender specialist's functions include: (a) assessing the MAPP's efforts to date in incorporating the gender dimension into its work; (b) investigating the role played by Colombian women in the Disarmament, Demobilization, and Reintegration Program (DDR); (c) establishing contacts with key players, including government officials, human rights defenders, and leaders of women's organizations; (d) creating a plan of action, including gender policies, for gender mainstreaming in all the MAPP's work; (e) using data broken down by gender to report on the MAPP's work; (f) designing and facilitating workshops and/or training sessions on gender issues and DDR for MAPP staff members; (g) devising specific gender indicators for the DDR effort in Colombia, to be used by MAPP staff; (h) creating mechanisms for monitoring and assessing the MAPP's compliance with the new gender policies; (i) forging strategic alliances with key allies in Colombia and within the international community; and (j) obtaining funds for planning efforts related to gender issues.

Finally, under the aegis of the OAS Gender Mainstreaming Project, the Department of Crisis Prevention and Special Missions (DPCME) of the Secretariat for Political Affairs organized a specialized sectoral workshop on gender issues and conflict, with a view to defining a series of gender and conflict indicators in order to incorporate gender awareness into all the DPCME's projects. One of the projects where the crosscutting incorporation of gender awareness is urgent is the reintegration component of the OAS Mission to Support the Peace Process in Colombia, which is coordinated by the DCPME. The 15 officers from the Secretariat for Political Affairs who attended this workshop analyzed gender indicators applicable in the planning, implementation, and evaluation phases of reintegration initiatives.

Inter-American Forum on Political Parties (FIAPP)

Strengthening political parties in CARICOM, April 27-29, 2005, Montego Bay, Jamaica. This event brought together more than 50 representatives of government and opposition political parties from 12 nations of the English-speaking Caribbean. Over the two days the meeting lasted, the participants focused on producing an updated analysis of three basic issues: the constitutional reform processes of the British parliamentary system, the challenges of devising efficient public policies against the backdrop of globalization and regional integration, and **the promotion of political participation by women** and other under-represented sectors in public decision-making. The Forum also included a discussion of national reform experiences in countries such as Guyana, Jamaica, Suriname, and Trinidad and Tobago. The event's conclusions were recorded in a final report entitled "Caribbean Political Parties at the Crossroads of Reform," which is available in print format and on the FIAPP's webpage. Particular note should be made of the major contribution to the event made by the Prime Minister of Jamaica and by his counterpart from Antigua and Barbuda.

Permanent Forum of Political Parties

The Forum held evaluation and planning workshops. The Assembly of General Secretaries was established, and it held two meetings. The FPPP set up seven permanent committees, which pursue a work plan and hold weekly meetings. The committees are responsible for the following areas: regional integration; institutionalization and political and electoral reform; **full citizenship for women**; institutional communications; cooperation; follow-up of the Joint National Agenda; and international relations. These have, in their work plans, a political agenda and an institutional agenda, and they have all worked on drawing up proposals.

Interparty Networks

Progress continues to be made with the consolidation of the Interparty Networks. With respect to women, work is taking place on building critical, proactive, and decisive leadership in **promoting the defense of women's political and human rights in the municipal and departmental spheres**. Meetings have been held with the Secretariats for Women in order to construct the bilateral cooperation project that aims at furthering the internal democratization of those spheres. Efforts were stepped up to give shape to the national and regional structure of the "Women's Interparty Network Political Association." In turn, the indigenous network emphasized the inclusion of issues relating not only to the Maya people, but also to more plural proposals in response to the network's own dynamics.

Governance and Democracy Project, February 15, 2004 – June 2005, Nicaragua

Advice was given to the 15 municipal authorities led by women to strengthen their municipal administrations through training and technical assistance; in addition, a research project was conducted into political participation by women in rural areas.

5. Secretariat for Multidimensional Security

The Secretariat for Multidimensional Security supports all elements of the goals of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP) [AG/RES. 2124 (XXXV-O/05)]. **Because of a lack of resources, the Secretariat has no programs of its own, but does have those of CICAD, CICTE, and the Department for the Prevention of Threats against Public Security.**

a. Inter-American Committee against Terrorism (CICTE)

CICTE involves women in all its courses and programs. Women represent a minority in the most of the member countries' security forces, who are our main clients.

b. Inter-American Drug Abuse Control Commission (CICAD)

In conjunction with the government of Brazil, and through the National Anti-Drug Secretariat (SENAD), CICAD is sponsoring a pilot study to explore the relations between drugs, women, and violence in the Americas. During 2006, nineteen Latin American universities and three in the United States will simultaneously carry out this study in 12 countries.

The goal of this pilot study is to increase scientific knowledge about matters related to drugs, women, and violence in the Americas. The specific objectives are: (i) identifying the prevailing situation as regards drugs, women, and violence in the participating countries; (ii) incorporating the conclusions of the research into education, research centers, practices, policy design, and decision making in those countries; (iii) pursuing joint research projects among different universities in the Americas; (iv) setting the foundations for future research into drugs, women, and violence in the Americas. In addition, because of its wide range of programs within the technical areas of its mandate (i.e., demand reduction), CICAD addresses several issues related to women.

c. Department for the Prevention of Threats against Public Security

The Department for the Prevention of Threats against Public Security is responsible for humanitarian demining programs and initiatives taken to tackle trafficking in human lives.

Demining

In fulfillment of the goals set out in AG/RES. 2142 (XXXV-O/05), "The Americas as an Antipersonnel-Land-Mine-Free Zone," the Program for Humanitarian Action on Mines (AICMA) takes into account of the effects of landmines on women in all its components, since mines cause female members of society a disproportionate social and economic burden. Consequently, AICMA's mine eradication activities, to address the specific problems of women and to keep further people

from being affected, carries out mine education campaigns and victim assistance programs by means of community meetings, school campaigns, and various media outlets, guaranteeing maximum community participation and covering men and women of all age groups. Considering the fact that many women live in areas of high landmine risk and often work close to their homes, radio campaigns are carried out to reach them in order to warn them and keep them from harm. In terms of victim assistance, AICMA guarantees access to emergency medical care, long-term support, and socioeconomic reintegration. To date, 935 victims have been recorded in Nicaragua, of whom 102 are women. In cooperation with national agencies, a training and placement project for landmine victims has provided technical jobs for more than 200 victims, of whom around 10% are women.

Trafficking in human lives

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 human lives, particularly of women, adolescents, and children, began working in 2004 within the Permanent Secretariat of the CIM with the aim of coordinating activities in this area taken by the OAS and the member states.

In the wake of the restructuring of the General Secretariat, the Anti Trafficking Unit has been transferred to the Trafficking in Persons Section of this Secretariat.

In order to raise the awareness of professionals from the entertainment industry and journalists about the topic of trafficking in human lives and the situations faced by its victims, a seminar was held in Mexico to enable writers and editors to incorporate a realistic vision of traffic into their writings. The expected result, over the long haul, is greater public awareness about the subject and enhanced prevention. Additionally, an international training and awareness seminar on trafficking in human lives was held in Guatemala City. It was attended by officials and experts in tackling human trafficking from governments and NGOs in Belize, El Salvador, Mexico, Guatemala, Ecuador, Peru, Colombia, and the United States. Mr. Apollos Laurore was appointed as the OAS consultant charged with working alongside the Anti-Trafficking in Persons Unit of the Haitian National Police (PNH).

6. Secretariat for Administration and Finance

Department of Human Resources

In resolution AG/RES. 2096 (XXXV-O/05), “Appointment of Women to Senior Management Positions at the OAS,” the General Assembly decided to “to request the Secretary General to monitor closely the progress made by the organs, agencies, and entities of the Organization in meeting the goal of women’s occupying 50 percent of posts at all grade levels, to keep the Permanent Council informed with respect to the implementation of this resolution, providing an annual update with relevant statistics from the Department of Human Resource Services and detailed information on the strategies and actions taken to implement this resolution and reach that goal, and to report thereon to the General Assembly at its thirty-sixth regular session.”

At the close of 2004, the proportion of women in professional positions in the General Secretariat was 48%. This figure reflects the constant increase in the number of women in those positions that has taken place over the past 25 years.

In 2004 the new Secretary General made major structural and staffing changes to the General Secretariat, which led to the elimination of two of the most highly paid levels: unclassified executives and executive secretaries, and grade D-2. Seven departments were created, with grade D-1 directors. Office director positions were established, at the P-5 level. The structure was later rationalized even further by the Acting Secretary General in Executive Order No. 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, 2004, there were four men (66%) and two women (34%) in D-1 positions (a ratio of 2:1). In the 2005 restructuring, all the D-2 positions were eliminated and, in December 2005, the breakdown of D-1 positions was seven men (78%) to two women (22%) – a ratio of 3.5:1.

Although the absolute figures changed, the relative proportions of men and women at the professional levels above P-5 remained stable between late 2004 and late 2005 at 63% men and 37% women. At the end of 2005, the percentage of women in professional grades was 47%, against 53% men: almost the same ratio as in 2004.

In conclusion, whereas the total number of General Secretariat officers fell from 632 to 605 in 2005, women professionals were no more affected by the restructuring process than men professionals. In light of the budgetary crisis and financial constraints facing the Organization, the deadline of 2005 for attaining a ratio of 50:50 must be postponed, to allow the OAS to improve its financial situation. In the near future, it is hoped to improve on the goal of having women occupy 50% of the professional positions within the General Secretariat.

**STAFF NUMBERS AND BREAKDOWN BY GRADE AND SEX
WITHIN THE OAS GENERAL SECRETARIAT
AS OF DECEMBER 31, 2005
(all funds)**

Grade	Men	%	Women	%	Total
XYZ	2	100	-		1
D1	7	78	2	22	9
P5	59	63	34	37	93
P4	43	52	39	48	82
P3	39	51	37	49	76
P2	31	42	42	58	73
P1	9	32	19	68	28
Other professionals**	8	100	0	0	8
TOTAL PROFESSIONALS:	198	53	173	47	371
G-7	3	33	6	67	9
G-6	11	15	64	85	75
G-5	22	31	48	69	70
G-4	12	29	29	71	41
G-3	26	93	2	7	28
G-2	5	100	0	0	5
G-1	3	100	0	0	3
Temporary support staff	1	33	2	67	3
TOTAL	83	35	151	65	234
GENERAL SERVICES:					
TOTAL MEN:	281	48%			
TOTAL WOMEN:	324	52%			
OVERALL TOTAL:	605	100%			

** Includes "Associates"

Prepared by the Office of Human
Resources, February 2006

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

The following paragraphs offer a summary of IICA's technical cooperation actions in pursuit of the commitment of promoting women's human rights and gender equity and equality:

Dissemination of guidelines for incorporating gender equality into the technical management of rural development and the promotion of institutional synergies: Work continued with the program of forums and global dialogues on gender mainstreaming and rural development, by means of an interagency initiative (IICA-GDLN-RUTA-UICN) led by the Institute. This enabled the holding of a second International Series of Global Dialogues: Incorporating Gender Equality into Planning, and Rural Territory Development Management. Six countries – Colombia, Ecuador, Costa Rica, Nicaragua, El Salvador, and Guatemala – attended and, in total, 10 national workshops and three videoconferences were held, addressing such key regional rural development topics as the environment, technology for fighting poverty, and rural labor markets. Some 150 institutions participated in this process.

Support for gender mainstreaming in regional and national programs and initiatives: In November 2004, IICA set up the Permanent Forum on Sustainable Rural Development in the city of Brasilia, as an agency intended to disseminate successful rural development experiences and to catalyze institutional synergies for the management of rural development policies, strategies, and investments. Gender equality was taken on board as a key element in the Forum. IICA also supported programs and initiatives for promoting small-scale rural enterprises and the management of environmental resources with gender equality in the nations of the Andean and Caribbean regions. Support was also given for initiatives for the organization of political impact events (national panels) for the incorporation of gender equality into public policies and programs (Colombia, Chile). In Guatemala, IICA has continued to support the Presidential Secretariat for Women (SEPREM) in planning for and incorporating gender awareness. It has also helped include gender mainstreaming into the ongoing drafting of the Guatemalan National Rural Development Policy.

Capacity-building for rural entrepreneurship with gender equality: Work continued with the strategic line of action for entrepreneurial capacity-building with gender equality. Training process for businesswomen were promoted in Bolivia, Chile and Nicaragua, Suriname, Jamaica, Barbados, Guyana, Trinidad and Tobago, and Saint Lucia, as was the organization and professional association of rural women producers in Ecuador and Bolivia.

Strengthening networks and creating partnerships: Coordination was facilitated between the six-nation Caribbean Network of Rural Women Producers (CANROP) and the Latin America and Caribbean Rural Women's Network (REDELAC), which is based in Brazil but works throughout the Hemisphere. The strengthening of Mexico's National Network of Rural Women (RENAMUR) continued. In Bolivia, IICA supported the relaunch of the Gender in Rural Development Network with a new identity: Support Network for Rural Women.

IICA program of publications on sustainable rural development, gender, and rural women: Four written documents (including two books) and two videos were published on this topic.

Publications program:

- IICA. (2005). *Género, Equidad y Ciudadanía*, Instituto Interamericano de Cooperación para la Agricultura, Technical Notebook No. 33, San José, Costa Rica.
- IICA. (2005). *La incorporación de la Cuestión de Género en las Políticas de Desarrollo Rural en México*, Inter-American Institute for Cooperation on Agriculture, Synopsis No. 2, San José, Costa Rica.
- IICA. (2005). *A Gestão Social do Território: Experiências no Estado do Maranhão – Brasil*, Inter-American Institute for Cooperation on Agriculture, Brasilia.
- IICA. (2005). *Desenvolvimento Sustentable e Perspectiva de Género, Serie de Desenvolvimento Rural Sustentável*, Inter-American Institute for Cooperation on Agriculture, Brasilia.
- *Video: del V Curso de Planificación del Desarrollo Local Sustentable: Construcción de una Estrategia de desarrollo Sostenible para los Territorios Rurales con Equidad de Género*, 2005, IICA, Brasilia.
- *Video: La Aplicación de la Metodología de Autoaprendizaje para Mujeres Empresarias Rurales. La experiencia del Ecuador.*

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 and 2005, resolutions AG/RES. 2021 (XXXIV-O/04) and AG/RES. 2099 (XXXV-O/05), “Strengthening of the Inter-American Commission of Women,” urged 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 increasing 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.

ANNEX I

**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. 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 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.
- 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, such as 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.
- AG/RES. 2124 (XXXV-O/05), “Promotion of Women’s Human Rights and of 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 instructed the Permanent Council to continue in its efforts to integrate a gender perspective into its resolutions, activities, and initiatives, and to consider increasing the resources allocated to the CIM in the program-budget to enable it to carry out its mandates in full. It also urged the member states to develop public policies and strengthen institutional mechanisms for the advancement of women, to gather and analyze data disaggregated by sex in all sectors of the economy, and to include gender impact considerations in developing their national policies and positions related to the negotiations of bilateral and regional trade agreements. Finally, it urged the Secretary General to continue to foster gender mainstreaming in all programs and policies of the Organization, to convene the first meeting of the Inter-Institutional Forum on Gender Equity and Equality (IIFGEE), and to report to the General Assembly at its thirty-sixth regular session on the implementation of the Program.

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. 06/);

BEARING IN MIND 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;

CONSIDERING:

The commitment made by the Organization of American States (OAS) in the aforementioned resolution 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 endorsement of the IAP by the Heads of State and Government in the Plan of Action of the Third Summit of the Americas, held in Quebec City, and their commitment, expressed in the Declaration of the Special Summit of the Americas, held in Monterrey, to continue promoting gender equity and equality and the mandates of the Summits of the Americas on this matter;

The role of the Inter-American Commission of Women (CIM) as the principal forum for generating hemispheric policy on gender equity and equality; for promoting sector-wide gender mainstreaming in the areas of labor, justice, education, and science and technology; and for following up on the pertinent mandates of the Fourth Summit of the Americas, held in Mar del Plata;

The activities carried out by the General Secretariat, in coordination with the CIM, to train OAS staff in the systematic integration of a gender perspective into the policies, programs, projects, and activities of the Organization; and,

Resolutions AG/RES. 1777 (XXXI-O/01), AG/RES. 1853 (XXXII-O/02), AG/RES. 1941 (XXXIII-O/03), AG/RES. 2023 (XXXIV-O/04), and AG/RES. 2124 (XXXV-O/05), by which the General Assembly received the successive reports of the Secretary General on the fulfillment of the IAP and issued mandates for its implementation,

RESOLVES:

1. To take note of the Secretary General's Sixth Report on the implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP), submitted in fulfillment of resolution AG/RES. 2124 (XXXV-O/05), and to urge him to continue with its implementation.

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 the follow-up to and implementation of the Inter-American Program, including activities to continue promoting gender mainstreaming in the ministerial meetings on labor, justice, education, and science and technology, as well as in the follow-up to the mandates of the Fourth Summit of the Americas.

3. Once 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 the case may be, to ensure that they benefit women and men on an equal and equitable basis, drawing upon the expertise of the CIM; and,
 - b. Consider increasing the resources allocated to the CIM in the program-budget, enabling it fully to carry out its mandates.
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. In fulfillment of the mandates of the Fourth Summit of the Americas:
 - i. Develop support programs that take into account the different impact of labor and social policies on women and men and that can contribute to the elimination of discrimination against women in the workplace and help increase their access to decent, dignified, and productive jobs; and,
 - ii. Produce statistics disaggregated by sex and race, particularly in the labor area, that may make it possible to develop labor policies based on gender equity and equality.
5. To urge the Secretary General to:
 - a. Continue promoting, with support from the CIM, full implementation of the IAP so as to achieve integration of a gender perspective into all programs and policies of the Organization;

- b. Allocate additional human, technical, and financial resources to the CIM to enable it to continue working on implementation of the IAP;
- c. Continue working 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;
- d. Promote follow-up and support activities in the OAS gender-analysis training program, in particular for new staff, and training for trainers;
- e. Reiterate the request to the organs, agencies, and entities of the Organization to include in their annual reports to the General Assembly their initiatives to mainstream the gender perspective into their policies, programs, projects, and activities;
- f. Report to the General Assembly at its thirty-seventh 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; and,
- g. Convene the first meeting of the Inter-Institutional Forum on Gender Equity and Equality (IIFGEE).