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ACTIVITY REPORT OF THE EXECUTIVE SECRETARIAT OF THE CIM
(June 2023 to May 2024)

This report details the activities of the Executive Secretariat of the CIM, starting from the Third Regular Session of the Executive Committee of the CIM 2022-2025, held on June 21, 2023 in Washington DC and virtually.

1. Introduction

Pursuant to the multiple mandates granted by the OAS General Assembly to the General Secretariat in relation to Strengthening the CIM,¹ during the period under review the Secretary General and the Member States of the OAS have provided important political support to the CIM. The CIM Presidency, from Panama,² has influenced important spaces such as the General Assembly and the Permanent Council of the OAS, the United Nations Commission on the Status of Women (CSW), and other specific spaces created to highlight women's rights and leadership, gender equality and the work of the CIM.

Likewise, the Vice Presidencies of the CIM, from Chile, El Salvador and Saint Lucia, have provided key political leadership and support to the process of strengthening and making the Commission visible. The Vice President of the CIM and Principal Delegate of Chile, in particular, assumed the Presidency of the Conference of States Party to the Inter-American Convention on the Prevention, Punishment and Eradication Violence against Women (Convention of Belém do Pará) in September 2023. From this position, Chile is leading the organization of the Ninth Conference of States Party (June 2024) and the commemoration of the thirtieth anniversary of the Belém do Pará Convention (1994-2024) and the twentieth anniversary of its Follow-Up Mechanism (MESECVI). For the first time during the period under review, the CIM Executive Committee had a significant presence at the 53rd General Assembly of the OAS (June 2023), increasing the visibility and political profile of the Commission and its work.

A growing number of States have expressed their support for the work of the CIM and have requested technical assistance and support in different areas. In the context of the current financial situation of the OAS, marked by a deep crisis, a series of budget cuts have forced the CIM to place greater emphasis on

1. AG/RES. 1451 (XXVII-O/97), AG/RES. 1592 (XXVIII-O/98), AG/RES. 1625 (XXIX-O/99), AG/RES. 1777 (XXXI-O/01), AG/RES. 1941 (XXXIII-O/03), AG/RES. 2021 (XXXIV-O/04), AG/RES. 2124 (XXXV-O/05), AG/RES. 2161 (XXXVI-O/06), AG/RES. 2323 (XXXVIII/O/07), AG/RES. 2441 (XXXIX-O/09), AG/RES. 2560 (XL-O/10), AG/RES. 2685 (XLI-O/11); AG/RES. 2710 (XLII-O/12); AG/RES. 2770 (XLIII-O/13), AG/RES. 2831 (XLIV-O/14), AG/RES. 2887 (XLVI-O/16), AG/RES. 2908 (XLVII-O/17)/chapter xviii, AG/RES. 2928 (XLVIII-O/18)/chapter xiv, AG/RES. 2941 (XLIX-O/19)/chapter xvi, AG/RES. 2961 (L-O/20)/chapter xx, AG/RES. 2976 (LI-O/21)/chapter xii and AG/RES. 2991 (LII-O/22), chapter xviii. .

2. During the period of this report, the Presidency of the CIM has been held by the Principal Delegate of Panama to the CIM, from January to July 2023, by María Inés Castillo de Sanmartín, Minister of Social Development and, as of July 2023 and as a result of the establishment in Panama of a Ministry of Women, by Juana Herrera Arauz, Minister of Women.

the mobilization of specific resources, and in this sense, the Governments of Canada, Chile, Spain, the United States, France, Italy, Latvia, Liechtenstein, Mexico, Portugal, and Trinidad and Tobago, as well as the EUROsociAL+ Program and the Spotlight Initiative of the European Union have provided support essential to strengthening the Commission and its work in different areas. Likewise, an increasing number of States have reaffirmed their commitment to the cross-cutting nature of gender equality and the need to expand, deepen and reenergize efforts both at the national level and within the OAS to achieve the objectives set out in commitments such as the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP) and other agreements.

Fulfillment of the mandate of strengthening the CIM involves increasing internal coordination with all areas of the OAS, and continuous participation in its activities to ensure the integration of a gender equality, diversity and rights approach, in the context of the full implementation of the Institutional Policy on Gender Equality, Diversity and Human Rights of the General Secretariat (Executive Order No. 16-03). Of particular note are the collaboration with the Department for Electoral Cooperation and Observation (DECO) and the Mission to Support the Peace Process in Colombia (MAPP) of the Secretariat for Strengthening Democracy (SSD), the Department of Effective Public Management (DEPM), the Summits of the Americas Secretariat (SAS), the Art Museum of the Americas (AMA) and the Colón Library, of the Secretariat of Hemispheric Affairs (SHA), the Department of Public Security (DPS), the Inter-American Commission against Terrorism (CICTE), the Inter-American Drug Abuse Control Commission (CICAD), and the Inter-American Defense Board (IADB) of the Secretariat for Multidimensional Security (SMS), the Department of Human Development, Education and Employment (DHDEE), the Department of Economic Development (DED), the Department of Sustainable Development (DSD) and the Inter-American Commission on Ports (CIP) of the Executive Secretariat for Integral Development (SEDI) and the Secretariat for Access to Rights and Equity (SARE), all of which have produced substantive and important results in terms of strengthening the capacity of the OAS to advance the agenda for gender equality in the Americas and respond to the demands of women in the region, while catalyzing the efforts and leveraging the limited resources of the Organization.

2. Mandates of the OAS General Assembly at its Fifty-Third Regular Session

The 53rd Regular Session of the OAS General Assembly was held from June 21 to 23, 2023 in Washington DC, in person for the first time since the start of the pandemic. In her speech, the President of the CIM highlighted the progress of the CIM towards the objective of the Assembly's main theme, "Promotion, protection and equality of human rights." In this sense, she highlighted the efforts of the CIM to strengthen the legal framework around key issues such as parity, care, and violence against women, as well as the production of information and concrete tools to close the gap between the legal framework and its implementation at the national level.

The Assembly reaffirmed the commitments of Resolution AG/RES. 2991 (LII-O/22) "Promotion and protection of human rights," which in chapter xviii on "Strengthening of the Inter-American Commission of Women for the promotion of gender equality and equity and women's rights,"³ reiterates the commitment of the Member States to strengthening the CIM and assigns it a series of mandates in follow-up to the IAP and in relation to key issues such as: (i) the eradication of violence against women (ii) universal access to sexual and reproductive health services (iii) women's economic rights; (iv) the recognition, reduction and redistribution of domestic and care work among the co-responsible actors, as well as the remuneration and recognition of care workers; (v) leadership of women and young people,

3. Available at: https://scm.oas.org/doc_public/ENGLISH/HIST_23/AG08750E09.docx

especially those belonging to traditionally excluded groups and who are threatened by their defense of the environment; (vi) the incorporation of the gender perspective in all organizations and bodies of the OAS, reaffirming that the commitments of the CIM are present in all the pillars of the Organization's work.

A specific and historic declaration was also adopted, the “Declaration on the Rights of all Women, Adolescents and Girls in Rural Areas of the Americas,”⁴ in which the General Assembly, on the one hand, recognized that women, adolescents and girls, particularly those in rural environments, have experienced barriers to the exercise of their rights for reasons that maintain subordination and structural invisibility, for which reason it is essential for States to promote policies aimed at eliminating all forms of discrimination against women, especially with relationship to land. On the other hand, the Declaration established the observation of the Inter-American Decade for the Rights of All Women, Adolescents and Girls in Rural Areas of the Americas from 2024 to 2034, with the objective of promoting progressive measures for the advancement of all their rights and the eradication of all forms of discrimination they face.

Within the framework of several projects, the CIM also managed side-events in the framework of the General Assembly and for the first time mobilized its Executive Committee to be present in these spaces. The event “Feminist Partnerships to Promote Gender Equality as a Human Right: A conversation with the women's rights movement” was organized with the Permanent Mission of Canada to the OAS and sought to institutionalize the space for exchange between the CIM and feminist organizations that was launched within the framework of the 52nd General Assembly (2022), and to identify concrete strategies to better position the women's rights and gender equality agenda in this high-level space.

With the support of the Governments of Spain and Italy, the CIM also organized “Breaking the mold: A new approach to political leadership from the voices of women in the Americas” where the CIM presented the main results of its work to promote women’s leadership in a dialogue with high-level women from the region led by the former President of Chile, Michelle Bachelet, and with the Ministers of the CIM Executive Committee. In this context, the Executive Committee, which also met on these dates for its Third Regular Session, adopted an agreement to “Request the institutionalization of a space for women leaders during the OAS General Assembly to continue and deepen the dialogue on women's rights and gender equality.”

3. Compliance with the Mandates Adopted by the Executive Committee of the CIM 2022-2025

On February 7, 2023, the Executive Committee of the CIM 2022-2025 held its Second Regular Session. During the session, which was held virtually, the Committee adopted a series of agreements, the fulfillment of which is detailed below:

Agreement		Status of fulfillment
1	Protocolary agreement	N/A
2	Taking note of the Activity Report of the Executive Secretariat (CIM/CD/doc.9/23), request that it: <ol style="list-style-type: none"> a. Circulate to the Delegates the draft document on agreed language b. Establish a sub-committee or working group to study the document and make recommendations on its strengthening and utilization; and 	In progress The process of preparing the document on agreed language has been lengthened, with a view to including a greater amount of input from the multiple partners of the CIM.

4. Available at: https://scm.oas.org/doc_public/ENGLISH/HIST_24/AG08923E08.docx

Agreement	Status of fulfillment
<p>c. Circulate to the Delegates the draft declaration of the inter-American decade for the rights of rural women, as well as the results of the Roundtable of Rural Women that will take place on February 13, 2023 in order to receive inputs.</p>	<p>The draft Declaration was circulated to the Delegates and Missions and presented by the President of the CIM to an initial negotiation meeting in February 2023. From there, the final text was drafted and adopted by the 53rd General Assembly of the OAS (June 2023). The first meeting of the Inter-American Roundtable of Rural Women was held on February 13, 2023 and a total of 3 meetings were held during 2023.</p>
<p>3 Given the progress shared by the Executive Secretary on efforts to mobilize specific funds, request the Executive Secretariat to:</p> <ul style="list-style-type: none"> a. Keep the Executive Committee informed about the results of the negotiations already underway; b. Prioritize in the preparation of project proposals the topics included in the Strategic Plan 2022-2025, with emphasis on articulation with the feminist and women's movement, rural women, and the work of the CIM in the Caribbean; and c. Let the Executive Committee know when it is developing new project proposals, so they can include your input and discuss fundraising opportunities. 	<p>Fulfilled</p> <p>The Executive Secretary reported on the progress of this process at the Third Regular Session of the Executive Committee and in several interventions at the OAS Permanent Council and other key spaces. Several project documents have been prepared on the lines of work of the Strategic Plan, three of which have obtained financing (Alliances and articulation, Political rights, and Women, peace and security) contributing to an increase in specific funds of 87.3% between 2022 and 2023.</p>
<p>4 Having seen the Information Note shared by the Secretariat on the Appointment and Renewal of the Executive Secretary of the CIM (CIM/CD/inf.1/23):</p> <ul style="list-style-type: none"> a. To request that the President of the CIM, on behalf of the Executive Committee of the CIM 2022-2025, address a letter to the Secretary General of the OAS requesting the renewal of the contract of Alejandra Mora Mora as Executive Secretary of the CIM for an additional period of four years (2023-2027); and b. Request that the Executive Secretariat keep the Executive Committee informed of the progress in this process. 	<p>Fulfilled</p> <p>The President, on behalf of the Executive Committee, requested the renewal of Alejandra Mora Mora's contract as Executive Secretary of the CIM and she began her second 4-year term in August 2023.</p>
<p>5 In the framework of the commemoration of the ninety-fifth anniversary of the CIM (February 18, 2023):</p> <ul style="list-style-type: none"> a. Request that the General Secretariat of the OAS include a space in the regular agenda of the 53rd General Assembly for the commemoration of the 95th anniversary; b. Save the dates around the 53rd OAS General Assembly (June 21-23, 2023) for: i) a high-level event to commemorate the 95th anniversary within the framework of the General Assembly; and ii) the Third Regular Session of the Executive Committee of the CIM 2022-2025; c. Ensure that commemoration events involve a diversity of actors (civil society, parliaments, etc.) in addition to Member States; and d. Evaluate the possibility of carrying out commemorative activities at the national level. 	<p>Fulfilled</p> <p>The Assembly did not grant the space in the regular agenda of the OAS GA was not achieved, but the Third Regular Session of the CIM Executive Committee and a series of side-events and bilateral meetings were held. Events commemorating the 95th anniversary were held in several countries in the region (Argentina, Panama, Uruguay) and at the OAS headquarters around Day of Women of the Americas.</p>

On June 21, 2023, the Executive Committee of the CIM 2022-2025 held its Third Regular Session, in person in Washington, DC within the framework of the 53rd Regular Period of Sessions of the OAS General Assembly. During the session, the Committee adopted a series of agreements, the fulfillment of which is detailed below:

Agreement		Status of fulfillment
1	Protocolary agreement	N/A
2	Welcome the inauguration of the Space for Women that Transform the Americas in the OAS Main Building and do everything possible to encourage the donation of a painting commemorating a Transformative Woman from our respective countries.	Fulfilled The space was inaugurated on March 6, 2024, as the Gallery of the Heroines and Heroes of the Americas. At the time of presentation of this report, the space has portraits of transformative women from Argentina, Brazil, Costa Rica, El Salvador, the United States, Guatemala, Mexico, and Panama
3	Taking note of the Activity Report of the Executive Secretariat, send from their national contexts any pertinent legal instrument that can serve as a basis for the development of future Model Laws, and request that the Executive Secretariat: <ul style="list-style-type: none"> a. Keep the Delegates informed of progress in the preparation of the draft Model Laws on participation in the labour market, financial inclusion, digital violence, and parity, and b. Seek, when pertinent, the inputs of the Delegates on the draft Model Laws and their suggestions regarding key issues for the development of future Model Laws. 	Fulfilled The details of the process of preparing the Model Laws are found in section 7.2. (Parity) and 7.3. (Financial Inclusion and Labor Participation) The Fourth Regular Session of the CIM Executive Committee 2022-2025 will include a space for consideration of the proposed content of the Model Laws on financial inclusion and parity.
4	Recognizing the contribution of the CIM studies on women's leadership, and the visibility of the side event organized in collaboration with Vital Voices and in the framework of the 53 rd General Assembly of the OAS: <ul style="list-style-type: none"> a. Request the institutionalization of a space for women leaders during the OAS General Assembly to continue and deepen the dialogue on women's rights and gender equality, b. Request that the Executive Secretariat take the necessary steps to elevate this request to the relevant authorities, c. Request that the President of the CIM highlight this request and the importance of the space in her intervention before the 53rd General Assembly of the OAS, and d. Organize a virtual regional dialogue to advance action on the issue of violence against women in political life. 	Fulfilled The President of the CIM highlighted the agreement and the specific request in her speech before the 53 rd General Assembly of the OAS. The CIM requested a side-event to the 54 th OAS General Assembly on Women's Leadership in Crisis and Conflict Management, and it was approved.
5	Request that the Executive Secretariat circulate the Report of the Secretariat (CIM/CD/doc.14/23) as soon as possible and ensure that for future sessions of the Executive Committee, the documents in all languages are circulated at least two weeks in advance of the session.	Fulfilled The Fourth Regular Session of the CIM Executive Committee 2022-2025 will be held on June 27 in Asunción, Paraguay, within the framework of the 54th General Assembly of the OAS, and the documents have been circulated.

4. Strengthening the CIM

6.1. Strategic Planning and Results-based Management

The CIM Strategic Plan 2022-2026⁵ is the result of a lengthy process of consultative work with the CIM Delegates, the Permanent Missions to the OAS, feminist and women's organizations and other regional and international organizations that work on women's rights and gender equality.

5. CIM (2022). *Strategic Plan 2022-2025 of the Inter-American Commission of Women*, available at: https://www.oas.org/en/cim/docs/plan_estrategico_ENG_22-26.pdf

The Plan focuses the work of the CIM around three fundamental objectives:

- i. Carry over the “successful” areas of the previous Strategic Plan, that is, the existing lines of work of the CIM – especially political rights, economic rights, and gender mainstreaming – that have had resonance with the States and a sustained demand for greater technical assistance and replication of activities,
- ii. Identify new lines of work in response to the regional situation and the demands of the women's agenda – in particular new approaches to the articulation and construction of alliances, a prioritization of sexual and reproductive health and reproductive rights, climate change and peace and security from the realities, resilience and leadership of women, and
- iii. Strengthen the positioning of the CIM as a hemispheric reference point in women's rights and gender equality, in line with the mission and functions enshrined in its Statute.

In recognition of the need to rebuild the bridge between the CIM and the CARICOM States, together with the Strategic Plan 2022-2026, the CIM also developed a Caribbean Engagement Strategy 2022-2026⁶ that identifies concrete actions to increase the relevance of the CIM in the Caribbean, and the participation of CARICOM States in its work.

In recent years and based on an increasing general commitment of the OAS to Results-Based Management, the CIM has made an effort to strengthen planning from a focus on results and its articulation with the OAS Strategic Plan. Likewise, in its Annual Reports,⁷ it has increasingly reported on the concrete results of the CIM's work for the OAS Member States, CIM partners, and women in the region. The heart of the work of the OAS and the CIM is social change and transformation towards equality, with an important emphasis on public policy as an essential tool to achieve these objectives. The relationship between the work and specific activities of the CIM, advances in public policy and social change It is not always direct or easy to demonstrate, but the contribution of the CIM to knowledge, dialogue and training on its various areas of work can be demonstrated in an increasingly clear way.

6.2. CIM Communication Strategy

The CIM has a communication and positioning strategy that aims to:

- Position messages around women's rights and gender equality, following the principles of Social and Behavior Change Communication, with a view to the strategic use of communication approaches to promote changes in knowledge, attitudes, norms, beliefs and behaviors,
- Strengthen the position of the CIM as a hemispheric reference point in women's rights and gender equality, with a view to expanding the target audience involved in the CIM, and
- Give greater visibility to its strategic axes and align the discourse with the 4 pillars of the OAS (Democracy, Human Rights, Development and Security), in accordance with the mandate of the Member States to seek and obtain alternative sources of financing for the work of the CIM.

These objectives have been carried out above all through social media campaigns and messaging that put technical concepts at the center in a simple way and popularize CIM knowledge products. Strategies have been established generate greater interaction with the audience, creating spaces for exchange through specific channels such as Instagram stories and fillable forms aimed at young activists to learn about their concerns and priorities around the agenda for gender equality. In addition, efforts have been made to make the CIM's internal work visible in more user-friendly formats, such as reels and short videos.

6. CIM (2022). *Engagement Strategy for the Caribbean Member States: 2022-2026: Promoting Parity and Diversity at CIM through our Smallest States*, available at: https://www.oas.org/es/cim/docs/plan_estrategico_caribe_22-26.pdf

7. Available at: <https://www.oas.org/en/cim/reports.asp>

During the period under review, the communication efforts disseminated the alliances, the development of content and the leadership of the CIM in multiple areas and topics, through the development of communication campaigns, messaging, internal and external events, interviews, articles, and presence in the media, both internally and externally and throughout the entire region. In particular, communication campaigns were organized around international days such as February 18 (Day of Women of the Americas and the anniversary of the CIM) and March 8 (International Women's Day), to highlight the importance of the rights of domestic workers (June 16), Afro-descendant (March), indigenous (August), rural women (April), women with disabilities (December), girls (October), as well as specific topics such as diplomacy (June) and multilateralism (January), the environment (June), access to science and technology (February), mental health (October), and equal pay (September), among others. Finally, a campaign was organized for the 16 days of activism under the hashtag #DeconstructViolence that sought to make visible key milestones in the fight to eradicate violence against women and the impacts of the Belém do Pará Convention.

These efforts are carried out through different communication channels, mainly mass messaging, institutional emails, social networks and the website. The CIM has a virtual network of more than 5,000 participants, composed mainly of women interested in gender issues, ministers and high authorities on women and gender, representatives of various sectors of the State, civil society organizations, academia, research centers, media and communication, and other regional and international organizations, among other key partners. Through the monthly newsletter, this virtual network is kept informed of monthly activities, events and progress. This newsletter not only acts as an information medium, but also as a tool to maintain a constant link with the followers and collaborators of the CIM, allowing continuous updating on ongoing projects and initiatives.

During 2023, the CIM blog, CIMDialogue, was reactivated as an additional means of communication that features the authorities of the CIM, as well as offering an interview space for strategic partners. This blog seeks to be a key platform to delve into relevant topics and provide a space for reflection and debate. Interviews with strategic partners make important alliances visible and highlight collaboration that strengthens the work of the CIM in the region.

As a result of the increase in the CIM's virtual activity, a trend that began with the pandemic in 2020 and has deepened over time, there has been significant growth in the network of contacts and followers on multiple channels which, in 2023, also included the revitalization of the @CIMOAS Twitter account to strengthen communication in English.

6.3. Ninety-fifth Anniversary of the CIM

On February 18, 2023, Day of Women of the Americas, the CIM turned 95 years old. The anniversary was commemorated in Washington DC with a special session of the OAS Permanent Council that brought together State authorities, experts, representatives of civil society and other key allies. On the occasion of the session, the CIM published the document *Forging Paths, Building Equality: 95 Years of the Inter-American Commission of Women*,⁸ which seeks to highlight the historical milestones of the CIM and how it has advanced the agenda for equality at the national, regional and international levels.

8. (CIM, 2023). *Forging Paths, Building Equality: 95 Years of the Inter-American Commission of Women (CIM)*, available at: https://www.oas.org/es/cim/docs/95a_CIM_ENG.pdf

These efforts were complemented with an intense communication campaign to make visible the historical milestones and also the leadership of the protagonists of the CIM throughout its history. In terms of concrete results around the #95yearsCIM campaign, 40 international organizations joined the campaign and shared content on social networks during the commemoration and the hashtag #95yearsCIM was used more than 700 times.

6.4. Gallery of Heroines and Heroes of the Americas

Within the framework of the 53rd Regular Session of the OAS General Assembly, the CIM received from the Government of the United States a portrait of Doris Stevens, the first President of the CIM (1928-1938) and from the Government of Panama a portrait of Clara González, founder of the National Feminist Party (1922). With these gifts and a resolution of the Permanent Council of the OAS,⁹ the Space “Women who Transform the Americas” was launched with the aim of “making visible and recognizing women who exercise or have exercised leadership and made outstanding contributions to the life of the region”. Said resolution requested the General Secretariat to allocate a public and visible space in the Main Building of the OAS dedicated to this initiative, and the CIM and the Museum of Art to collaborate in its development with the development of specific guidelines, which were adopted by the Permanent Council of the OAS.¹⁰

In March 2024, the OAS Permanent Council¹¹ designated the corridor in front of the Hall of the Americas as the “Gallery of the Heroines and Heroes of the Americas,” thus requesting that the OAS General Secretariat adopt the necessary measures to ensure that, in said Gallery, Member States could equally honor their heroines and heroes. In this period, Argentina (Eva Perón), Brazil (Maria Da Penha), Costa Rica (Angela Acuña), El Salvador (Dalia Xochitl Sandoval López), Guatemala (Dolores Bedoya de Molina) and Mexico (Elvia Carrillo Puerto) have also joined the space with their portraits. This effort will continue, with the objective of obtaining portraits of heroines from all OAS Member States.

5. Activities of the Executive Secretariat of the CIM in Compliance with the Strategic Plan 2022-2026 of the CIM and Other Mandates

In the Report submitted to the XXIX Assembly of Delegates, the Secretariat reported on the implementation of the CIM's Strategic Plan 2016-2021, thus highlighting the achievements, challenges and pending issues as a basis for the construction of the Strategic Plan 2022-2026, adopted by the Assembly of Delegates of the CIM in July 2022.

7.1. Alliances and Articulation for Gender Equality

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 dialogue between the CIM, the Member States and other relevant partners on a State that takes ownership of the agenda for gender equality.	

9. (OEA, 2023). “Creation of the “Women who Transform the Americas” Space” (CP/RES. 1226/23, adopted on June 7, 2023), available at: https://scm.oas.org/doc_public/spanish/hist_23/cp47993s05.docx

10. (OEA, 2023). “Guidelines and Characteristics of the Visual Artwork for the Space “Women who Transform the Americas”” (CP/doc. 5896/23 rev. 1, adopted on June 15, 2023) available at: https://scm.oas.org/doc_public/english/hist_23/cp48110e03.docx

11. (OEA, 2024). “Designation of the Space Known as the “Gallery of Heroes” as the “Gallery of the Heroines and Heroes of the Americas”” (CP/RES. 1248/24, adopted on March 6, 2024), available at: https://scm.oas.org/doc_public/spanish/hist_24/cp49272s03.docx

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.

Results 2023

- More than 1,100 women's and feminist organizations registered with the CIM as a result of a membership campaign. Spaces created with these organizations to promote their involvement in the work of the CIM and the OAS.
- Project funded to operationalize the objectives of this strategic line with the support of the Government of Canada (April 2023 to March 2028).
- Multiple Collaboration Agreements signed with government entities (e.g. Ministry of Women and Gender Equality of Chile), non-governmental entities (e.g. Vital Voices), the inter-American system (e.g. IICA) and other entities (e.g. Latin American Development Bank/CAF).
- Coordination spaces organized with the States, including the Delegates to the CIM (CIM Executive Committee) and the Permanent Missions to the OAS (OAS Permanent Council, CAJP, etc.)
- Meeting space organized with feminist and women's rights organizations within the framework of the 53rd General Assembly of the OAS (Washington DC, June 2023). Priorities from the organizations, opportunities and challenges in working on these priorities, and concrete ways in which the CIM and the OAS can provide support and technical assistance were identified.
- Meeting space organized with Ministers of Women/Delegates to the CIM and feminist and women's rights organizations within the framework of the 68th Session of the CSW (New York, March 13, 2024) on women's rights and gender equality in foreign policy.
- Capacity assessment process completed with more than 100 women's rights organizations.

During this period, the CIM made important efforts to expand its coordination with representatives of the OAS Member States, ministers, high gender authorities and other relevant political actors, in follow-up to the request of the Member States to expand and deepen coordination and information spaces. Likewise, the CIM has strengthened relationships with civil society organizations, international organizations, public entities at the national level, parliaments, academia and the private sector. On this last point, the CIM has included private sector companies in the consultations regarding the preparation of the Inter-American Model Laws on Financial Inclusion, Labor Participation and Technology-Facilitated Gender-Based Violence and has deepened its work with the Trust for the Americas, especially around the issue of care.

Pursuant to the "Strategy to Strengthen Coordination between the CIM and Civil Society" (CIM/CD/doc.6/13 rev.3),¹² the CIM has also strengthened coordination and established new alliances with women's social organizations, particularly in the framework of the OAS General Assembly and the dialogue process with civil society and in the context of the need to establish alliances to rethink the discourse and priorities from a feminist perspective, anchored in human rights and gender equality, as well as strengthening the territorial presence and visibility of the CIM in the Member States.

12. CIM (2013). "Strategy for Strengthening Coordination between the CIM and Civil Society" (CIM/CD/doc.6/13 rev.3), available at: <http://www.oas.org/es/cim/comite.asp>

Feminist Partnerships to Strengthen the Agenda for Gender Equality

In March 2017, the Principal Delegates of the CIM requested concrete guidelines to promote and defend gender equality as a human right, identifying the need for evidence-based arguments that highlight the benefits of gender equality in the social, cultural, economic, political, civic, and environmental spheres, among others. This request led to the development of the *Inter-American Guidelines on Gender Equality for the Good of Humanity*,¹³ which prioritize three strategic axes: (i) establishing relationships and alliances; (ii) knowing and producing; and (iii) informing, sharing and training.

The coordination work with the Delegates to the CIM and women's organizations highlighted the increase in the intensity and scope of movements and discourses of reaction and resistance to advances in gender equality and women's rights. These have had a significant impact on the political and policy agendas of the countries of the region, and on multilateral spaces such as the OAS, where they have managed to hinder consensus in terms of language around the progressivity, universality and interdependence of human rights. This has coincided with an increase in violence (physical, psychological, digital) against feminist leaders, voices and movements that speak out, both in the streets and in institutions, as the Inter-American Commission on Human Rights has been documenting for several years (2017). All of this has highlighted the need to strengthen coordination, alliances and articulation of organizations and movements that defend and promote gender equality as a human right, including multilateral organizations, civil society and State entities such as the National Machineries for the Advancement of Women.

In follow-up to this work and the specific mandate of the CIM Executive Committee 2019-2022 to enrich the consultation and coordination of the CIM with feminist organizations in the region, in April 2023 and with the support of the Government of Canada, the CIM launched the project "Feminist Partnerships to Strengthen the Agenda for Gender Equality," which seeks to respond to these mandates and strengthen multisectoral and intersectional alliances around the agenda for gender equality in the region.

Over the last year, the project has established specific spaces for dialogue with feminist and women's organizations within the framework of the OAS General Assembly (October 2022 in Lima and June 2023 in Washington DC) and between these organizations and CIM Delegates. In order to establish a more continuous dialogue process, since June 2023, a Core Group for the aforementioned Project was established, made up of leading social organizations in the region. Likewise, the Project has carried out a comprehensive assessment of the capabilities and training needs of women's organizations in order to design a training program in strategic advocacy.

In 2023, dialogues have also been held with universities in the region aimed at promoting alliances for the production of knowledge on gender equality and the current contexts of threats and setbacks regarding women's rights.

At the internal level of the OAS and within the framework of the aforementioned project, collaborative relationships have been strengthened to achieve the proposed objectives with various areas, such as the Summits of the Americas Secretariat, the Secretariat for Access to Rights and Equity, and the Department of Press and Communication. In the same vein, conversations have begun with the Department of

13. CIM (2017). *Inter-American Guidelines on Gender Equality for the Good of Humanity*, available at: <https://www.oas.org/en/cim/docs/LineamientosIgualdadGeneroBien-EN.pdf>

Procurement Services and Management Oversight (DPMO) aimed at institutionalizing feminist evaluation practices.

Inter-American Task Force on Women's Leadership

An initiative promoted and supported by the Government of Canada, the Inter-American Task Force on Women's Leadership¹⁴ was launched within the framework of the Eighth Summit of the Americas (Peru, April 13-14, 2018) with a view to uniting and enhancing the efforts of the different inter-American and international institutions that address women's empowerment and leadership from different perspectives. Since its establishment, the Task Force, through the CIM as Technical Secretariat, has coordinated a series of inter-institutional meetings, promoted communication campaigns around women's leadership in different areas, and influenced multilateral meetings to position the issue of leadership and reach agreements to advance it, such as the Summit of the Americas, the United Nations CSW, the Assembly of Delegates of the CIM, and the Regional Conference on Women in Latin America and the Caribbean.

During 2023, the CIM obtained the support of the Government of Canada to continue the Task Force for an additional period of 5 years (until 2028) with a particular emphasis on following up on the commitments of the Ninth Summit of the Americas (Los Angeles, June 2022). Within the framework of this narrower focus of the Task Force, in 2023 it developed a work plan towards the Tenth Summit of the Americas that seeks to follow up on the five thematic areas addressed during the Ninth Summit: Democratic governance, Health and resilience, Digital transformation, Energy transition and Green future. In this Plan, the Task Force proposed a focused look at women's leadership in each thematic area. In Democratic Governance, during the Ninth Summit the Task Force launched *A Call to Action to Promote Women's Leadership and Democracy with Parity in the Americas*,¹⁵ a document and digital platform that seeks to make visible the progress and persistent challenges, with concrete recommendations. At the request of the Task Force and due to the importance of the issue in the agenda for gender equality and for the Delegates of the CIM, the first part of 2024 has been dedicated to the area of Health and resilience, with the organization of a "High-level Dialogue: Women's leadership in the regional agenda for health and resilience," which among other objectives sought to highlight concrete examples and evidence of how women's leadership can generate transformative changes and attitudes on health issues. Based on this event, an analytical document/call to action is being developed to encourage greater commitment and action around women's leadership in health.

7.2. Women's Political Rights for Democratic Governance

GOAL Parity and its effective implementation promoted as a fundamental democratic principle

OBJECTIVES

1. Legislation supported on parity through the generation of knowledge, political dialogue, and training.

14. The Task Force is made up of the Economic Commission for Latin America and the Caribbean (ECLAC), the OAS - Inter-American Commission of Women (CIM) and the Inter-American Commission on Human Rights (IACHR), the Ibero-American General Secretariat (SEGIB), the Pan American Health Organization (PAHO), ParlAmericas, the United Nations Development Program (UNDP), and UN Women. In addition, two civil society organizations act as permanent members of the Task Force: Caribbean Women in Leadership (CIWiL) and the Latin American and Caribbean Committee for the Defense of Women's Rights (CLADEM). The CIM serves as the Secretariat of the Task Force, with responsibility for its general functioning and daily operations.

15. Inter-American Task Force on Women's Leadership (2022), *A Call to Action to Promote Women's Leadership and Democracy with Parity in the Americas* (LC/TS.2022/89), available at: <https://www.oas.org/en/taskforcewomenleadership/initiatives/calltoaction/>

2. Women’s leadership promoted and supported to favor their access to decision-making, from an intersectional and territorial approach.
3. Public policies and measures adopted to prevent, address, punish violence against women in political life.
4. Electoral authorities and bodies supported to guarantee the political rights of women and electoral justice with a gender approach.
5. Knowledge and spaces for dialogue generated and experiences exchanged to guarantee the political rights of women and the positioning of the gender agenda.

Results in 2023

- Technical assistance provided to 11 countries to strengthen the political-electoral rights of women (Argentina, Brazil, Colombia, Costa Rica, Ecuador, Guatemala, Mexico, Peru, Panama, Dominican Republic, Uruguay)
- Additional funds obtained from the Governments of Spain, the United States, France and Italy for the implementation of the Inter-American Program for the Strengthening of Democracy and Women's Leadership.
- Two editions organized of the Course for Electoral Candidates (Costa Rica, Guatemala) and the first edition of the Leadership Program for Women in Politics (Mexico), training more than 250 women electoral and political candidates:
 - o In Guatemala, 95.8% of the participants indicated that they had improved their political capabilities in the context of an upcoming electoral campaign, and 98.5% implemented at least 2 tools learned in the Course in their own electoral campaigns.
 - o In Costa Rica, 95.4% of the participants stated that the Course allowed them to improve their political capabilities in the context of an upcoming electoral campaign and 92.3% stated, after the elections, that the Course strengthened their political leadership.
 - o In Mexico, 96% of participants stated that the Program had allowed them to improve their skills for the electoral campaign and 100% said they would recommend the program to other women.
- Process initiated to offer the Course for Electoral Candidates in the Caribbean subregion, and specifically aimed at indigenous women, with funds from the Governments of the United States and France.
- A CIM Report was presented to the CAJP, pursuant to the mandates of Resolution AG/RES. 2991 (LII-O/22) “Promotion and protection of human rights” Section XXVI “Gender Parity and Geographic Representation and Legal System Diversity in the IACHR and the Inter-American Court.”
- Documentary video released, “Breaking the Mold. Political leadership: Women's voices in the Americas” during a high-level event on democratic parity and women's leadership.

Construction of a Regional Agenda on Parity in Political Life

The Panama Declaration defined parity as “...a matter of justice with three aspects: (i) opportunity for equal participation in decision-making positions in the public and private sector, from the international to the local level; (ii) the exercise of political and economic power on an equal footing—that is, free from gender-based discrimination and violence; and (iii) the incorporation in public policy of the agendas for women’s rights and gender equality transversally to regulatory frameworks and public policies at the internal level with an intersectional, intergenerational, and intercultural (and human rights) perspective , recalling that the equal participation of women is an essential element of democracy.” In this document, the States also declared their commitment to “...continue supporting the promotion of legislative reforms regarding parity in the executive, legislative and judicial branches, and at the different levels of

government.”¹⁶ In this document, the States also declared their commitment to “...Continue supporting the promotion of legislative reforms on parity in the executive, legislative, and judicial branches, and in the different levels of Government.”

From this definition, the CIM has worked to position and make parity visible in all its work as a *sine qua non* for effective democratic governance, sustainable integral development, peace and security, and effective recovery and reactivation in the post-COVID period. Towards the end of 2023 and in accordance with the mandate of the CIM Executive Committee 2022-2025, the CIM began the process of preparing the Inter-American Model Law on Parity with the support of the Government of Spain, which will bring together authorities and experts of the region to examine progress and obstacles in the implementation of parity in different countries of the region, with a view to providing a legal model to other countries that are still on the path towards parity. For these purposes, the Model Law on Parity Advisory Group was established and held its first meeting in April 2024, with a view to guiding and supporting the development process, the resulting text, as well as the dissemination of this new Model Law.

In May 2024, as part of the process of drafting the Model Law, the CIM organized the high-level event “Breaking the mold. Parity democracy and women's leadership in the face of the challenges of the 21st century: New instruments and visions from the Americas,” with the support of the Government of Spain and with the participation of the former Vice President of Costa Rica, Epsy Campbell and a prominent panel of Permanent Representatives to the OAS, activists and academics. During the event, the CIM also launched the documentary “Breaking the Mold. Political leadership: The voices of women in the Americas” that seeks to make visible the opportunities and challenges that women face in leadership, from experiences as diverse as Janet Bostwick (Bahamas), Laura Chinchilla (Costa Rica), Michelle Bachelet (Chile) and Nina Pacari (Ecuador).

In May 2024, the First Meeting of Authorities and Experts on Parity in the Legislative and Executive Branches was also held, in Guatemala, in the context of drafting the Model Law on Parity, with the aim of discussing critical measures to achieve parity in the legislative and executive branches of the Government. Authorities and experts who have played a relevant role in the adoption and implementation of parity standards in the Member States participated, coming from the political sphere, the judicial-electoral power, academia and civil society.

Additionally and within the framework of Resolution AG/RES. 2991 (LII-O/22) “Promotion and protection of human rights,” section XXVI on “Gender parity and balanced geographic and legal-system representation on the Inter-American Commission on Human Rights and the Inter-American Court of Human Rights,” the CIM began a process of compilation and analysis of recommendations and good practices to achieve gender parity and geographical representation and legal systems in the composition of the Inter-American Commission (IACHR) and Court of Human Rights (IA-Court). It organized, in collaboration with the Gqual Campaign, a series of virtual and in-person dialogues, the results of which were systematized in a *Report of the CIM in Follow-Up to the Mandates of Resolution AG/RES. 2991 (LII-O/22) “Promotion and protection of human rights” Section XXVI “Gender parity and balanced geographic and legal-system representation on the Inter-American Commission on Human Rights and the Inter-American Court of Human Rights.”*¹⁷ Likewise, in February 2024, a special session of the OAS Commission

16. CIM (2022). “Declaration of Panama “Building bridges for a new social and economic pact led by women”” (CIM/DEC. 17 (XXXIX-O/22)), available at: <https://www.oas.org/en/CIM/docs/DeclaracionPANAMA-EN.pdf>

17. CIM (2022). *Report of the CIM in Follow-Up to the Mandates of Resolution AG/RES. 2991 (LII-O/22) “Promotion and protection of human rights” Section XXVI “Gender parity and balanced geographic and legal-system representation on the Inter-American Commission on Human Rights and the Inter-American Court of Human Rights”*, available at: http://scm.oas.org/doc_public/ENGLISH/HIST_23/CP48133E03.docx

on Juridical and Political Affairs (CAJP) was held to examine progress on this issue, ahead of the elections to the IA-Court that will take place within the framework of the 54th regular period of sessions of the OAS General Assembly.

Strengthening Women's Leadership and Participation in Political Life

In 2017-2018 and in response to the demand of a significant number of political women allies of the CIM, the Commission launched its Course for Women Electoral Candidates with three objectives: 1) Improve the performance of participants in the electoral campaign, with sessions on campaign strategy and political communication; 2) Strengthen their response to the different forms of discrimination and violence that they may face as women candidates, with sessions on leadership, political violence, and physical and digital security; and 3) Commit participants to the promotion of the women's rights agenda in the Americas and participation in political women's networks. The Course was launched in Mexico in April 2018 and in-person, virtual and hybrid editions have been carried out in more than 10 countries in the region. From 2023 to 2024, three editions were held in Guatemala (virtual, held in March 2023 within the framework of the general elections in June 2023), Costa Rica (in person, held in December 2023, within the framework of the municipal elections in February 2024) and Panama (in person, held in January 2024, within the framework of the general elections of May 2024). Since its inception, the Course has trained more than 2,000 women and has become one of the CIM's flagship programs for its concrete response to the areas and skills identified as priorities by women.

In 2023 for the first time and thanks to the support of the Governments of the United States and France, the CIM secured funding to offer the Course for Women Electoral Candidates in the English-speaking Caribbean, as well as a special edition for indigenous women. In this context and over the course of 2024, two subregional editions will be offered in two Caribbean countries, and a regional edition for indigenous women, which presents an interesting opportunity to expand and deepen both the contents and the audience of the course.

In these latest editions of the Course, the CIM has also developed new resources to support candidates on such issues as violence against women in political life, digital violence, access to electoral financing, legislation on political parity and political leadership of women.

The CIM has contextualized this Course within the framework of the Inter-American Program for Democratic Strengthening and Women's Leadership, which, adding to the experience of the Candidates Course, seeks to promote the leadership and political empowerment of women from a comprehensive perspective, through actions for their political empowerment, knowledge generation, and creation of a regional network that, from ideological and party plurality, articulates women in the promotion of the agenda for equality. The elements that constitute this program are: (1) Course for Women Electoral Candidates; (2) Leadership Program for Women in Politics; (3) Research on women's political leadership; (4) the CIM Network of Women in Politics; and (5) Research and training in women's leadership for crisis and conflict management. During 2023, the first virtual edition of the Leadership Program for Women in Politics (August-September) was launched in Mexico in collaboration with the National Electoral Institute (INE).

Violence against Women in Political Life

In accordance with the guidelines of the *Inter-American Model Law to Prevent, Punish and Eradicate Violence against Women in Political Life*,¹⁸ throughout 2023, the CIM has continued to socialize this tool, which has been a reference for the development of draft bills and the approval of laws in Mexico, Costa Rica, Ecuador, Panama and several other countries. Additionally, it has directly shared with political parties in several countries the *Model Protocol for Political Parties: Preventing, Addressing, Punishing and Eradicating Violence against Women in Political Life*.¹⁹ More recently, the CIM presented the Model Law during the “National Meeting of Women Leaders: Eradicating Political Violence International Day for the Elimination of Violence against Women” at the National Assembly of Panama (November 25, 2022) and has organized other national and regional spaces to socialize and debate the issue, especially with a view to strengthening sensitivity and the legal framework around political violence against women.

Women's Access to Electoral Financing

Since 2018, the CIM's Course for Women Electoral Candidate has highlighted the obstacle represented by inequality in women's access to electoral financing which, together with political violence and the responsibility for care, represents one of the main barriers to the full political participation of women. From this basis, throughout 2023 the CIM carried out a qualitative research process, including in-depth interviews and a questionnaire circulated at the regional level. The interviews were conducted with women leaders with the objective of identifying (i) the legal and institutional frameworks of the different countries; (ii) the role of political parties and electoral bodies in the field of electoral financing; and (iii) the obstacles encountered in obtaining resources for the electoral campaign, where women even end up committing their own assets for lack of access to other resources. The results of this process were published in *Where is the money for women's electoral campaigns?*²⁰ in order to identify the obstacles that women face in obtaining resources; the sources they use to finance themselves; and the good practices that exist in the region to facilitate women's access to public financing for their electoral campaigns.

7.3. Women's Economic Rights for Sustainable Integral Development

GOAL	Agenda and hemispheric work route for the economic rights of women in their diversity established on the basis of current gaps
OBJECTIVES	
1.	The exercise of women's economic rights monitored
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

18. MESECVI (2017). *Inter-American Model Law to Prevent, Punish and Eradicate Violence against Women in Political Life*, available at: <https://www.oas.org/en/cim/docs/ViolenciaPolitica-LeyModelo-EN.pdf>

19. CIM (2019). *Model Protocol for Political Parties: Preventing, Addressing, Punishing and Eradicating Violence against Women in Political Life*, available at: <https://www.oas.org/en/cim/docs/ViolenciaPolitica-ProtocoloPartidos-EN.pdf>

20. CIM (2023). *Where is the money for women's electoral campaigns?*, available only in Spanish at: https://www.oas.org/es/CIM/docs/Financiamiento_ESP.pdf

5. Labor policies promoted and strengthened 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

Results in 2023

- *Inter-American Model Law on Care* and the *Guide for its Implementation* socialized with more than 200 people, in various multilateral, parliamentary and inter-institutional spaces in the region.
- Research and consultation process with 30 experts carried out to prepare a Guide for the Application of Co-responsibility Measures in Companies.
- Consultations carried out with 30 experts in an assessment process around the promotion of efforts for the labor insertion of women.
- Agreement signed, work plan established and funds mobilized with the Latin American Development Bank/CAF for the preparation of an Inter-American Model Law on the Financial Inclusion of Women.
- Written observations sent and participation in a hearing of the Inter-American Court on “The content and scope of the right to care and its interrelation with other rights.”

In 2019 and in follow-up to the “Lima Declaration on Equality and Autonomy in the Exercise of Women's Economic Rights,” adopted by the 37th Assembly of Delegates of the CIM in 2016, the CIM launched an initiative that seeks to position conceptually and politically: (i) the need to strengthen the inter-American legal framework around the economic rights of women; and (ii) the importance of reconceptualizing work to make unpaid and care work visible in the domestic sphere and promote social co-responsibility of care between women, men, the State and the private sector.

In this sense, the CIM identified the issue of care as a fundamental accelerator and necessary precondition for gender equality and, in this sense and after a series of subregional virtual consultations (South America, Central America, North America and the Caribbean) with National Women's Machineryes,²¹ in 2022 the CIM launched the *Inter-American Model Law on Care*²² and a *Guide for its Implementation*,²³ which seek to guide the adoption and effective implementation of public policies and proposals for regulatory frameworks that recognize care as a right, promote generation of data and tools for measuring the use of time in order to recognize the social value of care, in addition to promoting the social co-responsibility for care, raising awareness among the population about the impacts of care on the lives of women, the protection of caregivers and inter-institutional coordination for the development and implementation of care policies.

Since its publication and between 2022 and 2023, the Model Law has been considered in the development of national and state laws, decrees and other public policies in eight countries (Brazil, Chile, Colombia, Ecuador, El Salvador, Mexico, Panama and Peru), and formed the basis of an input sent by the CIM to the Inter-American Court of Human Rights (IA-Court) in November 2023,²⁴ in response to a request from the Government of Argentina for an Advisory Opinion from this entity on “The content and scope of the right to care and its interrelation with other rights” (January 2023). Following up on these written observations, and based on its positioning of care as a right in the Model Law, the CIM was invited to participate in the

21. The results of these consultations have been systematized in CIM (2022). *COVID-19 in Women's Lives: Findings and recommendations on the care emergency*, available at: <https://www.oas.org/en/cim/docs/CuidadosCOVID19-Hallazgos-EN.pdf>

22. CIM (2022), *Inter-American Model Law on Care*, available at: <https://www.oas.org/en/cim/docs/LeyModeloCuidados-EN.pdf>

23. CIM (2022) *Implementation Guide for the Inter-American Model Law on Care*, available at: https://www.oas.org/en/cim/docs/Gu%C3%ADa%20de%20implementaci%C3%B3n_LMIC_ENG_fn.pdf

24. CIM (2023). Written observations of the CIM, available only in Spanish at: https://www.corteidh.or.cr/sitios/observaciones/OC-31/9_comisionmujer.pdf

hearing of the Inter-American Court on this same topic,²⁵ where the basis of its intervention was again the Inter-American Model Law.

In collaboration with the EUROsociAL+ Program, between 2021 and 2022, the CIM carried out research on the main gaps for women's economic rights that included a series of meetings with experts. The results of this process are guiding the development of two additional legal instruments: an Inter-American Model Law on Women's Financial Inclusion and an Inter-American Model Law on Women's Labor Participation and Entrepreneurship. If the Model Law on Care addressed the main structural barrier to women's full labor participation, in the same way and following the route established by the research, these other Model Laws will address other barriers and elements of discrimination that women experience to their full participation in productive life, mobility and economic growth, with particular focus on economic sectors with high employment of women.

For the Model Law on Financial Inclusion, a Round Table of Experts “Economic Rights and Financial Inclusion of Women” was held in April 2024 with specialists from different sectors and with a view to deepening the analysis of the economic rights and financial inclusion of women and debating the role of multilateral development organizations in promoting them. In preparation for this meeting, the CIM developed an assessment of international standards and national regulatory frameworks around financial inclusion and gender equality that also analyzed gender gaps in the regulatory framework that reduce women's access to and use of financial products and services in the region. Likewise, the CIM prepared a report systematizing good practices in the region in terms of institutional measures and policies that promote full access to financial and non-financial products and services for women.

For the Model Law on Labor Participation, the meeting “Labor participation of women and their entrepreneurship: High-level dialogue on measures and guidelines for the economic empowerment of women in a context of sustainable economic growth” was held in March 2024. During this event, the CIM presented the results of its work analyzing international legal instruments and identifying existing standards on the economic rights of women in different priority economic sectors: tourism, private sector (MYPIMES), care and unpaid work, digital/technology and rural sector. In this analytical work, some important dimensions of economic autonomy at the legal level are highlighted: gender equality and non-discrimination; freedom of employment choice; equal pay; maternity protection; parental leave; care as a structural barrier; paid domestic work; and social security. Likewise, the CIM highlights the persistent gaps in the legal frameworks of Latin American countries, especially around freedom of employment choice; equal pay; maternity protection; parental leave; social Security; and paid domestic work.

In the labor sphere, the CIM has maintained permanent coordination with the Department of Human Development, Education and Employment (DDHEE) to monitor the “Strategic Lines of the XV IACML to advance towards equality and gender non-discrimination in the decent work framework” (2007). This collaboration is reflected in the consolidation of the gender perspective and women's rights in the technical and political agenda of the Inter-American Ministerial Conference of Labor (IACML). As part of this collaboration, the CIM has participated in a series of dialogues on different topics, including care work and domestic work. During 2023, the CIM supported the Secretary of the RIAL (Inter-American Network of Labor Administration) in two hemispheric dialogues with the gender areas of the Ministries of Labor. The first, held in March 2023, was on paid domestic work with rights, and its objective was to share progress and strategies of the Ministries of Labor of the Americas, as well as identify lessons learned and

25. The complete video of the CIM intervention can be seen on the YouTube Channel of the Inter-American Court of Human Rights: <https://www.youtube.com/watch?v=qaHk5v6gdOo> (minute 11:18 to minute 28:00, only in Spanish).

policy recommendations, to guarantee compliance with labor legislation and respect for fundamental rights and principles in paid domestic work. The second, held in July 2023, was on the gender approach in job placement strategies: Closing occupational gaps, and its objective was to share progress and experiences, as well as formulate recommendations, on the gender approach in training strategies, labor insertion and employment, with a view to addressing and eliminating gendered gaps and occupational segregation.

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

META	The gender, intersectional and human rights approach cuts across the normative, political, and programmatic work of the OAS and its Member States
OBJECTIVES	
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 in 2023	
-	Technical assistance provided to 15 countries to strengthen gender mainstreaming throughout the government and strengthen National Women's Machineries
-	More than 100 people representing National Women's Machineries and municipal governments from more than 20 countries in the region have been trained in the Manstreaming+ Strategy for Equality and Transformation.
-	Agreements reached to carry out the Participatory Gender Assessment process in the Ministries of Women and Foreign Affairs of the Dominican Republic (MinMujer, MIREX) and Honduras (SEMUJER, SRECI).
-	The Manstreaming+ Strategy was presented at the Cities Summit of the Americas in a session on gender mainstreaming in urban policy.

Implementation of the Inter-American Program on the Human Rights of Women and Gender Equity and Equality (IAP)

Twenty-four years ago, the Member States of the OAS adopted the Inter-American Program on the Promotion of the Human Rights of Women and Gender Equity and Equality (IAP), with the aim of:

- i) systematically integrating the gender perspective in all organs, agencies and entities of the inter-American system; and
- ii) encouraging OAS Member States to formulate public policies, strategies and proposals aimed at promoting the human rights of women and gender equality in all spheres of life.

The IAP laid the foundation for sustained, permanent and strategic work by the entire Organization, led politically by the General Secretariat of the OAS (GS/OAS) and technically and strategically by the CIM. The IAP opted for the gender perspective as a cross-cutting tool to address the identities of men and women, the power relations and the asymmetries that are marked in this context, and that negatively impact the access to opportunities and rights of women and girls.

i) **Systematically integrate the gender perspective in all organs, agencies and entities of the inter-American system**

Institutional Policy on Gender Equality, Diversity and Human Rights of the General Secretariat

In 2016, the OAS General Secretariat adopted the Institutional Policy on Gender Equality, Diversity and Human Rights of the General Secretariat²⁶ (Executive Order No. 16-03). The policy seeks to advance equality and equity in the exercise of rights, equal opportunities and equal treatment for men and women in all the work of the GS/OAS by strengthening its management, its culture and its institutional capacities. The Policy is accompanied by an Action Plan for its implementation, a document that was approved in October 2017 and is currently being executed.

Plan on Gender Parity in the Decision-Making Positions of the OAS General Secretariat

In October 2022, through Executive Order No. 22-05, the General Secretariat adopted the Plan on Gender Parity in Decision-Making Positions,²⁷ which seeks to “...increase the participation and representation of women in decision-making spaces of the General Secretariat in order to achieve parity and thus be able to contribute to egalitarian and equitable hemispheric policies.” The goal of the Plan is to achieve gender parity (50/50) by 2025, by categories, and when applicable by category and area, in professional category positions P4 and P5 and in positions of trust (P4, P5, D1 and D2) whose appointment corresponds to the person who heads the GS/OAS.²⁸

Table 3. Number and percentage distribution by grade and gender of GS/OAS officials

Grade	Male	%	Female	%	Total Count
SG	1	100%	0	0%	1
ASG	1	100%	0	0%	1
D02	6	67%	3	33%	9
D01	3	60%	2	40%	5
P05	22	52%	20	48%	42
P04	41	53%	36	47%	77
P03	40	38%	65	62%	105
P02	30	31%	67	69%	97
P01	10	31%	22	69%	32
Associates (no degree)	23	62%	14	38%	37
Total Professionals	177	44%	229	56%	406
G07	7	58%	5	42%	12
G06	12	18%	54	82%	66
G05	8	40%	12	60%	20
G04	3	75%	1	25%	4
G03	4	100%	0	0%	4
G01	0	0%	1	100%	1
Total General Services	34	32%	73	68%	107
Grand Total	211	41%	302	59%	513

Results

During the period of this report, the main achievements in the implementation of these three instruments – IAP, Gender Policy and its Action Plan, and Parity Plan, are:

- Continuous training for OAS and Member State personnel, including between 2022 and 2023 an important increase in the participation of the Caribbean, in the implementation of the gender, diversity and rights approach, through a series of concrete tools developed in collaboration with the Educational Portal of the Americas, including short self-guided courses (Massive Open Online Course/MOOC) and facilitated virtual classrooms of greater length and depth:

MOOC	2021	2022	2023	2024	TOTAL
Introduction and basic concepts about gender, diversity and human rights	--	83	250	42	375
Gender, Diversity and Human Rights in the GS/OAS	119	74	--	--	193

26. OEA (2017). *Gender, Diversity and Rights in the Work of the OAS General Secretariat*, <http://www.oas.org/en/CIM/docs/GPAP-EN.pdf>

27. Available at: http://www.oas.org/legal/english/gensec/EXECUTIVE_ORDER_No_22-5.pdf

28. For more information on this point, see Advances in the implementation of the Plan for Gender Parity in Decision-Making Positions of the OAS General Secretariat: Report of the Secretary General.

Gender Analysis Plus (GBA+) ²⁹	35	967	547	--	1549
TOTAL:					2,117

Virtual classrooms	2014-2023
Rights and Gender Equality Approach in Policies, Programs and Projects ³⁰	514
Strategic Planning with a Gender Perspective ³¹	214
TOTAL:	728

- Part of the CIM's work to advance the institutionalization of the rights and gender equality approach in the work of the OAS includes continuous work of (i) collaboration with the Department of Procurement Services and Management Oversight (DPMO) of the OAS, through technical assistance and recommendations; and (ii) provision of specific technical and theoretical assistance and advice to other secretariats and departments of the OAS, including inter-American commissions and their secretariats, to advance women's rights and gender equality in the formulation and implementation of policies, projects and initiatives. During the period under review, the CIM reviewed 35 projects from different areas of the GS/OAS that were presented to the Working Group of the GS/OAS Project Evaluation Commission.

ii) *Encourage OAS Member States to formulate public policies, strategies and proposals aimed at promoting the human rights of women and gender equality in all spheres of life*

National Women's Machineries face numerous structural, institutional and political challenges to carry out their role as guides of national equality/gender plans. Since 2014, the CIM has worked with the National Machineries of the region to strengthen their capacity to carry out Participatory Gender Assessments (PGAs) in other government agencies, with a view to incorporating a gender perspective in all processes, at all levels and in all stages of public policy. The project has received funds from the Government of Liechtenstein to implement this process in Paraguay (2015), Costa Rica (2017, at the municipal level) and the Dominican Republic (2018 and 2019, at the inter-institutional level) and Ecuador (2022).

More recently, within the framework of the Feminist Partnerships project with the support of the Government of Canada, the CIM focused on the Ministries of Foreign Affairs of the region as strategic allies in coordination with the National Machineries, taking into account the essential role of multilateralism as an engine of change at the national level. In this sense, during the first half of 2024, the CIM carried out the PGA process with the Ministry of Foreign Affairs (MIREX) and the Ministry of Women of the Dominican Republic, delivering an assessment report and an action plan for mainstreaming of the gender approach in the Dominican Foreign Ministry. Similarly, an agreement was reached with the Ministry of Foreign Affairs and International Trade (SRECI) and the Women's Secretariat (SEMUJER) of Honduras to carry out the same process in the second half of 2024.

As a result of the great demand for technical assistance that the CIM receives from the National Machineries, and as a result of the continuous dialogue with them, the evaluations of the IAP+20 and the implementation process of the PGA, the *Mainstreaming+ Strategy for Equality and*

29. Available with registration at: <https://moocs.educoas.org/course/index.php?categoryid=7>

30. For more information and registration, see: <http://portal.portaleducoas.org/es/cursos/enfoque-derechos-igualdad-g-nero-en-pol-ticas-programas-proyectos>

31. For more information and registration, see: <http://portal.portaleducoas.org/es/cursos/planificaci-n-estrat-gica-enfoque-g-nero>

*Transformation*³² was developed to catalyze key elements of mainstreaming, including the articulation of a solid architecture, the deepening of strategic alliances, intersectoral, multi-actor, multi-level and territorial co-responsibility, the intersectional approach that elevates the voices of women in all their diversity, as well as the allocation of the budget necessary to make mainstreaming effective. This Strategy was socialized between 2022 and 2023 in pilot workshops carried out with the National Mechanisms and some municipal/local governments of Argentina, Bolivia, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay, Peru, the Dominican Republic and Uruguay and at a subregional level with the English-speaking Caribbean.

7.5. Peace and Security from a Gender Perspective

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
OBJECTIVES	
1. A security agenda formulated 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. Leadership and participation of women supported at all levels of the security and justice sector, especially in security policy and decision-making processes and in the administration of justice.	
Results in 2023	
- Fifteen entities of the “institutionality for peace” of the Government of Colombia were trained, in support of the development of its National Action Plan on Women, Peace and Security.	
- Experts gathered in a series of 20 interviews and 4 meetings to analyze women's leadership in crisis and conflict management, identify and combine input from women leaders from different fields, and nurture an inter-American program to support feminist, democratizing leadership as a commitment to building peace in the hemisphere.	
- The OAS, through the CIM, joined the Network of Focal Points on Women, Peace and Security, in order to strengthen the appropriation and implementation of the Women, Peace and Security agenda in the Americas.	

In October 2019, the United Nations Security Council encouraged regional organizations to convene meetings with the participation of governments, relevant organizations and civil society, to review the implementation of the women, peace and security agenda in their respective regions and formulate practical and measurable actions. In this sense, and with the support of the Governments of Italy and Liechtenstein, the CIM began a process of dialogue and reflection to identify these entry points,³³ which include the unmet demand for social and economic equality, the social conflict generated by this demand and the violence that sometimes arises from this conflict, transnational organized crime and the insecurity it generates, the deterioration of democracy, in particular the rise of authoritarianism and explicit threats to the human rights of women and LGBTI people, the reduction of spaces for action by civil society,

32. CIM (2022). *Mainstreaming+ Strategy for Equality and Transformation*, available at:

https://www.oas.org/es/cim/docs/Estrategia_transversalidad_ESP_fn.pdf

33. CIM (2022). *Pathways to Peace and Security Forged by Women: An Agenda for the Americas*, available at:

https://www.oas.org/en/cim/docs/MPS_eng_fn.pdf

violence against women defenders of human and environmental rights, the destruction of the environment and the growing insecurity of all kinds resulting from climate change, the proliferation of weapons, particularly small arms, and their role in the intensification of gender-based violence and the increase in femicides, and the displacement and migration related to all these situations.

Specifically, between July and September 2023, the CIM offered the Government of Colombia a hybrid course (virtual and in-person sessions) on “The women, peace and security agenda in Colombia: Towards an inclusive National Plan,” in collaboration with the Mission to Support to the Peace Process (MAPP) of the OAS and the Presidential Council for Women's Equality of Colombia (CPEM). The course brought together public officials representing the “institutionality for peace” and direct participants in the process of preparing the National Action Plan on Women, Peace and Security of Colombia, with a view to strengthening their knowledge and capacity on women, peace and security issues.

7.6. Comprehensive Protection of the Human Rights of Women

GOAL	Protection and guarantee of the human rights of women strengthened from an intersectional perspective
OBJECTIVES	
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.
2.	Spaces generated 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.
Results in 2023	
<ul style="list-style-type: none"> - Inter-American Roundtable of Rural Women and the Inter-American Roundtable of Indigenous Women established. - Declaration for the Rights of All Women, Adolescents and Girls in Rural Environments of the Americas (AG/DEC. 113 (LIII-O/23))³⁴ adopted. - Inter-American Decade for the Rights of All Women, Adolescents and Girls in Rural Environments of the Americas established, along with strategic lines for its implementation: Visibility and dialogue, rights and leadership. - Child, Early and Forced Marriages and Unions made visible. - Violence against women with disabilities made visible. 	

In February 2023, the CIM inaugurated the Inter-American Roundtable of Rural Women as a space that seeks to add the voices of rural women to the work of the CIM and the implementation of its Strategic Plan. The Roundtable brings together 29 women from different rural environments from twelve countries in Latin America and the Caribbean (Argentina, Brazil, Colombia, Costa Rica, Dominican Republic, Ecuador, Guatemala, Mexico, Panama, Peru, Saint Lucia and Suriname), with an effort to also represent the other diversities that exist among rural women.

Since then, the Roundtable held three meetings throughout 2023, focused on specifying and giving substantive content to the Declaration and the Inter-American Decade for the Rights of All Women, Adolescents and Girls in Rural Environments of the Americas, an initiative that was approved by the 53rd

34. AG/DEC. 113 (LIII-O/23) “Declaration for the Rights of All Women, Adolescents and Girls in Rural Environments of the Americas”, available at: https://www.oas.org/en/cim/docs/Declaracion_MR_23pdf.pdf

Regular Session of the OAS General Assembly. From there, the CIM has established new alliances and coordination with rural women's organizations, entities of the OAS and the inter-American system, and international organizations to identify synergies and strengthen efforts within the framework of the implementation of the Decade around three strategic lines:

- Generate spaces to make visible and dialogue about the situation of all women, adolescents and girls in rural environments from an intersectional approach and an ethnic-cultural approach,
- Promote the protection and defense of the rights of all women, adolescents and girls in rural environments, and
- Promote the empowerment and strengthening of the political leadership and public management capacities of rural women through inter-institutional articulation and collaboration.

As part of these activities, in October 2023 the President and the Executive Secretary of the CIM spoke at the Permanent Council on a special agenda item on the Rights of Rural Women, accompanied by the Executive Secretary of the Network of Rural Women of Latin America and the Caribbean (LAC Network).

Along these same lines, in December 2023 the CIM also inaugurated the Inter-American Roundtable of Indigenous Women, which similarly seeks to add the voices of indigenous women to the work of the CIM and the implementation of its Strategic Plan. At this time, the Roundtable has been mainly dedicated to providing input and guidance for the specific edition of the Course for Women Electoral Candidates that the CIM will offer to indigenous women, on a regional basis, throughout 2024.

In collaboration with the Pan American Development Foundation (PADF), the CIM completed work on the rights of domestic workers in 2023, which consists of the analysis of legal standards and advances in the regulatory field at the national level to produce : i) a hemispheric study, *Rights of women paid domestic workers in the Americas: Progress and persistent gaps*,³⁵ that contains a series of 24 public, programmatic, communication and other relevant policy recommendations; and ii) a communication campaign, which consists of a series of pieces (video, audio, cards for social networks, etc.) with messages around key topics for the exercise of the rights of domestic workers.³⁶

In October 2023, within the framework of the International Day of the Girl and in follow-up to its work on the issue, the CIM intervened in the OAS Permanent Council on a special point on Child, Early and Forced Marriages and Unions, which also brought together the Director General of the Inter-American Institute on Children and Adolescents, María Julia Garcete, and the Head of the Latin American and Caribbean Section of Girls Not Brides, Alma Burciaga-González. On this same topic, in July 2023, the CIM participated in a discussion organized by the Ministry of Women and Vulnerable Populations (MIMP) of Peru with a view to supporting the legal reform process that culminated, in November 2023, with the total prohibition of child marriages in the country.

8. Prevention, Punishment and Eradication of Violence against Women

GOALS

1. Strengthen the institutionality of the MESECVI.
2. Contribute to the strengthening of the technical capacities of the States Party to the Convention to implement it from an intersectional and human rights perspective.

35. CIM (2023). *Rights of women paid domestic workers in the Americas: Progress and persistent gaps*, available at: <https://www.oas.org/es/cim/docs/Derechos-TDH-EN.pdf>

36. The pieces from this campaign are available at: <https://www.oas.org/en/cim/domestic-work/pages/descargas.html>

3. Provide an intersectoral response to the problems of violence against women
4. Raise awareness among society as a whole regarding violence against women and promote the Belém do Pará Convention

Results in 2023

- Technical assistance visit carried out in Argentina regarding cases of violence against women in the political sphere.
- Regional declaration adopted on symbolic violence against women, defining it for the first time.
- Thematic report and General Recommendation prepared on gender-based violence against girls and women with disabilities.
- Manual published on strategic litigation in cases of violence against women in political life.

In its capacity as Technical Secretariat, the CIM has responsibility for the Follow-up Mechanism of the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Convention of Belém do Pará, MESECVI). In compliance with the MESECVI Strategic Plan 2018-2023³⁷ and in view of the commemoration of the thirtieth anniversary of the Convention (1994-2024) and the establishment of the Mechanism (2004-2024), during 2023 development was initiated of a new Strategic Plan of the MESECVI for the 2024-2029 period. The Plan seeks, on the one hand, to carry forward and consolidate the achievements of the previous Plan and, on the other hand, to deepen the approach to violence against women, especially from an intersectional and continuum approach.

During 2023, the Fourth Multilateral Evaluation Round of the MESECVI continued, with emphasis on access to justice, truth and reparation for women victims and survivors of violence. In this context, the National Reports of eight Latin American States Party were analyzed and the preparation of General Recommendations of the MESECVI on violence against Afro-descendant women and gender stereotypes in access to justice began.

Conference of States Party

In September 2023, the Third Special Conference of States Party to the Belém do Pará Convention was held virtually. The Conference elected new authorities: Chile as Presidency, Brazil and Peru, respectively as First and Second Vice-Presidencies, and Costa Rica as Rapporteur. The Conference also adopted the “Regional Declaration on the Eradication of Gender Stereotypes in Public Spaces Resulting in Symbolic and Political Gender-based Violence against Women,”³⁸ which for the first time set out a definition of symbolic violence. Likewise, the Conference adopted a series of agreements³⁹ on the continuity and strengthening of the work of the MESECVI.

Also during this period, under the Presidency of Chile, the preparatory process for the Ninth Conference of States Parties (Santiago de Chile, June 11-12, 2024) was carried out with a series of preparatory meetings to consider the draft Declarations, Strategic Plan of the MESECVI for the period 2024-2029 and reform of the Regulations of the Conference of States Parties.

37. (CIM/MESECVI, 2018). *Strategic Plan 2018-2023* of the MESECVI (MESECVI/II-CE/doc.133/18.rev1), available at:

https://belemdopara.org/cim_mesecvi/wp-content/uploads/sites/2/2021/12/MESECVI-II-CE-doc.133-EN.pdf

38. (CIM/MESECVI, 2023). “Regional Declaration on the Eradication of Gender Stereotypes in Public Spaces Resulting in Symbolic and Political Gender-based Violence against Women” (MESECVI-III-CEE/doc.139/23.rev.5), available at: https://belemdopara.org/wp-content/uploads/2023/10/ENG.MESECVI-III-CEE_doc.139_23.rev5.pdf

39. (CIM/MESECVI, 2023). “Agreements of the Third Special Conference of States Party” (MESECVI-III-CEE/doc.140/23.rev1), available at: https://belemdopara.org/wp-content/uploads/2023/10/ENG.MESECVI-III-CEE_doc.140_23.rev1.pdf

Committee of Experts

The MESECVI Committee of Experts (CEVI) carried out its first technical assistance visit to Argentina in March 2023, to address the issue of violence against women in political life.⁴⁰ During this visit, CEVI representatives held hearings with a series of State authorities, representatives of political parties, representatives of civil society, women victims of violence in political life and other interested actors.

In collaboration with the EUROsociAL+ Program, the Committee of Experts adopted the thematic report *Gender-Based Violence against Girls and Women with Disabilities*⁴¹ and a *General Recommendation*⁴² of the same name, thus seeking to give greater visibility and analysis to the violence against women that originates with gender and disability, identifying the patterns of this violence and a series of concrete policy and programmatic measures to address it.

In December 2023, the Committee of Experts held for the first time a series of hearings with civil society organizations, within the framework of the Fourth Multilateral Evaluation Round, in order to hear observations and receive more in-depth information on the topic of the Fourth Round. In this context, the organizations highlighted issues such as impunity in cases of sexual violence against women and girls; the increase in the numbers of missing women throughout the region; and the need to have better data to develop effective public policies with consistent budget allocations.⁴³

Other Activities

In December 2023 and under the auspices of the Government of Italy and the OAS Inter-American Committee against Terrorism (CICTE), a Group of Experts met to begin the process of drafting an Inter-American Model Law against Technology-Facilitated Gender-Based Violence,⁴⁴ which seeks to conceptualize digital violence from international human rights law, thus laying the foundations for regulation at a global, regional and national level.

In collaboration and with the support of UN Women, the *Guide for the Strategic Litigation in Cases of Violence against Women in Public and Political Life*⁴⁵ was published, which provides tools to facilitate access to justice for women who face this type of violence, as well as to promote litigation processes that generate transformative impacts towards societies and a new political culture free of violence against women.

40. (CIM/MESECVI, 2023). *Self-censorship, harassment, fear, and impunity: Violence against women in public and political life in Argentina*, disponible en: <https://belemdopara.org/wp-content/uploads/2023/03/Communique-Argentina-Visit.pdf>

41. (CIM/MESECVI, 2022). *Gender-Based Violence against Girls and Women with Disabilities*, available at: <https://belemdopara.org/wp-content/uploads/2023/05/Report-Violence-Disabilities.pdf>

42. (CIM/MESECVI, 2022). *General Recommendation of the Committee of Experts of the MESECVI (No.4): Gender-Based Violence against Girls and Women with Disabilities*, available at: <https://belemdopara.org/wp-content/uploads/2023/05/General-Recommendation-Violence-Disabilities.pdf>

43. For more information on this process, consult: <https://belemdopara.org/wp-content/uploads/2023/09/Communique-Civil-Society-hearings.pdf>

44. For more information about this process and the results of the Group of Experts, consult: <https://belemdopara.org/wp-content/uploads/2023/12/Press-Release-Model-Law-Event-Final.pdf>

45. (UN Women, CIM/MESECVI, 2023). *Guía para el litigio estratégico de casos de violencia contra las mujeres en la vida pública y política*, available only in Spanish at: <https://belemdopara.org/wp-content/uploads/2023/08/Guia-Litigio-Estrategico-Violencia-Politica.pdf>

9. Operational Continuity and Financial and Human Resources as of May 31, 2024

The financial and human resources scenario of the OAS over the next few years is not encouraging, and any cuts in the CIM's regular budget will necessarily have an impact on the Commission's ability to fulfill its mandates. Between 2020 and 2024, non-personnel funds available to the CIM decreased by 37.7%, significantly reducing the capacity of the Commission to address the multiplicity of requests for technical assistance it receives from the Member States and the increase in mandates from the CIM Strategic Plan 2022-2026.

Table 4
CIM Budget, 2024
(Regular Fund)

Budget Line	USD \$
Personnel	1,620,600
Non-Personnel	160,900
Total	1,781,500

Priority has been given to the essential activities that are contemplated in the legal instruments of the CIM, such as the regular sessions of the CIM Executive Committee, the preparation of the annual reports of the CIM, the monitoring of the implementation of the Inter-American Program on the Promotion of the Human Rights of Women and Gender Equity and Equality (IAP), and the provision of technical assistance within the OAS to ensure the incorporation of the gender, diversity and rights approach in the Organization's projects.

In 2023, the CIM confirmed that the Executive Secretariat staff is its most important and limited resource. Currently, this staff includes an Executive Secretary, seven professional-level officers and one administrative-level assistant. Additionally, from its "Non-Personnel" funds and its specific funds, the Secretariat finances a series of consultants (CPRs), and has the possibility of choosing interns through the OAS Internship Program.

Table 5: Financial situation of the Executive Secretariat of the CIM: Overview of a decade

		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
OAS Regular Fund		\$82,978,100	\$84,324,100	\$84,300,000	\$73,500,100	\$81,575,000	\$82,700,000	\$82,700,000	\$79,000,000	\$81,000,000	\$82,800,000	\$90,403,700
CIM Regular Fund	Personnel	\$ 1,355,400 (1.6%)	\$1,353,600 (1.6%)	\$1,413,600 (1.7%)	\$1,261,600 (1.7%)	\$1,726,800 (2.12%)	\$1,726,800 (2.01%)	\$1,659,000 (2.00%)	\$1,573,800 (1.99%)	\$1,621,600 (2.00%)	\$1,647,100 (1.99%)	\$1,781,500 (1.97%)
	Non-personnel	\$223,500	\$223,500	\$285,500	\$218,500	\$410,800	\$381,100	\$258,100	\$195,000	\$195,000	\$151,800	\$160,900
OAS Staff (regular fund)		435	405	389	412	412	400	375	373	371	363	376
CIM Staff (regular fund)		8 (1.8%)	8 (2.0%)	8 (2.0%)	7 (1.7%)	9 (2.18%)	9 (2.25%)	9 (2.4%)	9 (2.4%)	9 (2.43%)	9 (2.48%)	9 (2.39%)
OAS Specific Funds		\$84,454,396	\$82,930,757	\$78,374,693	\$75,485,200	\$64,914,600	\$52,732,000	\$47,839,400	\$47,438,000	\$53,254,400	\$55,025,400	N/A
CIM Specific Funds		\$558,119 (0.66%)	\$638,505 (0.77%)	\$225,937 (%0.28)	\$85,000 (0.11%)	\$203,300 (0.31%)	\$85,000 (0.16%)	\$208,900 (0.43%)	\$370,000 (0.78%)	\$295,000 (0.55%)	\$567,300 (1.03%)	N/A