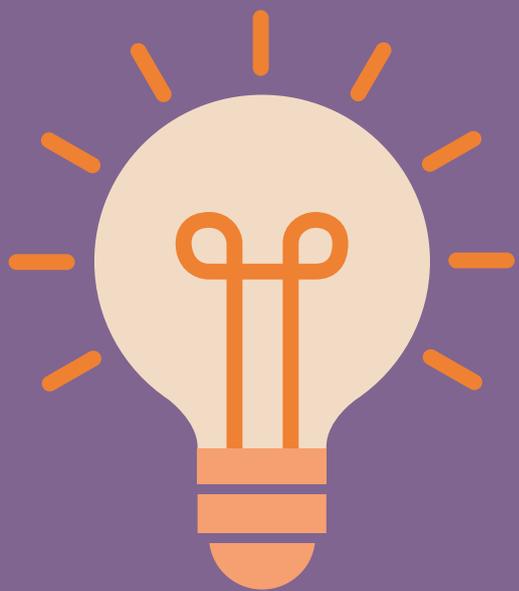


# STRATEGIC PLAN 2022-2026

## OF THE INTER-AMERICAN COMMISSION OF WOMEN



OAS | CIM

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# STRATEGIC PLAN 2022-2026 OF THE INTER-AMERICAN COMMISSION OF WOMEN<sup>1,2,3,4</sup>

## 1. Development of the Plan

The preparation of this Strategic Plan has gone through a process of analysis and monitoring of the implementation of the Strategic Plan for the period 2016-2021, the results of which can be found in the Annual Reports of the CIM submitted to the OAS General Assembly, as well as in the Report presented to the XXXIX Assembly of Delegates of the CIM by the President and the Executive Secretary of the Commission. These reports generally demonstrate a high level of performance in achieving the objectives and expected results set out in the Plan, while pointing out areas that still require strengthening, deepening and greater support in terms of human and financial resources. The analysis takes into account the financial and operational situation of the OAS, and consequently of the CIM, and the context generated by COVID-19 in terms of the importance of prioritizing some objectives, adapting methodologies and work expectations, and deepening coordination and collaboration to maximize the impact of limited resources.

With this starting point, the development of the Plan has also gone through a broad consultation process with the Delegates to the CIM, who assessed the existing lines of work of the CIM and the results achieved in the previous period. In this sense, the Plan seeks to carry forward the lines of work and initiatives identified as successful, while taking into account some new priorities expressed in particular by the Delegates who are members of the Executive Committee of the CIM 2019-2022, including:

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1 With thanks for all the work carried out by the delegations and especially the CIM Presidency and Secretariat, we state that **Paraguay**, in accordance with the provisions of the Declaration of Panama, including the footnotes, will implement the Strategic Plan 2022-2026 in accordance with its national legal system.

2 **Guatemala** reaffirms its commitment to international treaties -legitimately agreed upon and ratified in accordance with its internal legislation- regarding the protection and promotion of human rights, including the rights of all women and girls. Improving the condition of women and girls is a priority for the Guatemalan government, as is combating discrimination and violence against women. Guatemala reserves the right to interpret the terms contained in this Plan in accordance with the provisions of the Vienna Convention on Treaties, rejecting any interpretation contrary to the common sense of the words or the creation of new terms not expressly agreed upon or contained in international treaties.

Likewise, Guatemala disassociates itself from those parts of the CIM Strategic Plan 2022-2026 that are incompatible and/or contravene current national legislation, also reserving the interpretation of the terms contemplated in this document, as they are contrary to national legislation. It is also stated that this Plan will be applied in accordance with the internal legislation of each State.

3 **Saint Lucia** is committed to the fulfilment of the mandates of the Declaration of Panama: Building bridges for a new social and economic pact led by women, as well as the implementation of the CIM Strategic Plan 2022-2026 in so much as they are in keeping with the national legislation of Saint Lucia. Saint Lucia maintains its reservations on terms not defined in its laws and/or are contrary to what currently obtains in its laws.

4 The Government of **Guyana** disassociates from elements in this document, including terms, that are contrary to our national laws, policies and priorities and states that it would not be in a position to implement any provision contained in this document that is at variance with its national laws, policies and priorities.

- ▶ The importance of broadening and deepening the coordination of the CIM with the movement for women's rights in the region, and with other key partners;
- ▶ The need to address the gender dimensions of climate change, environmental degradation and disaster risk management;
- ▶ The importance of expanding and deepening gender mainstreaming processes both within the OAS and with Member States, specifying a conceptual framework, highlighting the value of National Mechanisms and also highlighting the coordination bodies and specific institutions responsible for the process; and
- ▶ Concern about the setbacks caused by the COVID-19 pandemic and the importance of a recovery centred around women's rights.

In this sense, the Strategic Plan 2022-2026 contains new lines of work on Alliances and Articulation for Gender Equality; and Climate Change and Women's Leadership in Environmental and Disaster Risk Management. Likewise, it seeks to propose a new approach and strategy to support the issue of gender mainstreaming.

Finally, in response to the request of the CIM Member States of the Caribbean Community/CARICOM region, the process of developing the Strategic Plan has been accompanied by the development of a Caribbean Communication and Involvement Strategy in the work of the CIM, which is found as an annex to this Plan, while many of the general priorities contained in the Strategy have also been reflected in the Plan document.

## 2. Regulatory framework

### 2.1 Bases and Origin of the CIM

The CIM was created at the 6<sup>th</sup> International American Conference (Havana, 1928) with the mandate to prepare “...the legal information and of any other nature that may be considered convenient so that the 7<sup>th</sup> International American Conference can address the study of civil equality and politics of women in the Continent.”

At the 9<sup>th</sup> International Conference of American States (Bogotá, 1948), the first Statute of the Commission was approved, consolidating its structure, and authorizing the Secretary General of the OAS to establish the Executive Secretariat of the CIM. In 1953, the Commission signed an agreement with the OAS by which the CIM was recognized as a permanent Inter-American specialized organization endowed with technical autonomy to achieve its objectives. Later, in 1978 and in accordance with the provisions of Article 134 of the OAS Charter and the Rules for the Application and Coordination of the Provisions of the OAS Charter on Inter-American Specialized Organizations, a new agreement was signed between the CIM and the OAS.

### 2.2 Structure and Function

The CIM fulfills its objectives through the following organs: the Assembly of Delegates; the Executive Committee, made up of the President, three Vice Presidents and five representatives of Member States, all elected by the Assembly of Delegates; and the Executive Secretariat, which performs the administrative, technical and executive functions of the Commission. The Assembly of Delegates is the highest authority of the CIM, and its resolutions, together with those of the OAS General Assembly, establish the guidelines for the work of the CIM. The CIM Statute grants governments that have accredited permanent observers to the OAS the status of permanent observers to the CIM.

### 2.3 Mandates and Guiding Principles

The work of the CIM is based on existing mandates, derived from the Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality (IAP), of the specific declarations and resolutions of the Assembly of Delegates of the CIM and the OAS General Assembly, of agreements adopted by the Executive Committee of the CIM 2019-2022 and of the commitments agreed upon at the Summits of the Americas. The main objective of the CIM Strategic Plan is to specify these mandates into specific results, activities, and timeframes from a results-based management approach.

The Strategic Plan of the CIM is prepared and carried out, from a conceptual and methodological point of view, with a **human rights** approach, complemented by **gender** and

**intersectional** approaches, which includes the interconnection of multiple forms of discrimination, exclusion and inequality. This approach seeks to establish the specificity of the human rights of women in their diversity within the general framework promoted by international and Inter-American conventions, which are the normative reference to support the harmonization of national legislation around women's rights.

This approach also considers the relationship between gender, class, ethnicity, age, geographic location, migrant status, sexual orientation, and disability, among others, as central factors that condition and shape the possibilities and opportunities of people in the economic, social, political fields and culture. The application of an intersectional approach of rights and gender implies an analysis of the specific problems that must be addressed in the prevailing context in the Americas from the perspective of gender inequalities. Therefore, the elimination of gender inequalities and the exercise of rights determine the definition of goals and expected results and the selection of effective strategies and indicators for monitoring and evaluation. The application of the rights approach implies taking these rights into account in the planning and programming processes and in the formulation of policies, strategies, and programs.

In addition to the principles set forth above and in accordance with the OAS Charter, this CIM Plan constitutes a set of strategic actions so that each Member State, according to their needs and priorities, can make specific requests for technical cooperation and support to the CIM.

## 3. Hemispheric and Operational Context

### 3.1 COVID-19 as a Turning Point

The last period of execution of the 2016-2021 Strategic Plan was marked by a health, social and economic crisis unprecedented in our times. The COVID-19 pandemic has deepened the gender inequalities that persist in our societies despite more than 40 years of gradual progress in the recognition, protection, and guarantee of the rights of women in their diversity. It is also important to recognize the impact of the pandemic in terms of i) limiting women's universal access to mental, sexual and reproductive health services, including access to pre- and post-natal care, contraceptives, and primary care; as well as ii) reversing progress that had been made previously in this area, the recovery of which will require concerted effort.) Similarly, it made visible the vulnerabilities and gaps in the exercise, by women in their diversity, of their economic, social and cultural rights, as well as their right to live free of violence.

Just as the COVID-19 pandemic has given the CIM an opportunity to generate knowledge from a gender perspective and make women's leadership visible in multiple spheres, it has also involved a reorientation of planning and a change of priorities in terms of compliance with the goals of the CIM Strategic Plan 2016-2021. In this sense, the evaluation of the execution of the Strategic Plan 2016-2021 accounts for the progress in many of the areas contemplated to date. Likewise, it reflects that, in many areas, particularly women's exercise of their economic rights, the reorientation of the CIM's work during the last two years of execution of this five-year plan has produced results not contemplated in the original Plan.

From the first moment of the global pandemic, the CIM warned that its impacts were not going to be gender neutral, and therefore the response could not be either. Likewise, the CIM has pointed out that the pandemic has placed the health of humanity, as an integral and essential part of sustainable development, in the focus and priority of the world agenda. However, the pandemic has other implications that have been made visible and addressed, highlighting the interconnection, not only between all aspects of life, but of all human beings: poverty, the economy, the recession, and international orders, within which the CIM has set itself the goal of placing gender pacts, agreements and commitments. At the center of this work has been to draw attention to the fact that there is no neutral policy, every public policy or law has differentiated impacts. In response to this new reality, the CIM has generated knowledge on the gender dimensions of the pandemic and practical recommendations on its approach in multiple spaces and forums.

The recovery period that represents the first moments of execution of this new Strategic Plan 2022-2026 demands a greater emphasis on the participation and leadership of

women in their diversity, the centrality of the gender agenda and a greater willingness to seek consensus in times of polarization to ensure that no woman is left behind. In this sense, COVID-19 and its specific impacts on women simultaneously represent a transversal axis of work in each of the lines of the new Plan, as well as an opportunity to implement new work methodologies based on digitalization and virtuality.

### 3.2 The Comparative Advantage of the CIM

As the main hemispheric forum for women’s rights and gender equality, the CIM links the commitments made at the international level with effective public policy at the national level. It uses participatory knowledge generation and management to guide its technical support and to ensure that policy discussions and decisions are evidence-based. In recent years, it has prioritized the establishment and deepening of alliances to expand the impact of its work and its sustainability over time.

A recent analysis of the comparative advantages of the CIM reinforced its role and its value as a hemispheric political forum and meeting space, in particular its relationship with the National Mechanisms for Women, as well as its capacity to manage legal in-

struments and the guidelines and concrete tools to support its effective implementation. Similarly, the analysis yielded interesting reflections on the CIM’s ability to convene and manage dialogue, coordination and consensus-building, its authority in speaking of women’s rights and the obligations of States in this regard, and its ability to work from a regional, comparative, and articulating point of view.

During its strategic planning process for the 2016-2021 period, the Executive Secretariat of the CIM, with the subsequent participation of the Member States (Principal Delegates and Permanent Missions to the OAS), carried out an analysis of the Strengths, Weaknesses, Opportunities and Threats (SWOT) faced by the CIM in the implementation of its new Strategic Plan, adopted by the Thirty-seventh Assembly of Delegates of the CIM (Lima, May 2016).

Looking ahead to the 2022-2026 period, the Executive Secretariat has reviewed this SWOT analysis, in the context of the progress made in the previous period and the massive global change generated by the COVID- 19 pandemic, as well as the institutional



Figure 1: The comparative advantage of the CIM (word cloud)

operational reality of the OAS and the hemispheric political and institutional situation regarding women's rights and gender equality.

As a result of this new analysis, it should be noted that some of the Weaknesses and Threats previously identified, with the resources and efforts dedicated during the last period, have become Strengths or Opportunities, in particular a greater focus on building multi-sectoral alliances, with emphasis on women's rights organizations in the region, the communication and dissemination of the results of the CIM's work, the ability to mobilize external resources to mitigate budget cuts that have implied the current financial situation of the OAS ( which, even so, persists as a Weakness) and the virtuality imposed by the COVID-19 pandemic.

Figure 2: SWOT Analysis 2022

	TOOLS for the achievement of the objective	HARMFUL for the achievement of the objective
<b>OF INTERNAL ORIGIN</b> (Organization attributes)	<p style="text-align: center;"><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>- The CIM is the only hemispheric political forum for women’s rights and gender equality.</li> <li>- Substantial progress in specific thematic areas</li> <li>- Ability to ground the discourse in concrete tools: model laws, recommendations, declarations</li> <li>- Greater leadership and recognition of the Executive Secretariat of the CIM in the region</li> <li>- Team of the Executive Secretariat, committed and competent experts in the region and the theme</li> <li>- Role of the CIM as Technical Secretariat of the ME-SECVI</li> <li>- Political commitment of the Delegates (President/Directive Committee) and of the Member States (Ambassadors)</li> <li>- Alliances and coordination with other entities (governmental, international, civil society, academic, etc.)</li> <li>- Hemispheric perspective (experience and ability to foster dialogue)</li> <li>- Focus on the search and dissemination of good practices</li> <li>- Ability to adapt (COVID context) and innovate to produce knowledge and tools and generate forceful and relevant dialogue</li> <li>- Ability to mobilize external resources to mitigate OAS budget cuts</li> <li>- The work of the CIM is more visible as part of the work of the OAS</li> </ul>	<p style="text-align: center;"><b>WEAKNESSES</b></p> <ul style="list-style-type: none"> <li>- Financial and human resources crisis of the OAS: it does not cover the issues on the agenda, loss of trained personnel, precariousness and vulnerability of some staff members (consultants)</li> <li>- Disparity between the political will of the OAS leaders and the situation of the human and financial resources of the CIM</li> <li>- Limited capacity to strategically take advantage of the political spaces of the OAS and in a new way: General Assembly, Assembly of Delegates</li> <li>- Limited ability to brand and sell the CIM’s comparative advantage, unlike other international organizations working on women’s rights and gender equality</li> <li>- Limited ability to work in multiple languages and cultural contexts leads to low participation from certain countries</li> <li>- Limited ability to work from intersectional and intergenerational perspectives</li> <li>- Absence/invisibility of the CIM in the territories</li> <li>- Competition with other organizations for limited resources</li> </ul>
<b>OF EXTERNAL ORIGIN</b> (environment attributes)	<p style="text-align: center;"><b>OPPORTUNITIES</b></p> <ul style="list-style-type: none"> <li>- Member States recognize the situation of the CIM and call for it to be strengthened</li> <li>- Strategic planning leads to the maximum possible use of resources and opportunities</li> <li>- Additional funds (regular or specific) allow for the continuation of current programs and staff and the hiring of new staff</li> <li>- Initiated process of dialogue and rapprochement with the Anglophone Caribbean States</li> <li>- The construction of alliances and articulation with strategic partners allows maximizing the impact of efforts and limited resources</li> <li>- Strengthening coordination with women’s rights organizations</li> <li>- Growing commitment to women’s rights and gender equality, and the visibility of discourses and movements for women’s rights, creates additional spaces in which the CIM can work with Member States</li> <li>- Governments and policies committed to women’s rights in several countries create opening points</li> <li>- Growth of virtual spaces in the context of COVID-19, has opened contact spaces with Delegates, Missions, civil society and women leaders</li> <li>- Virtuality allows greater dissemination (growth in networks), with an emphasis on results and the untold story</li> <li>- Presence of the CIM in the Inter-American Taskforce on Women’s Leadership, positioning, alliances that allow multiplication, advancement of the issues</li> </ul>	<p style="text-align: center;"><b>THREATS</b></p> <ul style="list-style-type: none"> <li>- Impoverishment of women, particularly in the context of COVID-19</li> <li>- Increase in authoritarianism/democratic weakening, co-option by corruption/organized crime, loss of institutionality</li> <li>- The resistance/reaction to women’s rights and gender equality leaves less room for the CIM to work with member states and achieve hemispheric consensus to advance the gender agenda</li> <li>- Lack of real political will to translate agreements into realities</li> <li>- The financial situation of the OAS leads to the closure of programs, a reduction in the work areas of the CIM and the loss of human resources</li> <li>- Lack of will to coordinate agendas with other agencies, risk of duplication of efforts, loss of comparative advantage</li> </ul>

## **4. Strategies for Execution**

The effective implementation of this Strategic Plan will go through a series of strategies for execution that will serve to solidify the knowledge base from which the contemplated activities are implemented, to generate consensus and ownership around the objectives and results proposed, to strengthen the capacity of key partners of the CIM, to make visible and disseminate the results of the work and to mobilize specific funds in support of its implementation. In this sense, the Plan will prioritize the strategies listed below.

### **4.1 Fundraising**

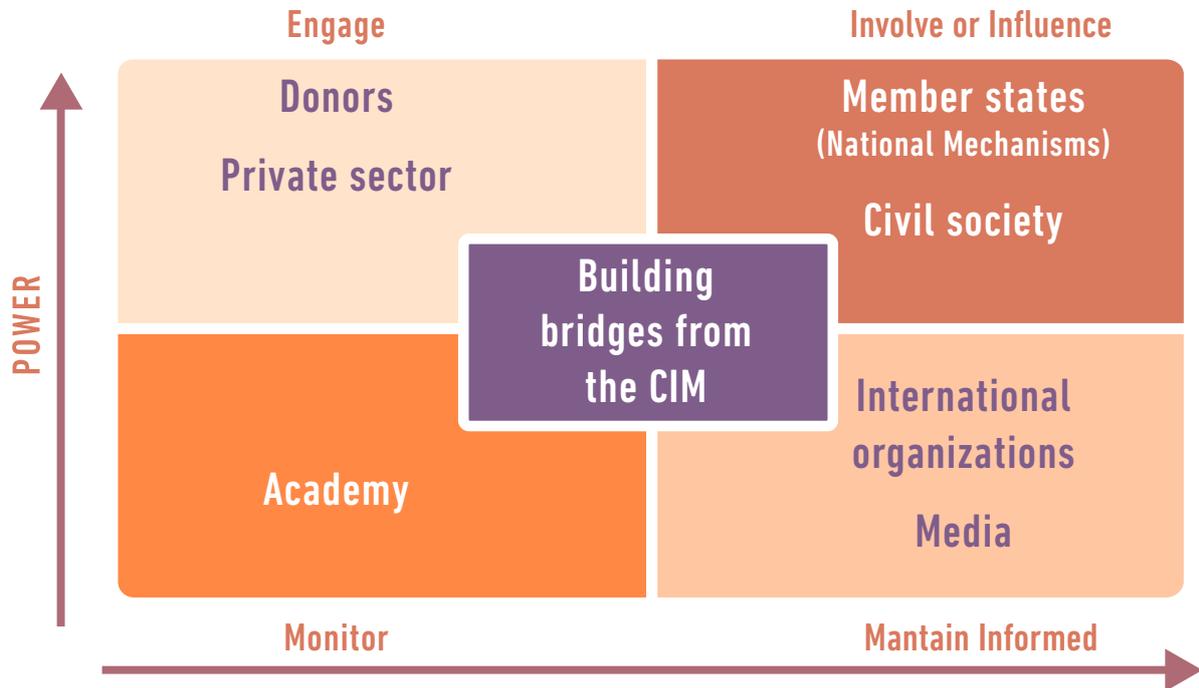
In view of the financial and human resources situation of the CIM, the mobilization of funds is an essential requirement for the effective execution of each one of the components of this Strategic Plan. In that sense, each element of the Plan has been or will be adapted as a project document with a budget and will be discussed with potential donors in the framework of the CIM and OAS fundraising activities, with a specific effort to identify and involve non-traditional donors, including from the private sector and philanthropy. The implementation of these specific projects will be based on the interests of both the OAS Member States and the donors.

### **4.2 Generation and Systematization of Knowledge**

A solid base of knowledge and evidence is essential for the effective orientation and execution of the work of the CIM, including its work in the generation of legal instruments, to identify existing and emerging gaps in women's exercise of human rights and orient the contemplated activities and their results towards closing these gaps. The generation of knowledge in new or emerging areas, as well as the systematization of knowledge in more established areas, will include diagnostic studies, situation analysis, the sending of surveys/questionnaires and data requests, and interviews and consultations via virtual and face-to-face, with the purpose of maximizing the effectiveness in the execution of programs.

### 4.3 Alliances, Coordination and Political Dialogue

Figure 3: CIM Stakeholder Analysis



During the last period, the CIM made important efforts to expand its coordination with a multiplicity of strategic partners: the Delegates and High Authorities on Gender, other representatives of the OAS Member States and relevant political actors, public entities at the national level, international organizations, civil society, the private sector through meetings and public-private alliances, academia and sectors that are not gender-sensitive.

At the request of the OAS Member States, the CIM has intervened and has created additional spaces for dialogue and feedback with the States, through direct consultations and interventions in different OAS instances, including the Permanent Council and its subsidiary bodies.

Along the same line and in follow-up to the Strategy for Strengthening Coordination between the CIM and civil society (CIM/CD/doc.6/13 rev.3), the CIM has mapped a group of more than 500 women’s rights organizations around three main axes: i) organizations that are, or that could be, with the support of the CIM, active in the regional sphere; ii) organizations that work around the main lines of work of the CIM; and iii) organizations that can represent diversity. Initial contact has been made with many of these organizations to establish spaces for exchange in greater depth, with a view to rethinking the discourse and priorities within the framework of a reflection on women’s rights, anchored in human rights and gender equality.

In 2020, the Generation Equality Forum process was launched by the Governments of France and Mexico in Collaboration with UN Women, as a global mass movement to

commemorate the 25<sup>th</sup> anniversary of the adoption of the Declaration and Platform for Action of the Fourth World Conference on Women (Beijing, 1995). The Forum is organized around six Action Coalitions, each dedicated to a specific theme. In consultation with the Delegates, during 2020 the CIM made the decision to join the Coalition on Justice and Economic Rights, with a sight on strengthening its work of analysis and dialogue on the legal framework and persistent gaps in this space. Likewise, the CIM will be active as part of the Global Alliance for Care, coordinated by the Government of Mexico, based on and to enhance its work on this issue.

One of the main objectives of these efforts is to strengthen the multi-sectoral and interdisciplinary political dialogue around the work issues of the CIM and the OAS, including in the high-level spaces of the Organization. This effort to “build bridges” between States, civil society, international organizations, and other key actors is the first essential step for building consensus, evaluating efforts, identifying good practices and lessons learned and generating concrete mandates to advance the gender agenda at all levels.

#### **4.4 Communication and Dissemination**

Since 2019, the CIM has had a communication and positioning strategy focused mainly on giving greater visibility to its strategic axes and aligning discourse with the 4 pillars of work of the OAS, seeking to improve results and generate greater reach in the different platforms. Since 2020, the communication content has focused on disseminating alliances, content creation, and the work of the CIM in the context of the differentiated impacts of COVID-19 on the lives of women through the preparation of communication campaigns, press releases, internal and external events, interviews, articles, and presence in the media, both internally and externally throughout the region.

The pandemic has limited the possibility of organizing face-to-face events and meetings at headquarters and in the countries, which is why the CIM has prioritized and deepened the use of information technologies and social networks to position its issues. This evolution towards the digital world represents a paradigmatic change that opens up a multitude of opportunities to generate new alliances, increase visibility and impact, as well as optimize the use of limited resources. This process has involved an intensification of the dissemination of CIM products, participation in online activities, the generation of content on social networks, and the use of videoconferencing platforms, podcasts, and videos to promote other forms of exchange.

Communication will continue to be a fundamental and transversal axis in the execution of the 2022-2026 Strategic Plan, through different communication channels, mainly mass messaging, institutional emails, social networks and websites.

## 4.5 Training and Qualification

Education and training have been a permanent component of the work of the CIM since its inception, as it allows operationalizing the results of the knowledge generated and of the political dialogues organized in a concrete capacity at different levels – regional, national and territorial. In this sense, and especially in the last two years of the pandemic, the CIM has invested a significant effort in the preparation and delivery of a catalog of virtual courses, especially through the Educational Portal of the Americas. This catalog includes:

- i) Basic introductory courses on rights, gender and diversity approaches
- ii) More practical courses on how to introduce these approaches in the formulation of projects and programs or in strategic planning, or how to carry out Participatory Gender Assessments; and
- iii) Specialized modules on topics such as women, peace and security, violence at work, cybersecurity, and women's leadership, among others, which seek to complement the introductory courses.

The CIM has been complementing this offer of virtual training with face-to-face training in the field for a variety of actors, especially public officials. This emphasis on training will continue to be a fundamental and transversal part of the 2022-2026 Strategic Plan, with virtual, face-to-face and hybrid methodologies as permitted by the global health and institutional financial situation.

## 5. Plan Proposal 2022-2026

In the strategic planning process, the Executive Secretariat has considered the role of the CIM as the Technical Secretariat of the Follow-up Mechanism of the Convention of Belém do Pará (MESECVI), and the strength that this represents for the work of the Commission in the protection and guarantee of the right of women to live free from violence. The MESECVI has its own structure and functioning, including the Conference of States Parties to the Convention, the Committee of Experts and the Technical Secretariat, among which they have prepared and approved a Strategic Plan of the MESECVI for the period 2018-2023.<sup>5</sup> Similarly, it will be necessary to adopt a new Strategic Plan of the MESECVI for the period 2024-2028, during the X Conference of States Parties to the Belem do Para Convention, to be held in 2024.

The work of the CIM in all the lines identified below recognizes and highlights different manifestations of violence against women that require a response interpreted on the basis of the Convention of Belém do Pará. In this sense, the actions carried out by the CIM to protect and guarantee the right of women to live free of violence, in all areas of their lives, are carried out in close consultation and coordination with the MESECVI and, as appropriate, the CIM may request general and specific recommendations, opinions, thematic reports and other tools to make visible and strengthen the approach to different manifestations of violence against women in private and public spaces and in different contexts.

### 5.1 Alliances and Articulation for Gender Equality

#### 5.1.1 Introduction

The IAP establishes the mandate of the CIM to: “Strengthen relations and foster cooperative and coordinated activities with other regional and international bodies and civil society organizations that work in the Americas” (General Objective 4); “Promote joint efforts with government agencies and civil society organizations in order to establish actions for the effective application, monitoring and evaluation of policies, programs and projects aimed at promoting the human rights of women and gender equality” (Line of action 2.25). This mandate, which has been repeatedly reaffirmed by the CIM Assembly of Delegates, the OAS General Assembly, and the Summit of the Americas, presents the CIM with the challenge and opportunity to establish a more frequent and regular dialogue with women’s rights organizations in the region.

In March 2017, the Principal Delegates of the Inter-American Commission of Women (CIM) requested a series of specific guidelines to promote gender equality, specifically its social, cultural, economic, political, civil benefits, environmental and others. The request of the

<sup>5</sup> Available at: <https://www.oas.org/en/mesecvi/docs/MESECVI-II-CE-doc.133-En.pdf>

Delegates led to the development of the ***Inter-American Guidelines on Gender Equality as a Good of Humanity***,<sup>6</sup> which are designed to support, strengthen, and guide OAS Member States in the implementation of the commitments under the multiplicity of legal and political agreements they have entered into. The Guidelines prioritize three strategic axes: (i) Coordinate and establish alliances; (ii) Know and produce; and (iii) Inform, share, and train.

Regarding the first axis - in its capacity as a specialized organ of the Organization of American States (OAS) and the main forum for the development of hemispheric policies to promote women's rights and gender equality - the CIM seeks to lead and deepen relations with a multiplicity of strategic partners, not only to promote the agenda for equality in their different spheres of influence, but also because the dialogue between these actors helps to reinforce mutual responsibility, coordinate strategies, create synergies and avoid duplication of efforts, and thus promote inter-institutional cooperation in the agenda of women's rights and gender equality.

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<sup>6</sup> Available at: <https://www.oas.org/en/cim/docs/LineamientosIgualdadGeneroBien-En.pdf>

## 5.1.2 Theory of Change

### GOAL

The CIM builds bridges and works in an articulated manner, expanding and diversifying strategic alliances at the national, regional, and international levels to position the gender agenda

### OBJECTIVE(S)

1. Deepened the dialogue between the CIM, the Member States and other relevant partners on a State that takes ownership of the gender agenda	2. Strengthened coordination between the CIM and relevant entities of the inter-American and international systems	3. Spaces generated for dialogue and specific coordination mechanisms with the women's rights movement in the region	4. Strengthened the capacity of women and/or their organizations to achieve their autonomy and the political influence of their agendas	5. Joint initiatives launched with academic and research institutions aimed at generating and systematizing evidence in favor of gender equality	6. Joint initiatives launched with the private sector
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### RESULTS

1.1 The Assembly of Delegates of the CIM has been strengthened as a space for articulation between multiple actors	2.1 Joint initiatives (projects, documents, etc.) established with other relevant OAS dependencies	3.1 Mapping of women's rights organizations in the region	4.1 A training program has been prepared for women's rights organizations with three components: i) on the inter-American system and its possibilities for influence; ii) on specific capacities to support this influence; iii) on the specific work topics of the CIM	5.1 Mapping of academic and research institutions that work on issues relevant to the CIM	6.1 Updated mapping of philanthropic entities, private foundations, and other relevant partners
1.2 Dialogue spaces established between the National Mechanisms and with other relevant public sectors at the national level to strengthen the mainstreaming of the gender agenda	2.2 The Inter-American Task Force on Women's Leadership continued	3.2 Organized dialogues on the thematic and cross-cutting lines of work of the CIM		5.2 Coordination spaces generated with academic and research institutions on specific lines of work	6.2 Formalized coordination relationships and specific projects with relevant entities (i.e., CAF, Trust for the Americas, PADF)
1.3 Caribbean Engagement Strategy 2021-2023 implemented, and coordination strengthened as a result	2.3 Alliances established with other relevant organizations through formal agreements, joint initiatives and/or specific projects	3.3 Institutionalized a space for permanent exchange between the CIM and women's rights organizations		5.3 Based on research conducted, dissemination initiatives established	6.3 Established space for coordination and articulation with companies that work on gender issues / women's leadership including the specific topics of ICTs, cybersecurity, online education, CSR, and security

1.4 Dialogue deepened with selected States on specific thematic lines	2.4 Formal representation of the CIM achieved within the UN Commission on the Status of Women (CSW) and other strategic spaces of the inter-American and international systems	3.4 Established spaces for intergenerational dialogue with women's rights and young women's organizations		5.4 CIM products sent to academic and research institutions (libraries or digital repositories)	
1.5 Systematized the lessons learned and good practices (impacts) of other instances of coordination between the States and other actors around the design of legal instruments and public policies	2.5 Established space for dialogue and coordination with other regions (i.e., Council of Europe)	3.5 Follow-up carried out with women's organizations on the thematic axes of the IX Summit of the Americas and work incorporated into the CIM			
1.6 Coordination between the CIM and the communication areas of the National Mechanisms and other relevant State bodies strengthened around specific dissemination campaigns	2.6 Joint advocacy initiatives in key spaces (inter-agency pronouncements, etc.)	3.6 Web platform established with the results of the coordination work and to encourage continuous exchange			

## ASSUMPTIONS

There is political will of the States to dialogue with other sectors	There is willingness of the member institutions of the Task Force to continue and deepen their work	There is a willingness and capacity of the organizations to dialogue with the CIM and to initiate/maintain action in the inter-American sphere	There is willingness and capacity of the organizations to participate in the training process	There is willingness and capacity of academic and research institutions to dialogue and direct the agreed research	The CIM has the capacity to summon and mobilize resources from the private sector
Availability of funds to support the creation of spaces and the systematization of information	Availability of human and financial resources to support the work	Availability of human and financial resources to support the continuity of the dialogue	Availability of human and financial resources for the preparation and implementation of the program	Availability of human and financial resources to support the work	Topics of common interest can be identified

## RISKS

The political will is lacking Funds are not mobilized	The will or the effort is not specified There is no continuity of resources	The will is not specified, or the capacity does not exist in certain issues Resources are not continued	The will is not specified Funds are not mobilized	The will is not specified, or the capacity does not exist in certain issues There are no human resources available	No common themes identified The CIM fails to convene or is unable to receive funds
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## 5.2 Political Rights of Women for Democratic Governance

### 5.2.1 Introduction

The CIM has positioned the issue of parity as a measure of justice that incorporates three dimensions: (i) equal participation of women and men (50/50) in decision-making positions in the public and private sectors, from the international level to the local level (ii) exercise of power in conditions of equality, that is, free from discrimination and violence against women; and (iii) the incorporation of the women's rights agenda and gender equality.

Based on this definition, the CIM has worked to position and make parity visible in all its work as a fundamental transversal axis, a necessary precondition to fully integrate the gender approach in the work of States and a *sine qua non* for good governance, effective democracy, comprehensive sustainable development and effective recovery and reactivation in the post-COVID period.

In the last five years, the region has made a series of advances in terms of the substantive change of quota laws towards parity. Joining the countries that already adopted parity between 2008 and 2016 – Bolivia, Costa Rica, Ecuador, Mexico, and Nicaragua – Argentina (2017) sanctioned the Gender Parity Law in Areas of Political Representation, Colombia (2020) approved parity as part of the reform of the Electoral Code, Peru (2020) adopted a parity and alternation law for the 2021 elections, while Honduras made parity effective with alternation. Likewise, Chile (2021) became the first country in the world to approve a joint constitutional process.

But parity can be seen from two perspectives – equality in representation and equality in access. In this sense, the CIM has also prioritized a series of lines of work that address inequalities and structural barriers to the effective and substantive participation and leadership of women in political life, beyond a mere numerical issue. In particular, three areas of work have emerged as fundamental: i) strengthening the leadership and participation of women in political life; ii) legislative advocacy for the prevention and attention to violence against women in political life; and iii) the promotion of electoral governance with a gender perspective.

## 5.2.2 Theory of Change

GOAL				
Parity and its effective implementation promoted as a fundamental democratic principle				
OBJECTIVE(S)				
Legislation supported on parity through the generation of knowledge, political dialogue, and training	Women's leadership promoted and supported to favor their access to decision-making, from an intersectional and territorial approach	Public policies and measures adopted to prevent, address, punish violence against women in political life	Electoral authorities and bodies supported to guarantee the political rights of women and electoral justice with a gender approach	Knowledge and spaces for dialogue generated and experiences exchanged to guarantee the political rights of women and the positioning of the gender agenda
RESULTS				
Standards and good practices identified from experiences with the implementation of parity at all levels	Women's leadership strengthened based on the systematization of knowledge and training	Strengthened capacities of parliamentarians to promote laws based on the <u>Inter- American Model Law to Prevent, Punish and Eradicate Violence against Women in Political Life</u>	Standards and good practices identified on electoral administration and justice with a gender approach	Tools generated for the search and management of electoral financing under conditions of equality
Dialogue spaces generated to analyze good practices and lessons learned at all levels	Strengthened capacities of female electoral candidates for their access to elected positions, from an intersectional and territorial approach, with an emphasis on the English-speaking Caribbean	The capacities of political parties have been strengthened based on the <u>Model Protocol for Political Parties: Prevent, address, punish and eradicate violence against women in political life</u>	The capacities of authorities and electoral officials have been strengthened based on existing standards and good practices	Strengthened spaces and capacities for mutual support and alliances for the self-care of women in politics
Increased capacity of parliamentarians, decision makers to advance the regional parity agenda at all levels	The capacities of women who hold public office have been strengthened, from an intersectional and territorial approach	Strengthened capacities of electoral bodies to apply existing laws and policies on the subject	Promoted parity among electoral authorities	Campaigns implemented to promote the participation and leadership of women in strategic and/or non-traditional spaces
Political leadership of women empowered in the Caribbean with a view to promoting the participation and representation of women and parity	Strengthened capacities of women leaders of civil society, particularly defenders of political rights	The capacities of women leaders have been strengthened with strategies to identify political violence in all spaces, including online violence, and generate tools to confront it		Political dialogues to highlight the gender dimensions of corruption and the impact on women's rights

Good practices systematized and disseminated on parity and leadership of women at the international level including the Model Protocol, and strategies to identify political violence in all spaces, including online violence, and tools and laws to prevent, confront and address it	Good practices disseminated and new instruments generated so that women's leadership is perceived as legitimate and valid	Spaces and instruments generated to make visible and document political violence, with an emphasis on the English-speaking Caribbean		Relevant issues that guarantee the full exercise of the political rights of women identified for the deepening of knowledge management and training
				Spaces for dialogue and exchange established in the English-speaking Caribbean to identify an equality/parity agenda

## ASSUMPTIONS

There is political will and institutional capacity to work on the issue	There is a willingness among women to participate in training initiatives	There is the will and the institutional capacity among the aforementioned actors to work on the issue and participate in training initiatives	There is the will and the institutional capacity among the authorities to work on the issue	The necessary human and financial resources are mobilized
The necessary human and financial resources are mobilized	The necessary human and financial resources are mobilized	The necessary human and financial resources are mobilized		

## RISKS

- The absence of women from strategic political spaces hinders the advancement of the gender agenda
- The questioning of the gender agenda and women's leadership reduces the space available to address these issues
- Growing political polarization hampers consensus building and work on these issues
- The growing fragmentation of the political party system weakens its ability to work on cross-cutting issues
- The difficulty of creating and sustaining alliances hampers work on these issues
- Negative stereotypes and the questioning of their legitimacy/effectiveness persist around women's leadership
- Gender equality is not a social/political priority in a context of overloaded agendas dominated by "emergencies"

### 5.3 Promotion and protection of sexual and reproductive health and reproductive rights<sup>7</sup>

#### 5.3.1 Introduction

Since 2015, UN Member States have committed to:

- ▶ Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences (SDG #5, Target 5.6); and
- ▶ Ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes (SDG #3, Target 3.7).

#### 5.3.2 Theory of change

GOAL
Hemispheric agenda for sexual and reproductive health and reproductive rights strengthened
OBJECTIVE(S)
Strategy outlined to strengthen the promotion and protection of sexual and reproductive health and reproductive rights of women
RESULTS
1.1 Mapping of actors and strategic alliances carried out in the region to guide the establishment of alliances and the organization of spaces for dialogue and advocacy
1.2 Dialogue spaces organized between the National Mechanisms and women’s rights organizations on advocacy opportunities in the area of sexual and reproductive health and reproductive rights, with a view to promoting universal access to sexual and reproductive health services, including family planning, information and education, and the integration of reproductive health into national strategies and programs
1.3 Systematized and disseminated information on specific standards and good practices, including information from the spaces for dialogue and exchange of knowledge and good practices contemplated in Result 1.2.
1.4 Public policies and reports on sexual and reproductive health and reproductive rights prepared

<sup>7</sup> For **Brazil**, no reference to Sexual and Reproductive Rights expressed in the scope of this document can be interpreted as a supposed international right to the interruption of pregnancy as a method of family planning. Brazilian legislation does not understand that sexual and reproductive rights derogate from the right to life. In addition, it understands that it is up to the States to seek the guarantee of universal access to health services, aiming at comprehensive health care for women, as established by the Geneva Consensus, to which the Federal Republic of Brazil is a signatory.

## ASSUMPTIONS

The necessary human and financial resources are mobilized  
 There is willingness of the interested parties to participate in dialogue and exchange processes

## RISKS

- Resistance to the subject makes work difficult
- Gender equality or women's rights are not a social/political priority in a context of overloaded agendas dominated by "emergencies"

## 5.4 Economic Rights

### 5.4.1 Introduction

Pursuant to the Lima Declaration on Equality and Autonomy in the Exercise of Women's Economic Rights, adopted by the 37<sup>th</sup> Assembly of Delegates of the CIM in 2016, the CIM has worked to conceptually and politically position: (i) the need to strengthen the Inter-American legal framework around women's economic rights; and (ii) the importance of reconceptualizing work to make unpaid and care work visible in the domestic sphere and promote the social co-responsibility of caregiving between women, men, the State and the private sector.

In response, the CIM has deepened the analysis of the persistent gaps in the legal framework regarding the economic rights of women in order to be able to formulate concrete recommendations for instruments and other tools so that the States can strengthen the guarantee and protection of these rights. This work has focused on 6 sectors - care, MSMEs, tourism, domestic work, the rural sector, and technology - all of them especially affected by the COVID-19 crisis and with a high participation of women.

Recognizing that one of the greatest structural barriers identified for the full and effective participation of women, under equal conditions, in the labor market and in productive life is the traditional gender roles assigned to women in terms of caring for people dependents, and unpaid domestic work, the CIM has generated knowledge, dialogue and legal tools to support the creation of national care systems based on the recognition and protection of the right to care.

## 5.4.2 Theory of Change

### GOAL

Agenda and hemispheric work route for the economic rights of women in their diversity established on the basis of current gaps

### OBJECTIVE(S)

1. Monitored the exercise of women's economic rights	2. International and national regulatory and legal frameworks promoted to strengthen the economic rights of women in different economic sectors and to close existing gaps in access and participation of women in economic and productive life	3. Tools provided to States to promote social co-responsibility of caregiving and strengthened public policies and national regulatory frameworks on caregiving with a gender approach	4. Capacity and agency of women's organizations strengthened for their political influence on issues of strengthening regulatory frameworks on economic rights	5. Promoted and strengthened labor policies with a gender and rights approach in selected countries of the Americas and within the framework of the Inter-American Labor Ministerial Conference (IACML) and in collaboration with the OAS Department of Human Development, Education and Employment/SEDI
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### RESULTS

1.1 Available data and statistics compiled and analyzed from the countries of the region on the participation of women in labor markets and the barriers to the exercise of their rights	2.1 . A minimum of two model laws or regulatory instruments prepared in relation to the elimination of existing barriers and promotion of women's economic rights, on prioritized issues	3.1 Inter-American Model Law on Care elaborated and published	4. Workshops and work methodology designed to transfer knowledge and tools for leadership and political incidence of women's organizations	5.1 Technical support provided to the process of the Inter-American Ministerial Labor Conference (IACML) and subsidiary bodies (preparatory meetings, work committees)
1.2 Good practices identified in the countries of the region on the participation of women in labor markets, in collaboration with DH-DEE/OEA, with emphasis on women-headed households and young women	2.2 Technical assistance and follow-up plan prepared for the implementation of model laws or regulatory frameworks developed in selected countries	3.2 Established online portal for the exchange of good practices related to caregiving, both paid and unpaid, among the countries of the region	4.1 Virtual work sessions held in preparation for the workshops	5.2 The creation of the Network of Gender Focal Points in the Ministries of Labor supported in close collaboration with non-GFP champions, including men and mainstream policymakers
1.3 Portal developed online to visualize data and promote the exchange of good practices among the countries of the region, in collaboration with DDHEE/OEA	2.3 Legal analysis carried out, published, and disseminated of gaps and standards on the economic rights of women in the Anglophone Caribbean	3.3 Follow-up and technical assistance plan prepared for the implementation of the Model Law on Caregiving	4.2 Face-to-face training workshops held in 5 pilot countries to strengthen the leadership and political influence of women's organizations	5.3 Continuous dissemination and technical advice provided to the Ministries that request it in the implementation of the "Manual for Gender Units"

1.4 Hemispheric report prepared on the situation of women's economic rights, based on the information compiled in activities 1.1. and 1.2.	2.4 Proposal(s) for a regulatory/legal framework prepared to close gaps in the economic rights of women in the English-speaking Caribbean with emphasis on women-headed households and young women	3.4 Chapters of the Model Law on Caregiving adapted and implemented in 5 pilot countries	4.3 Accompaniment provided in political advocacy processes for the transformation of women's economic rights in 3 pilot countries	5.4 Supported implementation in Spanish and English of the Course on Gender Violence at Work, in collaboration with the Educational Portal of the Americas
1.5 Report validated through meetings with experts on the subject in the region and civil society organizations	2.5 Dissemination plan and communications campaign implemented around the instruments produced	3.5 Dissemination plan and communications campaign implemented for the regulatory instruments focused on caregiving		
Dissemination plan and communications 1.6 campaign implemented around the tools produced	2.6 Incidence and visibility carried out through participation in international and Inter-American meetings for the promotion of the normative instruments developed	3.6 Advocacy and visibility carried out through participation in international and Inter-American meetings for the promotion of the Model Law and related products		
	2.7 Spaces organized and tools developed on the role of the State as a guarantor of rights and as an economic engine, as well as the role of the private sector in terms of respect for women's human rights			

## ASSUMPTIONS

External financing is obtained for the implementation of the activities Statistical data is available	There is political will to implement the proposals for regulatory change External financing is obtained for the implementation of the activities	There is the political will and adequate institutional capacity to mainstream the gender perspective External financing is obtained for the implementation of the activities	There is political will to implement the proposals for regulatory change External financing is obtained for the implementation of the activities	There is institutional capacity among the organizations to assume the advocacy process External financing is obtained for the implementation of the activities
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## RISKS

- The absence of women from strategic political spaces hinders the advancement of the gender agenda
- Gender equality is not a social/political priority in a context of overloaded agendas dominated by "emergencies"
- Care is seen as a public expense and not as an "investment" in development and economic sustainability
- COVID-19 and its economic impacts continue to widen the inequality gap in terms of economic rights, while limiting States' resources to address these issues
- The spaces available to work with civil society in the OAS and/or in the States are reduced

## 5.5 Institutionalization of a Gender, Diversity and Rights Approach in the Work of the OAS and its Member States

### 5.5.1 Introduction

Twenty-two years ago, the OAS Member States adopted the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP), with the aim of i) systematically integrating the gender perspective in all organs and agencies and entities of the inter-American system, and ii) encouraging OAS member states to formulate public policies, strategies, and proposals aimed at promoting women's human rights and gender equality in all spheres of life. The IAP laid the foundations for sustained, ongoing, and strategic work by the entire Organization, led politically by the OAS General Secretariat (GS/OAS) and technically and strategically by the CIM. The IAP opted for the gender perspective as a transversal tool to address the identities of men and women, power relations and asymmetries that are marked in this context, and that negatively impact access to opportunities and rights of women and girls.

During 2020 an evaluation of 20 years of implementation of the IAP was carried out within the GS/OAS, to identify both the concrete advances and good practices as well as the persistent challenges and areas that still require stress concentration. In general terms, the report highlights the political commitment of the OAS to place the women's agenda in all work spaces and issues, which has been manifested in the adoption of various instruments, such as the "Institutional Policy on Equity and Equality of gender, diversity and human rights in the General Secretariat of the OAS" (2016) and of specific mandates on gender equality for the vast majority of programs and other initiatives of the OAS. Similarly, it highlights a greater visibility of gender within the work of the OAS, including not only the strengthening of technical assistance from the CIM to other areas of the OAS, but also the deepening of the work of all parts of the OAS to promote participation and eliminate discrimination and violence against women. The evaluation also revealed a persistent gap regarding the full institutionalization of the gender, diversity, and rights approach, and indicated new areas of intervention and the need to continue strengthening the CIM to achieve these objectives.

In the Member States, the National Mechanisms for Women face numerous structural, institutional, and political challenges to carry out their role as directors of the national equality/gender plans. Since 2014, the CIM has carried out Participatory Gender Assessments (PGAs) to incorporate a gender perspective in all policies, at all levels and at all stages, by the actors normally involved in the adoption of such policies, to finally, draw up an action plan. Following up on this work, in 2014 the CIM developed a project to facilitate the methodological transfer of the PGAs to the National Mechanisms for Women in the region, for replication in other sectors and public institutions.

As a result of this experience and the great demand for technical assistance that the CIM receives from the National Mechanisms, in June 2020 the CIM began an exchange dialogue at the technical and political level with representatives of selected Mechanisms to identify the main advances, challenges and needs of the National Mechanisms in terms of the effective operationalization of their role as directors of the national equality/gender policy. The results of these dialogues, together with the evaluations of the IAP +20 and of the PGA implementation process, formed the basis for the elaboration of a new Support Strategy for the National Mechanisms for Women in the mainstreaming of the gender approach, rights and diversity in all the work of the State.

## 5.5.2 Theory of Change

### GOAL

The gender, intersectional and human rights approach cuts across the normative, political, and programmatic work of the OAS and its Member States

### OBJECTIVE(S)

- |  |   |  |
|--|---|--|
| 1. Support provided to the strengthening of the National Mechanisms for the Advancement of Women in their role as rectors of the National Equality/Gender Policies | 2. Institutionalization of a gender equality, diversity, and human rights approach in the work of the OAS supported | 3. Spaces and alliances generated to elevate the gender agenda to strategic political spaces at all levels |
|--|---|--|

### RESULTS

- |   |   |  |
|---|---|--|
| 1.1. Experiences, opportunities, and challenges systematized on gender mainstreaming in the English-speaking Caribbean  | 2.1 Action Plan 2017-2022 for the implementation of the Institutional Policy on Gender, Diversity and Rights evaluated  | 3.1. Conceptual framework for mainstreaming reinforced from the need to eliminate the barriers that hinder the achievement of equality between women and men         |
| 1.2. Support strategy for National Mechanisms prepared and launched   | 2.2 Action plan for the implementation of the Institutional Policy on Gender, Diversity and Rights prepared for the period 2022-2026  | 3.2. Alliances established to support the formulation of legislation and public policy around gender mainstreaming   |
| 1.3. Training program developed and implemented for National Mechanisms and other relevant sectors on how to mainstream the gender approach   | 2.3 Technical advice provided to OAS dependencies for the integration of the gender approach in their programs, projects, publications, events, and other initiatives, including the translation to English of the CIM's virtual training offer | 3.3. Spaces created to promote intersectoral articulation around mainstreaming in the English-speaking Caribbean   |
| 1.4. Guides and other tools prepared to support mainstreaming and articulation processes at the national and local levels in accordance with the Support Strategy   | 2.4 Support provided to the OAS project formulation and evaluation process, coordinated by DPMO/SAF, for the integration of the gender approach   | 3.4. Strengthened capacities of women's organizations and social movements to contribute to processes of mainstreaming, participatory assessment, and accountability |
| 1.5. Communication/dissemination campaigns implemented around the importance of gender mainstreaming  | 2.5 In-depth training program for OAS staff with new tools (virtual and face-to-face)   | 3.5. Dialogue and exchange promoted with women leaders from other forums/sectors to share knowledge and experiences and deepen alliances and support                 |
| 1.6. Implemented with the National Mechanisms and other relevant sectors in selected countries the methodological transfer to carry out Participatory Gender Assessments in selected countries, including its adaptation and implementation to the English-speaking Caribbean | 2.6 Follow-up of the implementation of the GS/OAS Parity Plan   |  |
| 1.7. Tools developed to support gender mainstreaming in governance and in the new priorities of the local agenda  |   |  |

## ASSUMPTIONS

There is political will of the National Mechanisms and other sectors to participate in these processes

Availability of human and financial resources to support the work

There is a willingness of the leadership and dependencies of the OAS to institutionalize the gender approach at work and the institutional culture and to assume the responsibilities outlined in the Plan for the various dependencies of the GS/OAS

Availability of human and financial resources to support the work

There is willingness and capacity of the identified actors to participate in the process

Availability of human and financial resources to support the work

## RISKS

- The absence of women from strategic political spaces hinders the advancement of the gender agenda
- Gender equality is not a social/political/economic priority in a context of overloaded agendas dominated by “emergencies”
- The lack of conceptual clarity and resistance around gender concepts hinder the possibility of advancing mainstreaming
- The other State instances do not understand or do not assume their responsibilities in the mainstreaming processes
- The weakening of the National Mechanisms leaves them without authority and position to coordinate mainstreaming processes

## 5.6 Peace and Security from a Gender Perspective

### 5.6.1 Introduction

In the Declaration on Security in the Americas<sup>8</sup> (2003), the States affirmed a series of shared approaches and principles to understand the challenges of security and justice from a multidimensional approach, including:

- ▶ The importance of women's participation and leadership in efforts to promote peace and security, and the integration of the gender approach in "all policies, programs, and activities of all inter-American organs, agencies, entities, conferences and processes dealing with hemispheric security issues."
- ▶ That the challenges to security combine traditional threats with new threats resulting from inter-sectoral and structural political, economic, social, health and environmental problems.

From this perspective, the Declaration listed a series of threats to security that are absolutely relevant in the region today, and to which can be added, almost 20 years later, climate change, environmental deterioration and the multiplicity of threats to the security of people that these phenomena represent, as well as the security challenges that migration and massive displacement of people represent for various reasons.

The responses therefore involve governments and state institutions as well as the private sector and civil society, as well as international cooperation when the transnational nature of the threats so requires. In practice, however, this holistic, inter-sectoral and multidisciplinary approach does not always materialize.

In the multilateral debates around peace and security in the Americas, women's leaderships have broadened the discussion beyond traditional security issues. The CIM has focused on these leaderships, above all, until now, from civil society, but increasingly also in the public, political sphere and within the security sector, not only because of a commitment to parity as a measure of justice, but because the presence of women changes the security agenda – they bring different issues to the table, lead from different realities and styles, and seek results beyond lowering crime rates or the production and transportation of weapons or drugs.

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8 Available at: <http://www.oas.org/en/sms/docs/declaration%20security%20americas%20rev%201%20-%2028%20oct%202003%20ce00339.pdf>

## 5.6.2 Theory of Change

### GOAL

The hemispheric security agenda considers and recognizes the needs of women in their diversity and their contributions to crisis management and conflict prevention and resolution

### OBJECTIVE(S)

- |   |  |   |
|---|--|---|
| 1. Formulated a security agenda with a gender approach to position it in the work plans of the Inter-American meetings of the OAS and at the national level in corresponding plans and programs (security, defense, justice, migration, climate change, etc.) | 2. Democratic feminist leadership strengthened for crisis management, conflict resolution and peace building | 3. Supported the leadership and participation of women at all levels of the security and justice sector, especially in security policy and decision-making processes and in the administration of justice |
|---|--|---|

### RESULTS

- |   |  |   |
|---|--|---|
| 1.1. Promoted a report on the women, peace, and security (WPS) agenda in the Americas (history, current situation, existing trends), and future work path considering the reality of social conflict in the region) on the agendas of Inter-American meetings and at the national level   | 2.1 Published a report that systematizes the trajectory, good practices and lessons learned in the region on women's leadership in crisis and conflict management, peacebuilding, and the administration of justice                        | 3.1. Conducted, and regularly updated, a hemispheric mapping of women in security and justice, including indigenous justice, with emphasis on their leadership  |
| 1.2. Organized spaces for political dialogue on the security agenda from a gender, diversity, and rights approach: <ul style="list-style-type: none"> <li>• Sectoral, by areas of the security agenda;</li> <li>• Thematic; and</li> <li>• Territorial, with an emphasis on the security of women in the English-speaking Caribbean within the OAS, with the States, with civil society, and with other relevant actors to identify approaches, issues, and concrete recommendations</li> </ul> | 2.2 Developed a training program to strengthen women's leadership in crisis and conflict management, peacebuilding and the administration of justice based on resilience and transformation  | 3.2. Organized spaces for dialogue with women leaders of the security and justice sectors to identify persistent gaps in the security and justice sectors, good practices, lessons learned and concrete recommendations   |
| 1.3. Sectoral tools prepared (protocols, guidelines, etc.) on the gender dimensions and priorities of women in security and justice sectors   | 2.3 Supported the States and other relevant actors (political parties), at all levels, in the creation of dedicated spaces for the exercise of feminist leadership in the management of crises and conflicts and the construction of peace | 3.3. State capacities strengthened for the design of regulations that facilitate the equal participation of women in security and justice structures, the diagnosis of these structures from a gender perspective and the identification of specific measures to transform patriarchal spaces |
| 1.4. Prepared a training program, aimed at public officials and relevant civil society, on the agenda of women, peace and security in the Americas  | 2.4 Organized spaces for dialogue with women leaders in crisis management, conflict resolution and peace building to identify concrete public policy recommendations   | 3.4. Strengthened the State's capacity to build inter-sectoral bridges for the analysis and formulation of public policies with a gender, diversity and rights approach   |

1.5. Training programs have been prepared for sectors or specific areas of relevant work, aimed at public officials and civil society on gender dimensions and women's priorities	2.5 Organized spaces for dialogue with women in the justice system in selected countries with post-conflict contexts (Colombia, El Salvador, Guatemala, Peru)	3.5. Participatory Gender Diagnostics carried out with relevant instances of the security and justice sectors including instances of security and cyber-security
1.6. Published a report on violence against women in contexts of social conflict, including in digital spaces		
1.7. Guidelines, action protocols and other tools for the protection of women in situations of insecurity/(social) conflict prepared considering existing guidelines and other materials		
1.8. Coordination between the CIM, MAPP/OEA and other relevant Missions strengthened based on this work		

## ASSUMPTIONS

There is political will of the States, other OAS dependencies and other actors to participate in dialogues and training on these issues	There is a willingness among women leaders to participate in dialogue processes There is political will of the States and other actors to create and participate in these spaces	States collect/provide statistical data and other information There is a willingness among women leaders to participate in dialogue processes
The necessary human and financial resources are mobilized	There is interest in the training program The necessary human and financial resources are mobilized	There is political will of the States and other actors The necessary human and financial resources are mobilized

## RISKS

- The absence of women from strategic political spaces hinders the advancement of the gender agenda
- The questioning of the gender agenda and women's leadership reduces the space available to address these issues
- The growing political polarization hinders the creation of consensus and the exercise of feminist leadership
- Gender equality is not a social/political priority in a context of overloaded agendas dominated by "emergencies"

## 5.7 Comprehensive Protection of the Human Rights of Women

### 5.7.1 Introduction

The Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality (PIA), among other objectives, encourages “... OAS Member States to formulate public policies, strategies, and proposals aimed at promoting the women’s human rights and gender equality in all spheres of public and private life, considering their diversity and life cycles” (General Objective 2), through a specific line of action to “Systematize and support the exchange information on human rights issues of women and gender equality and facilitate the direct transfer of experiences between countries, institutions and organizations that act on these issues” (Line of action 1.11).

In pursuit of this Objective, the agencies of the Inter-American system are increasingly seeking to work from an intersectional approach, in accordance with the IAP’s recognition that “Gender relations are also intersected and implicated in other social relations: production, ethnicity, nationality, religion and others of a generational nature” (Conceptual Framework, par. 3).

According to the CEDAW Committee, in its General Recommendation No. 28<sup>9</sup> “Intersectionality is a basic concept to understand the scope of the general obligations of the States Parties under Article 2. Discrimination against women on the basis of sex and gender is inextricably linked to other factors affecting women, such as race, ethnicity, religion or belief, health, status, age, class, caste, sexual orientation, and gender identity” (par. 18).

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9 Available at: <https://www.ohchr.org/en/treaty-bodies/cedaw/general-recommendations>

## 5.7.2 Theory of Change

### GOAL

Strengthened the protection and guarantee of the human rights of women from an intersectional approach

### OBJECTIVE(S)

- |   |   |
|---|---|
| <p>1. Instruments and information provided to strengthen the guarantee and protection of the human rights of young, rural, indigenous, Afro-descendant, migrant, domestic workers, women deprived of liberty, and other relevant groups</p> | <p>2. Generated spaces for dialogue and knowledge on emerging issues in the human rights of women, with emphasis on the post-COVID-19 situation, such as mental health and digitalization, among others</p> |
|---|---|

### RESULTS

- |   |   |
|---|---|
| <p>1.1. Promotion of existing information on the rights of rural women, women deprived of liberty, and domestic workers</p>   | <p>2.1. Organized a space for dialogue and exchange of knowledge and good practices on women and digitalization, with emphasis on the impacts of COVID-19 and the relevance of human rights in digital environments and the agenda priorities for the recovery period</p> |
| <p>1.2. Systematized and disseminated the information from the spaces for dialogue and exchange of knowledge and good practices contemplated in Objective 2</p>   | <p>2.2. Organized a space for dialogue and exchange of knowledge and good practices on women's mental health, with emphasis on the impacts of COVID-19 and the agenda priorities for the recovery period</p>  |
| <p>1.3. Systematized and disseminated information on specific standards, good practices and the exercise of rights of specific groups of women (migrants, indigenous, Afro-descendants, with disabilities, among others) including in spaces enabled by technology (platforms, education)</p> | <p>2.3. Organized spaces for dialogue and exchange of knowledge and good practices around the specific groups identified in Objective 1</p>   |
| <p>1.4. Continued participation of the CIM in <i>Aliadas</i> (inter-institutional alliance to make visible and promote comprehensive responses to child marriage and early union)</p>   |   |

### ASSUMPTIONS

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|--|---|
| <p>The necessary human and financial resources are mobilized</p> | <p>There is willingness of the interested parties to participate in dialogue and exchange processes</p> <p>The parties provide requested information</p> <p>The necessary human and financial resources are mobilized</p> |
|--|---|

### RISKS

- Resistance to the issue of intersectionality makes it difficult to work from this approach
- Gender equality or women's rights are not a social/political priority in a context of overloaded agendas dominated by "emergencies"

## 5.8 Climate Change and Women's Leadership in Environmental and Disaster Risk Management

### 5.8.1 Introduction

Climate change,<sup>10</sup> environmental degradation<sup>11</sup> and the increase in the frequency and severity of natural disasters - separate phenomena, but closely linked to each other - have received increasing attention in recent years, to the extent that we have become aware of the risk that they represent to our security, well-being, and survival as human beings.

Despite increased attention to the issues, however, at the international and regional levels it has been difficult to finalize the agreements, commitments, and actions necessary to detain and reverse the situation. Along the same lines, the gender dimension has been barely visible in these agreements and commitments, although there is increasing evidence of the differentiated impacts of climate change, environmental degradation, and natural disasters on specific sectors of the population that are more dependent on natural resources or that have less capacity to prevent or protect themselves from disasters such as floods, droughts, and tropical storms/hurricanes, among others.<sup>12</sup>

In this context, the CIM Delegates, during the Fourth Regular Session of the Executive Committee 2019-2022, requested the inclusion in the CIM Strategic Plan 2022-2026 of a specific line of work on climate change.

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10 Climate change refers to "...a change in climate attributed directly or indirectly to human activity that alters the composition of the global atmosphere and that is in addition to natural climate variability observed over comparable time periods." Framework Convention on Climate Change (1992), [https://unfccc.int/files/essential\\_background/background\\_publications\\_htmlpdf/application/pdf/conveng.pdf](https://unfccc.int/files/essential_background/background_publications_htmlpdf/application/pdf/conveng.pdf)

11 Environmental degradation in this case encompasses a multiplicity of phenomena, including deforestation, land degradation, desertification, and scarcity of drinking water.

12 UNFCCC, Introduction to Gender and Climate Change, <https://unfccc.int/es/topics/gender/the-big-picture/introduction-to-gender-and-climate-change%26from%3D>

## 5.8.2 Theory of Change

### GOAL

Strengthened women's leadership in decision-making around climate change, and environmental and disaster risk management

### OBJECTIVE(S)

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| <p>1. Specific commitments promoted at the regional level on the integration of the gender approach and the participation and leadership of women in decision-making regarding climate change, and environmental and disaster risk management</p> | <p>2. Generated knowledge and spaces for dialogue, exchange and training on the gender approach, and the participation and leadership of women in decision-making, around climate change, and environmental and disaster risk management</p> |
|---|--|

### RESULTS

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| <p>1.1. Analysis carried out of the agreements, standards, public policies, and other specific advances at the international, regional and national levels around the gender approach in addressing climate change, and environmental and disaster risk management</p> | <p>2.1. Prepared a position paper on the gender approach and the participation and leadership of women in climate change, and environmental and disaster risk management, including opportunities to strengthen and expand partnerships for gender equality in these areas</p>   |
| <p>1.2. Results of the analysis disseminated and socialized with the relevant authorities of the States</p>  | <p>2.2. Organized a series of dialogues of women leaders, environmental defenders, and other stakeholders to identify gaps and concrete recommendations, with an emphasis on the English-speaking Caribbean</p> <p>2.3. Results of the dialogues systematized in a series of Technical Notes (<i>Policy Briefs</i>)</p> <p>2.4. Results of this work disseminated and socialized with the States and other relevant partners</p> |

### ASSUMPTIONS

- |  |  |
|--|--|
| <p>There is political will of the States to participate in debates on the subject and adopt commitments</p> <p>The necessary human and financial resources are mobilized</p> | <p>There is willingness of the interested parties to participate in dialogue, exchange, and training processes</p> <p>The parties provide requested information</p> <p>The necessary human and financial resources are mobilized</p> |
|--|--|

### RISKS

- Gender equality or women's rights are not a social/political priority in a context of overloaded agendas dominated by "emergencies"



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Inter-American Commission of Women

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