

INTER-AMERICAN COMMISSION OF WOMEN

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**PROPOSED PLAN OF WORK 2017
(Draft)**

Activity	Product	Period	Responsible
1. Strategy to incorporate in the countries of the region the contributions of the Inter-American Model Law on Political Violence Method of work: Delegates will send information to the CIM on the actions they carry out in their respective countries.	Regional Strategy Paper on Political Violence developed in countries	April 3rd to August 31st 2017	Executive Secretariat
2. Strategy to close the wage gap between men and women Includes national care services. Method of work: an ad-hoc working group would be organized	Regional Strategy Paper for closing wage gaps between women and me	April 3rd to August 31st 2017	Mexico and Peru
3. Strategy to confront the campaigns of "the gender ideology" Method of work: an ad-hoc working group would be organized.	Regional Strategy Paper (Conceptual and Communicational) to affirm Gender Equality against gender ideology	April 3rd to August 31st 2017	Executive Secretariat
4. Hemispheric Forum: "Women and Political Participation in the Americas" For the day of the civic rights of women.	Presentation of the 3 Strategies	September 7th 2017	Perú
5. Second Regular Session of the Executive Committee of the CIM 2016-2019	Agreements of the Committee	September 8th 2017	Executive Secretariat
6. Participation of the President of the CIM in the General Assembly of the OAS	CIM Document	June 19th to 21st 2017	Executive Secretariat

1. Regional Strategy to incorporate in the countries of the region the contributions of the Inter-American Model Law on Political Violence

With the objective of advancing the inclusion of women in the region in the fundamental decisions for the development of our countries, it is considered important to implement measures that promote the presence of women in politics, from all instances, State and institutions and Ministries that ensure the rights of women.

In that sense, legislative reforms are indispensable to achieve the changes that are needed and this task involves everyone from the work we do as high state authorities. In terms of political participation, there are countries with normative advances in this area, such as Bolivia, which is the first country in Latin America and the second in the world to apply parity in democracy.

At the VI Conference of States Party to the Convention of Belém do Pará, held in October 2015, the *Declaration on Political Violence and Harassment against Women*¹ was adopted and it was agreed to strengthen the institutional capacities of States and political parties To respond to violence and / or political harassment against women, which included, inter alia, the development of a normative proposal as a reference and to promote legislation.²

The problem of violence and political harassment against women reveals that the achievement of political parity in democracy is not exhausted by the adoption of quotas or electoral parity, but requires a comprehensive approach that ensures by Equality of women and men in all state institutions and political organizations, and on the other hand, to ensure that the conditions in the political exercise of office are free from discrimination and violence at all levels and political life.

2. Strategy to close the wage gap between men and women

Gender discrimination in the labor market occurs in all countries, women continue to face higher unemployment rates, are over represented in the informal sector, receive lower wages and have a disproportionate burden of family responsibilities.

In the region, structural gaps remain difficult to overcome.³ Most women are in the low productivity sector group (agriculture, trade, communal services, personal services), do not enjoy equal participation within the whole of the business sector, and their companies tend to be smaller and grow to a pace slower than men's.

According to the Global Gender Gap Report 2015 prepared and published by the World Economic Forum; in economic terms the gap has closed only 3%, and advances towards equal pay and parity in the labor market have stagnated notably since 2009-2010. If this trend is extrapolated, the world will take 118 years (until 2133) to close the economic gap completely.

Other studies have estimated the wage gaps between women and men with equal ages and equal levels of education (UNDP, ECLAC, UN Women, ILO: 2013. See www.americalatinagenera.com).

The ECLAC Gender Equality Observatory has warned that gender wage gaps are an obstacle to women's economic autonomy and overcoming inequality in Latin America. Receiving the same salary for equal work is a prerequisite for them to achieve economic autonomy and progress in gender equality.

1 Document: MESECVI-VI/doc.117/15.rev2

2 Thirteenth Meeting of the Committee of Experts. CEVI presented the Draft Model Law

3 See: <http://www.oas.org/en/CIM/docs/>

In this sense, the proposal to develop a regional strategy for the closing of the wage gap between women and men arises, as it is discriminatory and vulnerable to the economic rights of women. It is also one of the tools that will contribute to breaking the perverse circle of gender violence of which many women are victims.

3. Strategy to differentiate gender equality from “the gender ideology”

The countries of the region are facing campaigns that seek to discredit the incorporation of gender equality in national public policies in education and health, by religious movements.

The campaigns that are being carried out show that there is a tendency to combat all progressive initiatives based on gender equality. The actions of these campaigns only seek to contribute to the affectation of the rights of women and LGTBI people. On the contrary, what is sought with gender equality is that both men and women are treated in equal rights, freedoms and opportunities. Principles that have been recognized in various international instruments for protection of human rights and rights that are formally accepted in a universal manner and which are currently embodied in the United Nations Sustainable Development Goals (SDG), specifically SDG #5, which seeks to achieve gender equality and empower all women and girls.

Gender equality and the right to non-discrimination are rights in and of themselves and have an intrinsic value widely recognized by OAS Member States. The OAS General Secretariat's Institutional Policy on Gender Equity and Equality, Diversity and Human Rights⁴ is based on the principles of gender equality and equity, mainstreaming and institutionalizing the gender equality and rights, empowerment, diversity and Intersectionality, and transparency and access to information. Egalitarian treatment and the recognition of rights are essential features of modern democracies.

It is important to build a joint and coordinated communication strategy to inform the importance of gender equality in public policies as a guarantee of the rule of law and respect for the human rights of all. A strategy that should be developed in a sustained way in the long term and with impact actions.

4. Hemispheric Forum: "Women and Political Participation in the Americas"

As part of the Second Session of the CIM Executive Committee, to be held on September 8th 2017 and the Women's Civic Rights Day in Peru, it is proposed to hold the Hemispheric Forum: "Women and Political Participation in Americas" on September 7th 2017.

The objective of the Forum is to discuss and reach consensus on the strategy for the substantial improvement of the political exercise and representation in positions of citizen choice of national and local responsibility in our countries of the region.

The political participation of women in the region has always been in the minority. In modern democracy, the concept of citizenship implies belonging to a political community, based on civil and political, social, cultural and economic rights, formally attributed. This conception involves: a) The inclusion of people in the community, and b) The sharing of duties, rights and social ideas or conceptions about public powers; as well as a civic or political culture.

Gender democracy requires reflection and changes on power structures at the political level and a reassessment of gender roles. The analysis goes beyond equality of opportunity. Equal opportunities have to do with access and equal enjoyment of the rights to education, health, and the reconciliation of work and family life, among others. This is commonly considered from equating the enjoyment of these rights for women, in a standard similar to that of men. Gender democracy on its part involves the construction of a platform that is of common application for women and men.

4 Executive Order N° 16-03: <http://www.oas.org/legal/english/gensec/EXOR1603.pdf> (22.02 2017).

The aim is to achieve the co-responsibility of women and men in public and private spaces; The means is to create the conditions so that the own advance towards the equality of gender, is also more between women and men. In short, gender equality and the construction of gender democracy actively involve women and men alike.

Modern democracy emphasizes the importance of belonging to a political community and the need for women to participate in the formation of the state will on equal terms with men. It begins by recognizing the underrepresentation of women in positions subject to popular election as the product of historical exclusion and discrimination, which is imperative to correct because it violates the principle of representativeness and the legitimacy of democracy.

For the Forum a Conference and two Panels are proposed:

- Conference: "The role of the CIM and the political participation of women in the countries of the Americas."
- International Panel I: "Successful experiences for the promotion of the political participation of women in the region": Bolivia, Mexico, Uruguay.
- International Panel II: "Political harassment. Proposed strategy and regional regulations: MESECVI and three CIM countries.

5. Participation of the President of the CIM in the General Assembly of the OAS

Its purpose is to strengthen the role of the Inter-American Commission of Women in the Organization of American States, so that all the member countries of the CIM place in the OAS Agenda the theme of gender equality, women's rights and proposals to be adopted in the international framework for the advancement of women's rights.

6. Second Regular Session of the Executive Committee of the CIM 2016-2019

The Second Regular Session of the Executive Committee of the CIM 2016-2019 would be held on September 8th 2017, in the city of Lima. This meeting will review the status of compliance with the agreements reached at the First Session and other relevant issues.