



Organization of  
American States



**INTER-AMERICAN COMMISSION OF WOMEN**

OEA/Ser.L  
CIM/doc.124/14  
27 enero 2014  
Original: español

REPORT OF THE SECRETARY GENERAL ON THE IMPLEMENTATION OF THE  
“INTER-AMERICAN PROGRAM ON THE PROMOTION OF WOMEN'S HUMAN RIGHTS  
AND GENDER EQUITY AND EQUALITY”  
PURSUANT TO RESOLUTION AG/RES. 2770 (XLIII-O/13)

## TABLE OF CONTENTS

<b>EXECUTIVE SUMMARY .....</b>	<b>2</b>
<b>I. BACKGROUND .....</b>	<b>4</b>
<b>II. BASIC INDICATORS .....</b>	<b>7</b>
A. Specific mandates on gender equality and rights .....	8
B. Strategies to integrate a rights-based and gender equality approach.....	11
C. Rights-based and gender equality approach in sectoral meetings at the ministerial and Inter-American committee level .....	16
D. Specific efforts to implement the IAP (policies, programs and projects) .....	17
E. Technical capacity to implement a rights-based and gender equality approach .....	19
F. Type of technical support required to move forward in implementing the IAP.....	21
G. Promotion of the integration of women’s rights and a gender perspective in reports published by the OAS.....	21
H. Operational goals with a gender and rights-based perspective .....	21
<b>III. ACTIONS TAKEN BY OAS ORGANS, AGENCIES AND ENTITIES .....</b>	<b>22</b>
<b>A. OAS ENTITIES AND AGENCIES .....</b>	<b>22</b>
1. Department of Legal Services.....	22
2. Summits of the Americas Secretariat (SAS).....	22
3. Secretariat for Legal Affairs (SLA) .....	22
4. Secretariat for Political Affairs (SPA) .....	25
5. Executive Secretariat for Integral Development (SEDI).....	29
6. Secretariat for Multidimensional Security (SMS).....	36
7. Secretariat for External Relations (SER) .....	38
8. Secretariat for Administration and Finance (SAF) .....	39
<b>B. AUTONOMOUS AND DECENTRALIZED AGENCIES .....</b>	<b>41</b>
1. Executive Secretariat of the Inter-american Commission on Human Rights (IACHR).....	41
2. Office of the Director General the Inter-American Children’s Institute (INN) .....	43
3. Pan American Health Organization (PAHO).....	44
4. Secretariat of the Inter-American Telecommunication Commission (CITEL).....	44
5. Inter-American Institute for Cooperation on Agriculture (IICA) .....	45
6. Pan American institute of geography and history (PAIGH) .....	46
8. Trust for the Americas .....	46
9. Executive Secretariat of the Inter-American Commission of Women (CIM).....	47
<b>C. COUNTRY OFFICES .....</b>	<b>47</b>
<b>IV. CONCLUSIONS.....</b>	<b>49</b>
<b>V. RECOMMENDATIONS.....</b>	<b>51</b>
<b>ANNEXES .....</b>	<b>- 52 -</b>

## EXECUTIVE SUMMARY

The “Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality” was adopted by the General Assembly of the OAS in Windsor, Canada, in June 2000, pursuant to resolution GA/RES. 1732 (XXX-O/00) “*Approval and Implementation of the Inter-American Program on the Promotion of Women’s Rights and Gender Equity and Equality*,” wherein the Secretary General is asked to submit annual reports to the General Assembly on fulfillment thereof. This report, prepared by the Executive Secretariat of the CIM with input from the departments and other organs of the OAS General Secretariat and Autonomous and Decentralized Agencies, covers the period from March 2013 through February 2014.

The Executive Secretariat of the CIM sent a communication to all the organs, agencies, and entities of the General Secretariat reminding them of the need to comply with the provisions of the General Assembly resolutions, and requesting them to send the information that has allowed the drafting of this report. To this end, as with last two years, the Secretariat attached a questionnaire to this request, prepared by the CIM specifically designed to collect the inputs for this report.

Regarding the level of response of the instances and Autonomous and Decentralized of the GS / OAS to the questionnaire, it has remained high, reaching 87.2% in 2013. This indicator is slightly lower than in 2012, when it reached 88%, due in part to some mergers between departments occurred during the period. However, the trend in the level of response in the past four years has been upward beyond the level of 78.9% in 2010. As for the National Offices, the trend in recent years has hardly changed, remaining at 50%.

The main conclusions of this questionnaire are summarized below:

- A. 16 bodies (11 of the GS departments and 5 autonomous and decentralized agencies), i.e, 41% of all bodies queried, responded that they had specific mandates to advance gender equality and women’s rights in the work areas of their department/unit/agency. Similarly, 46.2% (18) said that they did not and 10.3% (5) did not respond.
- B. 26 bodies (19 of the GS departments and 7 autonomous and decentralized agencies), i.e, 66.7% of all bodies polled, responded that that had some strategy to integrate a gender-equality and rights-based approach in their activities; 20.5% (8) said that they did not have such a strategy; and 12.9% (5) did not respond or offer specifics.
- C. 53.8% (21 bodies) of all GS/OAS departments and autonomous and decentralized agencies surveyed indicated that they acted as the Technical or Executive Secretariat of inter-American commissions or committees and/or ministerial or similar meetings, compared to 46.3% (19) in 2012 and 47.6% (20) in 2011. Of these bodies, all but five responded that the issue of gender equality and women’s rights was present in the inter-American commissions/committees or ministerial meetings.
- D. 56.4% (15 departments and 7 autonomous and decentralized agencies) responded that they had policy(-ies), program(s) and/or project(s) to promote gender equality and women’s rights, which constituted an increase over previous years (47.6% in 2011 and 48.8% in 2012). This question was also put to the country offices, 21.4% (6) of which answered in the affirmative.
- E. 56.4% (22) of the GS departments and autonomous and decentralized agencies responded that they had the technical capacity to implement the gender and women’s rights perspective; 25.6% (10) said they did not, and 17.9% (7) did not respond or offer specifics. Of the country offices, 10.7% (3) indicated that they had this technical capacity, compared to 28.6% (8) the previous year; 21.4% said that they did not, and 67.9% did not answer or offer specifics.
- F. The majority of bodies responding to the questionnaire said that they wished to continue receiving technical support and assistance as well as training from the CIM/OAS in order to

advance the implementation of the IAP. To date, all of the secretariats have staff members and consultants trained in gender and rights.

- G. 46.15% (11 departments and 7 autonomous and decentralized agencies) of the bodies that responded said that they had promoted the integration of women's rights and/or a gender perspective in their reports during this period. By the same token, 20.51% (8) replied that they had not, 17.95% did not answer the question, and 15.38% answered that it was not applicable.
- H. 43.59% (17) of the bodies (11 departments and 6 autonomous and decentralized agencies) responded that they incorporated a gender and rights-based perspective into the 2013 operational goals approved for their department/unit/agency, whereas 20.51% answered that they did not. Moreover, of the bodies that answered in the affirmative, 47.06% (8) considered that they did so for at least 50% of their 2013 operational goals.

This report reflects the ongoing commitment and concrete actions of the bodies making up the OAS General Secretariat and the various Autonomous and Decentralized Agencies to advance a rights-based and gender equality approach in their policies, programs and projects, in keeping with the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP or Inter-American Program).

As in previous years, especially noteworthy is the qualitative advance in the work of the departments of the GS/OAS and the Autonomous and Decentralized Agencies. This work is visible not only in their efforts to mainstream a gender perspective in projects and programs, but also in the formulation and implementation of initiatives, projects, and programs specifically designed to improve the situation of women and contribute to their empowerment in different areas. This process has generated, internally, an increased collaboration among the departments of the GS/OAS and the CIM.

## I. BACKGROUND

In accordance with the mandate emanating from resolution GA/RES. 1625 (XXIX-O/99) “Status of Women in the Americas and Strengthening and Modernizing the Inter-American Commission of Women,” a meeting was convened in April 2000 of women ministers or the highest-ranking authorities responsible for policies for the advancement of women in the member states. At said meeting, coordinated by the Inter-American Commission of Women (CIM), the Ministers approved the “Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality” (hereinafter IAP or Program).

The Program was approved by the General Assembly of the OAS in Windsor, Canada, in June 2000, pursuant to resolution GA/RES. 1732 (XXX-O/00) “*Approval and Implementation of the Inter-American Program on the Promotion of Women’s Rights and Gender Equity and Equality*,” wherein the Secretary General is asked to submit annual reports to the General Assembly on fulfillment thereof. This report, prepared by the Executive Secretariat of the CIM with input from the departments and other organs of the OAS General Secretariat and Autonomous and Decentralized Agencies, covers the period from March 2013 through February 2014.

Approval of the IAP represented the achievement of a political consensus by the OAS Member States on the topic of discrimination against women, and its acceptance meant recognition of the conditions of inequality, discrimination and violence to which women are subjected, as well as the need to promote actions for the advancement of their rights, to combat all forms of discrimination and to promote equity and equality between women and men from a gender perspective. Since its approval, the member states, in the framework of the General Assembly, have reiterated their commitment to implementation of the IAP.

The CIM was tasked with implementation of the Program and the Commission was also recognized as the main policy-generating forum for the promotion of women’s rights and gender equity and equality. The objectives and lines of action of the IAP have been consistent with the mandates of the CIM Strategic Plan of Action, its Biennial Program of Work, and Summit of the Americas Action Plans.

More recently, in keeping with the mandates of the CIM and based on recent evaluations conducted on the IAP (CIM/doc.7/10) ten years after its approval and on the Mechanism to Follow Up on Implementation of the Convention of Belém do Pará, and taking into account the internal consultations on institutional priorities with the OAS Secretariats, the CIM has prepared its 2011-2016 Strategic Plan. With this Strategic Plan, adopted by the CIM’s 2011-2012 Executive Committee in its first regular session (April 7 and 8, 2011), the CIM seeks not only to strengthen its fundamental role as a hemispheric political forum regarding gender equality and equity, and the human rights of women, but also to contribute to the operationalization of the IAP in the light of current institutional and regional challenges. This plan, as well, provides the foundation for management by results.

The principal strategies of the 2011-2016 Strategic Plan and the recently adopted 2013-2015 Triennial Program of Work of the CIM are the coordination and harmonization of CIM actions with those of the OAS, and the institutionalization of a rights-based and gender equality approach in the main forums, programs and institutional planning of the Organization.

Noteworthy is the close relationship between the aforementioned resolution AG/RES. 1732 (XXX-O/00) and resolution AG/RES. 1741 (XXX-O/00) “Integrating a Gender Perspective in the Summits of the Americas,” which provides specific recommendations for the Third Summit and recommends that the Meetings of Ministers or of the Highest-Ranking Authorities Responsible for the

Advancement of Women in the Member States be held every four years in order to contribute to the follow-up activities of the Summit. The last Meeting of Ministers (REMIM-IV) was held in November 2011, in San Salvador, El Salvador. At this meeting a resolution (CIM/REMIM-IV/doc.6/11 Rev.1) was adopted that recommends specific language to be included in the document emanating from the Sixth Summit to ensure that women's needs and demands are considered in the final conclusions of the Summit; such language was forwarded to the Chair of the Summit Implementation Review Group (SIRG) and to the national coordinators in charge of each member state.

In the context of the summit process, since it was approved, the IAP has been backed by the Heads of State and Government of the Americas. For the first time ever, the Plan of Action of the Third Summit (Quebec, 2000) included a gender perspective in some of its chapters, and one whole chapter devoted to gender equality. Similarly, the Declaration of Nuevo Leon of the Special Summit of the Americas (Monterrey, 2004) reiterated the commitment to continue to promote gender equity and equality; while the Fourth Summit (Mar del Plata, 2005), focused on the creation of decent work and strengthening democratic governance, it reaffirmed the will to combat gender discrimination at the workplace. The Fifth Summit (Port of Spain, 2009) affirmed the commitment to reinforce institutional mechanisms for the advancement of women, including the "Convention of Belém do Pará" and the funding thereof, as well as fostering full and equal participation of women in political life and in decision-making structures, at all levels, by means of laws and public policies that promote respect for human rights and fundamental liberties of women, and gender equality and equity.

At the Sixth Summit (Cartagena, 2012), the Heads of State and Government committed to implementing citizen security and transnational organized crime policies aimed at preventing, investigating, punishing, and eradicating sexual and gender violence; to enhancing public security through government agencies by promoting citizen and community participation, institutional coordination, and the training and instruction of civilian and police personnel, with full respect for the rule of law, gender equality, and human rights; and to bolstering efforts to prevent and combat the smuggling of migrants and human trafficking, particularly of women, children, and teens. With respect to poverty, inequality, and inequity, they committed to intensifying inter-American cooperation on development and social protection in order to build institutional and human capacity and create a skilled work force, with a gender perspective and attention to vulnerable groups; and to taking measures to enhance access to quality education for girls, especially in rural areas, and promoting capacity building in schools in order to reduce barriers to regular attendance for women and girls.

Under Heading 2, sections 2.1.3 and 2.1.4, the IAP establishes that it is necessary to adopt the measures needed to integrate a gender perspective into the execution of programs and activities by all organs, agencies, and entities of the OAS and to provide them with the necessary training. In May 2001 the OAS Secretary General signed an agreement with the Canadian International Development Agency (ACDI/CIDA) to carry out a "Project on Integration of Gender Perspective within the OAS," to be coordinated by the OAS and the CIM. Two hundred members of the General Secretariat's staff were trained in a first phase of this project from February 2002 to December 2003, particularly those charged with the execution of programs and policies. In a second phase, from October 2005 to August 2006, seven workshops were held in specific areas, in which 125 staff received training. This stage provided tools in response to specific needs in different areas of the Secretariat. A handbook on the integration of a gender perspective was written for the organization's personnel, with tools for gender analysis. Document CIM/doc.13/06 "Report on the Implementation of the IAP," provides details regarding the first two phases of this effort.

Subsequently, in 2008, as part of the 2008-2011 OAS/CIDA Cooperation Plan, Canada approved funding to implement the project "Integrating Gender Analysis and Gender Equality and Equity as Crosscutting Themes and Objectives of all OAS Programs," which constituted the third phase of the prior initiative (OAS Gender Program). Project components include on-site and virtual training, and

development of a community of practice and gender indicators. The first three components were to be executed by CIM and the fourth component, by the Department of Planning and Evaluation (DPE).

On-site training was conducted in 2010 with the assistance of the Latin American School of Social Sciences (FLACSO), in particular its Department of Society and Gender Policies. Preparation for this training included a survey on training needs in the field of gender for OAS staff, the preliminary results of which were distributed to the Secretariats for comment. This survey was also useful to learn the extent of progress and sensitivity in the areas with regard to integration of this perspective in their everyday tasks. This training stage was launched in February 2010 at the OAS headquarters, and was attended by the President of the CIM, the Secretary General, the Permanent Representative of Canada, the CIM Executive Secretary, other OAS secretaries and directors, and FLACSO experts.

On-site training in 2010 was conducted in the form of gender workshops for Department of Human Resources staff and for prospective facilitators, and three sessions were held on specific topics aimed at professionals from the Secretariat for Integral Development, on the topic of competitiveness; from the Secretariat of Political Affairs, on the topic of civil registries and electoral observation; and from the Secretariat for Multidimensional Security, on the topic of trafficking in persons. Eighty-four staff members (62 women and 22 men) received training. The DPE also participated; over this period it cooperated in the preparation of a manual to integrate a gender approach into the OAS project cycle.

Based on onsite training conducted in 2010 and training materials prepared under the program in 2011, with the support of FLACSO, a training guide on gender for participants and facilitators was prepared, which together with the above mentioned DPE manual have been the basis for the preparation of the online course CIM / OAS " Gender equality and human rights-based approach in policies, programs and projects" launched in January 2013, in the virtual classroom of the OAS, whose first edition was aimed at staff of the GS/OAS and contract personnel associated with the formulation and implementation of policies, programs and projects. Participants from the five OAS secretariats took part in the online course, which includes a community of practice. The first time the course was offered (January 10–March 13, 2013), 23 GS/OAS professionals and consultants graduated, including the coordinator and managers of the Inter-American Program of Judicial Facilitators. The second time (October 9–December 10, 2013), 88 professionals graduated, including 14 from various GS/OAS secretariats and the team of the Mission to Support the Peace Process in Colombia (MAPP-OEA), and 74 other professionals from the region. Participation by the GS/OAS staff members and consultants was covered by the CIM/OAS. The professionals from other institutions received financial aid.

In 2014, in addition to the third edition of the course (February 26–April 29, 2014), it will be offered for a fourth time (May 7–July 9, 2014), this time with full scholarships awarded, by competition, by the OAS scholarships area of the Department of Human Development, Education, and Employment.

At the same time, the OAS Gender Community of Practice (CoP) is being developed. It debuted—on the occasion of the launch of the online course—via a discussion and experience-sharing session on the mainstreaming of a gender perspective and rights-based approach at the OAS, which was streamed live on December 12, 2012. During that session, a video welcome by Secretary General José Miguel Insulza was played, and opening remarks were delivered by the Executive Secretary of the CIM, Ambassador Carmen Moreno Toscano; in addition, two OAS officials gave presentations. During the period under consideration, the CoP has held several dialogues on the OAS participants' experience with the course. It also held a meeting, coordinated with the Department of Electoral Cooperation and Observation (DECO) and held from November 13 to 22, 2013, on the occasion of the launching by DECO of the "Manual for the Incorporation of a Gender Perspective into the OAS Electoral Observations Missions" to disseminate this experience aimed at furthering gender equality in electoral processes and to share related ideas.

The participation of the Executive Secretariat of the CIM in both the Working Group of the OAS Project Evaluation Committee (CEP) and the CEP itself has been stepped up, as have the ongoing technical advice and assistance on gender and rights that the CIM provides to all GS/OAS bodies.

## II. BASIC INDICATORS

Resolution AG/RES. 2770 (XLIII-O/13), “Promotion of Women’s Human Rights and Gender Equity and Equality and Strengthening of the Inter-American Commission of Women,” adopted by the OAS General Assembly in 2013, urges the Secretary General to continue, with support from the CIM, promoting and working on full implementation of the IAP so as to succeed in mainstreaming women’s human rights and a gender equity and equality perspective in all OAS programs, activities, and policies; to promote the inclusion of women’s human rights and gender equity and equality in reports published by the OAS; and to report, through the Permanent Council, to the General Assembly at its forty-fourth regular session on the implementation of that resolution.

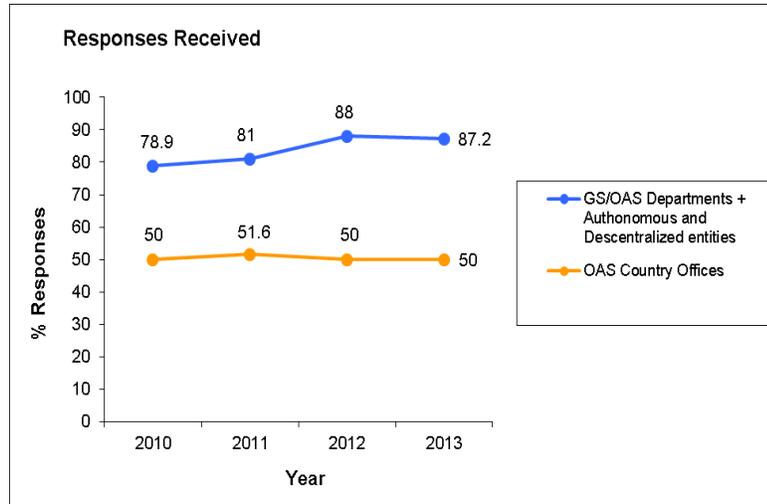
On October 21, 2013, the Executive Secretariat of the CIM sent a communication to all the organs, agencies, and entities of the General Secretariat reminding them of the need to comply with the provisions of the General Assembly resolutions, and requesting them to send the information that has allowed the drafting of this report. To this end, as with last four years, the Secretariat attached a questionnaire to this request, prepared by the CIM specifically designed to collect the inputs for this. For the fourth consecutive year, to that end, the Secretariat attached a questionnaire to said request, prepared by the CIM specifically to collect inputs for this report. The questionnaire has remained essentially the same since the first year it was launched, which has made it possible to better identify trends and needs. A couple of questions were added for the most recent period regarding, on the one hand, the efforts made by the bodies to promote the integration of women’s human rights and gender equity and equality in published reports (a point emphasized in resolution AG/RES. 2770) and, on the other, the percentage of the 2013 operational goals approved by their department/unit/agency that, in the view of the OAS body, included a gender and/or rights-based perspective.

As can be seen below, the 12-question questionnaire was sent to the directors of 29 GS departments<sup>1</sup> and 10 Autonomous and Decentralized Agencies. Likewise, an abbreviated version with seven questions was sent to the OAS Country Offices. (The questionnaires can be found in Annex 4.) Responses were received from 25 departments and 9 autonomous and decentralized agencies and from 50% of the Country Offices.

Body	No. of Questionnaires sent				No. of Questionnaires returned				% Responses			
	2010	2011	2012	2013	2010	2011	2012	2013	2010	2011	2012	2013
Departaments of the GS	33	34	32	29	25	26	27	25	75,8	76,5	84,4	86,2
Auton. & Decentral. Agencies	5	8	9	10	5	8	9	9	100,0	100,0	100,0	90,0
<i>Total Questionnaire 1</i>	38	42	41	39	30	34	36	34	78,9	81,0	88,0	87,2
Country Offices	30	31	28	28	15	16	14	14	50,0	51,6	50,0	50,0
<i>Total Questionnaire 2</i>	30	31	28	28	15	16	14	14	50,0	51,6	50,0	50,0

<sup>1</sup> Three fewer questionnaires were sent to the departments this year. Whereas 32 had been sent in 2012, 29 were sent for this report. This decline has to do with changes in the GS/OAS structure.

As shown below, of the 34 responses received from both the departments and the autonomous and decentralized agencies, 20 indicated that they acted as the Technical or Executive Secretariat of an inter-American committees and/or ministerial or similar meetings. Of these, 16 responded that the issue of gender equality and women’s rights was present in some measure in their work. (See page 16) (Annex 1 contains a summary of all the responses received.).

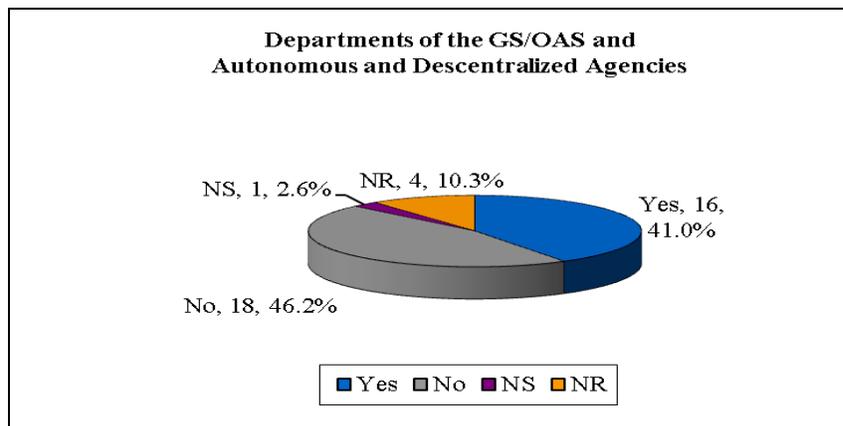


Response rates by OAS bodies to the questionnaires have been holding fairly steady with a slight upward trend, albeit slightly less marked than in the previous year, going from 78.9% in 2010 to 88% in 2012 and then to 87.2% in 2013. During the same years, the percentage trend for the country offices has not changed.

**A. Specific mandates on gender equality and rights**

When asked whether *in addition to the IAP, they have (a) specific mandate(s) to advance gender equality and women’s rights in the areas of the department/unit/agency under their responsibility*, 11 of the GS departments and 5 autonomous and decentralized agencies, i.e., 41.0% of the bodies surveyed (39), answered in the affirmative, i.e., that they had a specific mandate. By the same token, 46.2% (18) said that they did not while 10.3% (4) did not respond. These figures are very similar to the previous year’s.

**Do you have (a) specific mandate (s) to advance gender equality and women’s rights?**



The following bodies have specific mandates on gender:

- The departments of the *Executive Secretariat for Integral Development (SEDI)* follow the “Strategic Plan for Partnership for Integral Development, 2006–2009,” in force until December 2013,<sup>2/</sup> in which gender equity and equality is a cross-cutting theme that, as the plan indicates, must be considered in all development cooperation programming. The plan also addresses the empowerment of women, their full participation in development, and equal opportunities for them to exercise leadership, which are all central to integral development and the elimination of inequalities. In addition to the Strategic Plan, SEDI’s three departments—the Department of Economic and Social Development (DESD), the Department of Human Development, Education, and Employment (DHDEE), and the Department of Sustainable Development (DSD)—have more specific mandates on the matter, adopted at ministerial meetings and the OAS General Assembly.

In 2013, in the framework of the XVIII Inter-American Conference of Ministers of Labor, held in Medellín, Colombia, mandates on gender equality and women’s rights in the labor area were reaffirmed. They involved strong commitments under the Declaration and Plan of Action of the XVIII IACML, designed *inter alia* to mainstream a gender perspective in labor and employment policies; eliminate discrimination, harassment, and violence for reasons of gender or sexual orientation; and strike a balance between labor and family responsibilities. In the context of the CIP, the states, as part of its 2012–2013 Lima Plan of Action, are paying special attention to the topic of Corporate Social Responsibility and Women in Ports, in which significant progress has been made on gender within the CIP.

Similarly, in 2012, mandates on gender emanating from the 2011 ministerial meetings on labor (XVII IACML, El Salvador) and on science and technology (III Ministerial, Panama) had already been reaffirmed. That same year, top-level meetings on ports and tourism generated specific mandates on gender. Under the DESD, the area of competitiveness also stands out, to wit, in the context of the Fifth Annual Americas Competitiveness Forum (Santo Domingo, 2011), at which the Competitiveness Authorities and Councils of the Inter-American Competitiveness Network (RIAC) adopted, among the principles for advancement toward a more competitive and prosperous region—as part of the Consensus of Santo Domingo—the principle of promoting gender equality. For its part, the DSD has specific mandates on gender in disaster management that have come from sustainable development authorities and from the CIM.

- Within the *Secretariat for Multidimensional Security*, the Inter-American Drug Abuse Control Commission (CICAD) has a direct mandate regarding gender since 2010 in its Hemispheric Drug Strategy, adopted by the OAS General Assembly in its 40<sup>th</sup> regular session in Lima: “3. Policies, measures, and interventions to address the world drug problem should take gender issues into account;” this is also the case with regard to treatment models (point 21), which are to consider the needs of different population groups, taking into account factors such as gender, age, cultural context, and vulnerability. Regarding public security, the Meeting of Ministers of this sector (MISPA), for the first time, in their third meeting (Trinidad and Tobago, November 2011), discussed the gender perspective. The “Port of Spain Recommendations for Police Management” were approved, underscoring the need to continue promoting police reform processes in the Americas from a gender perspective; this is a step forward, politically, since the launch of the MISPA process in 2008.

At the *Secretariat for Political Affairs*, the Department for Effective Public Management references the Inter-American Program for a Universal Civil Registry and the Right to Identity. In response to this Program, efforts of the Department have mainly been through the Universal Civil Identity Program of the Americas (PUICA), into which attempts are being made to integrate the gender perspective. For its part,

---

<sup>2</sup> According to AG/RES. 2778 (XLIII-O/13), the CIDI Strategic Plan 2006–2009 will be in effect until December 2014.

the Department of Sustainable Democracy and Special Missions, through the OAS Office in the Belize-Guatemala Adjacency Zone, highlights the 2005 confidence-building measures that emanated from ministerial meetings.

- *The Secretariat for Legal Affairs*, under the Persons with Disabilities area, which is managed by the Executive Secretariat, places emphasis on mandates under the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, Convention of Belém do Pará, and the Declaration of the First Summit of the Americas, with regard to addressing the needs of the population, especially women and vulnerable groups, including indigenous populations, persons with disabilities, children, older persons, and minorities.
- At the Secretariat for Administration and Finance, both the Department of Human Resources (DHR) and the Department of Planning and Evaluation (DPE) have specific gender mandates. The DHR makes reference to mandates from the General Assembly asking the GS to submit to the Committee on Administrative and Budgetary Affairs (CAAP) quarterly administrative and financial management reports that include information on human resource management, i.e, on new appointments, trust positions, staff transfers, reclassifications, resignations, and terminations, and the budgetary impact of those changes, as well as gender distribution and geographic representation [AG/RES. 1 (XLII-E/11)]; and to distribute to the member states an up-to-date register of staff members that includes statistics disaggregated by gender, grade and step, country of origin, duty station, fund and projects financing the post, date of entry, etc. [AG/RES. 2755 (XLII-O/12)]. For its part, the DPE places emphasis on GA mandates pertaining to the IAP that call for the systematic incorporation of a gender perspective into international instruments and mechanisms and procedures in the framework of the OAS, and into ministerial agendas; and those in which the GS is urged to continue promoting and working on, with the support of the CIM, the full implementation of the IAP in order to achieve the integration of the gender perspective into all OAS programs, actions, and policies.

In addition to the CIM, four of the nine Autonomous and Decentralized Agencies surveyed by CIM/OAS responded that they have specific mandates:

The Inter-American Commission on Human Rights has designed a strategy to address matters pertaining to gender equality from a human rights perspective, as part of its mandate to promote and protect human rights in the Americas. In order to implement this strategy, the IACHR created the Special Rapporteurship on Women's Rights in 1994 to review the extent to which the legislation and practices of the OAS Member States impair women's rights and uphold the general obligations of equality and non-discrimination enshrined in international and regional human rights instruments such as the American Convention and the Convention of Belém do Pará. Specifically highlighted among the mandates/commitments, besides this last one, are those emanating from the IACHR, the American Convention on Human Rights, the American Declaration of the Rights and Duties of Man, and other instruments and decisions of the IACHR in individual cases.

The Pan American Health Organization (PAHO) has a Gender Equality Policy (Directing Council resolution CD46-R16), which pursues the goal of gender equality in health status and health development through research, policies, and programs that give due attention to gender differences in health and its determinants. This is accomplished through execution of the 2009–2014 Plan of Action for Implementing the Gender Equality Policy (resolution CD49-R12) in all countries of the region. More recently, PAHO also established mandates on the health of LGBT populations. Resolution CD52/8, one of the first resolutions on this question, was adopted in October 2013.

The Inter-American Telecommunications Commission (CITEL) has two specific mandates. The first one was issued in 2011 by the 19th Meeting of the Permanent Consultative Committee, on Gender Issues in

the Americas, which resolved to create a “Program for the Inclusion of Women and Girls in ICTs,” (CCP.I/RES.194 (XIX-11), and charged the Secretariat with forwarding this resolution to international agencies and other organizations specialized in this matter in order to link this proposal with the current and emerging context related to the gender perspective. This mandate complements the one adopted by the Permanent Executive Committee, which entrusts its Coordination Center for the Development of HR with the organization of the necessary activities, by identifying specific actions, to promote gender equality. Since 2003, the CITEI has had guidelines in place aimed at promoting gender equality (COM/CITEI RES.160 (XIII-03).

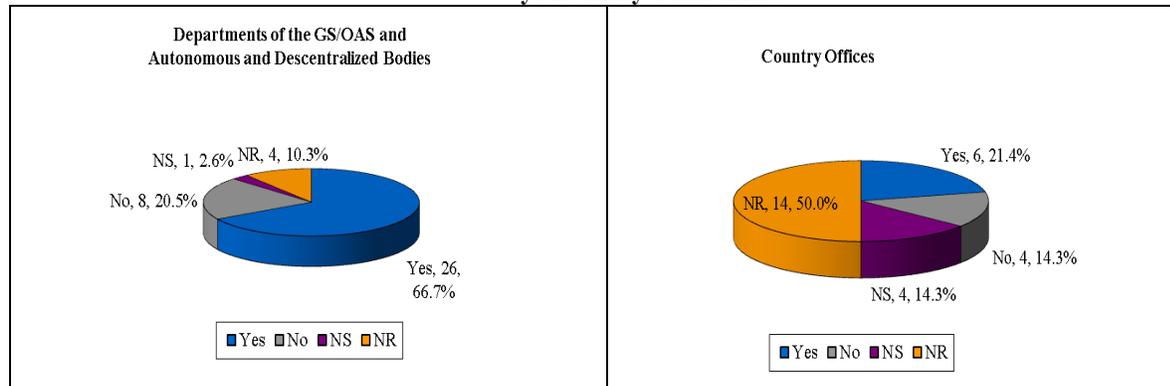
The Inter-American Institute for Cooperation on Agriculture (IICA) has a mandate to “Incorporate the Gender Perspective into Institutional Policies”, which was approved in 1999 within the framework of the Inter-American Board of Agriculture, (IICA/J A/Res.342(X-O/99), whereby it resolves to incorporate the gender perspective into the IICA institutional system, and requests the Director General to make the legal, regulatory and operational changes to make it possible to fulfill this mandate. It further requests of the IICA General Director that the Institute’s gender policy also be expressed in the actions and instruments of technical cooperation of the Institution. More recently, in 2010, its Executive Committee approved a 2010-2014 Medium-term Plan, adopting among its principles, that of equity and social inclusion through capacity building and knowledge management.

The Inter-American Children’s Institute (IIN), despite claiming it lacks specific mandates with regard to gender, indicates that this subject is part of the crosscutting and rights-protection approach of its 2011-2015 Action Plan. The Pan-American Institute of Geography and History (PAIGH) fails to specify whether or not it has specific mandates.

**B. Strategies to integrate a rights-based and gender equality approach**

When asked whether their *department/unit/agency has any strategy to integrate a rights-based and gender equality approach in its activities*, as shown in the following graph, 26 bodies (19 GS departments and 5 autonomous and decentralized agencies), i.e., 66.7% of all the bodies queried, responded in the affirmative, compared to 58.5% (in 2012), 64.3% (in 2011), and 60% (in 2010); 20.5% (8) said that they did not have any, compared to 26.8% (11) the previous year; and 12.9% did not respond or give any specifics. Of the Country Offices, 21.4% (6) of the Country Offices said that they did, compared to 29% (7) in 2012; whereas 14.3% (4) said that they did not; and 64.3% did not answer or offer any specifics. It must be clarified that several bodies indicated that their strategies were not formal and were being gradually introduced into their activities.

**Do you have any strategy to integrate a rights-based and gender equality approach into your entity’s activities?**



The departments that said they did not have a strategy to integrate a gender and rights-based perspective into their activities include: the Office of Protocol, the Department of Conferences and Meetings Management, the Columbus Memorial Library, the Department of Legal Services, the Department of Financial and Administrative Management Services, the Department of Procurement, the Department of General Services, and the Retirement and Pension Fund. Of these, only two—the Department of Procurement and the Retirement and Pension Fund—responded to the question about the technical support they would need from the CIM, to wit, training. In the first case, it was training to learn about experiences (measures taken) in other international organizations to integrate a gender perspective in the procurement area and, in the second, support for providing gender training to its staff.

The bodies that have more formal strategies, though not necessarily a formulated one, which in some instances address specific mandates or commitments approved by the sector, are as follows: the Section on Employment, under the Department of Human Development, Education and Employment (strategic guidelines adopted by its ministerial Conference for the advancement of the integration of the gender perspective at ministries of labor); the Department for Electoral Cooperation and Observation (DECO) (incorporating the gender perspective into the election observation methodology and the methodology for observing political financing models in elections in the countries of the region); the Department of Planning and Evaluation (incorporating the gender perspective into the OAS project cycle); the Department of International Law (DIL) and the Department of Economic and Social Development (DESD) (through specific projects); the IACHR (through the work of the Special Rapporteur on the Rights of Women); CITEI (coordination of efforts, as mandated by its Executive Committee) and CIP (through the Subcommittee on the Participation of Women in Port Affairs).

*Country Offices:* 21,4% (6) of the Country Offices indicated that they have some type of strategy to further gender equality and rights although such strategies are not formal and unfold as these ideas are promoted and this perspective is integrated in the projects and activities in which the Country Offices are involved. Of this group, four (4) offices – Guatemala, Paraguay, Peru, Saint Kitts and Nevis and Trinidad and Tobago, mentioned the way they area carrying out this effort. (*Details in Annex 2*).

The responses provided by all bodies are summarized below:

- The Summits Secretariat promotes the inclusion of a gender perspective in all its activities, including the preparation for and the follow up to the Summit of the Americas as well as in its events and activities with social actors, and political dialogs. It likewise promotes the dissemination of gender-related initiatives by the member states, the OAS, and the CIM.
- In the Secretariat for Political Affairs, the DECO has a policy for the promotion of awareness in gender topics for its staff and for the members of the OAS Electoral Observation Missions (EOMs). A gender perspective is being included in the formulation and implementation of projects. Efforts are being made to disaggregate the information about the EOMs by sex and to expand the participation of women in the structure of the EOMs, especially in decision-making positions. It has methodologies for both electoral observation and the observation of political financing models in elections—each with a gender approach—that have already been implemented in the region. The Department of Democratic Sustainability and Special Missions, via the OAS Mission to Support the Peace Process in Colombia (MAPP/OAS), is executing a 2011-2013 strategic plan, which contains a gender approach that was included during its development. The MAPP/OAS's gender area, created in 2012, provides support to the Mission's different thematic areas for incorporating a gender and women's rights-based approach into the Mission's support, monitoring, and verification activities. Under the efforts of the OAS Office in the Belize-Guatemala Adjacency Zone, as part of the implementation of resettlement projects, special attention is given to ensuring greater protection and participation of women. For its part, in 2012, the

Department for Effective Public Management initiated efforts to integrate a gender and right-based approach in all its programming.

- In *SEDI*, every one of its bodies indicated that they had some strategy: the Department of Human Development, Education, and Employment monitors gender distribution in its education, scholarship/fellowship, and student loan programs in order to ensure equitable distribution. It supports scholarship and education programs that advance the gender perspective in a variety of fields. The Rowe Fund gathers statistics disaggregated by sex and monitors the gender balance among applicants. In the labor area, strategic guidelines were adopted by the Conference of Ministers for the purpose of furthering gender mainstreaming in this sector. The Department of Economic and Social Development is integrating a gender equality and rights-based approach in its programs and projects and has projects specifically targeted at reinforcing the economic empowerment of women through micro, small, and medium Enterprises (MSMEs). To promote social development with equity, it focuses on protection of the rights of groups in a vulnerable situation for reasons of age, gender, disability, and/or ethnic or geographic origin.

The Department of Sustainable Development promotes public participation and decision-making by key actors that ensure open access to environmental information, political processes, and the judicial system. It fosters gender equity, diversity and inclusion, referring to the basic principles of the Inter-American Strategy for the Promotion of Public Participation in Decision-Making for Sustainable Development.

In ports, the strategy of the CIP is set out in the Work Plan of the Technical Advisory Group on Corporate Social Responsibility and Women in Ports, included in the Work Program of the CECIP. In the case of the *Young Americas Business Trust (YABT)*, efforts young female entrepreneurs continue to be empowered through training in entrepreneurial development, access to international resources and opportunities, and the promotion of entrepreneurship and job creation for and among young people.

- The Secretariat for Legal Affairs (SLA), through the judicial facilitators' service coordinated by the Office of the Secretary, seeks to increase the number of women facilitators and to provide training related to women's and gender issues. As concerns consumer protection, as part of the work of the Consumer Safety and Health Network (RCSS), special attention has been paid to the gender perspective, taking it into account in the design of workshops and training courses. The Department of International Law (DIL) has as a horizontal policy the incorporation of a gender perspective into all its programs, projects, and activities and in the technical advice it provides. The Department's leadership has required all its staff and independent contractors to include the gender perspective as a cross-cutting issue in their activities and has promoted training through courses offered by the CIM. Women's participation and effective inclusion of the gender perspective are reflected in all of the Department's activities, courses, seminars, symposia, and workshops. Likewise, gender parity has been emphasized at DLI events. For its part, the Department of Legal Cooperation underscores that OAS efforts against corruption, through the Mechanism for Follow-Up on the Implementation of the Inter-American Convention against Corruption (MESICIC), demonstrates that it promotes gender equality, given that the harmful effects of corruption have a disproportionate impact on the most vulnerable segments of society, including women. It notes that women are involved in MESICIC activities through their participation as principal experts in the Committee of Experts; it does not, however, refer to any specific strategy.
- In the Secretariat for Multidimensional Security, the Inter-American Committee against Terrorism (CICTE) maintains an open policy for the participation of women in all of its courses and programs, recognizing the vital role that women play in States Members' efforts to prevent, combat and eliminate terrorism. CICTE has recently developed a strategy that entails the development of a mechanism for keeping track of, and including in mission reports, all CICTE events, along with the number of participants in them disaggregated by gender and other variables. This will make it possible to produce reports with information on participants by gender, region, country, program, and event for all officials

who attend events funded by CICTE. Similarly, CICTE will foster greater participation by women in its activities. In this regard, any invitations CICTE extends to the member states, whether to sponsor or host events in their cities or to appoint national participants to attend international events sponsored by other member states, will include a request to that effect. CICAD has a mandate to draft and evaluate policies and projects based on scientific evidence, in which one of the central parameters is gender, in light of the fact that drug use often follows different trends depending on age, gender, social class, etc. It seeks to advance this approach in its horizontal and international cooperation, and to identify gender gaps, as part of its training follow-up. The Department of Public Security indicates that, although it does not have a specific mandate or formal strategy in the area, it promotes the inclusion of a gender and rights-based perspective as a cross-cutting priority in its projects and activities, through the ongoing advisory services of an expert on the matter. Similarly, the DPS is continuing its direct cooperation initiatives with the other units of the Secretariat for Multidimensional Security, specifically in the joint design of proposals and projects focused on violence prevention, participation in specialized workshops and panels, and advisory services on the effective incorporation of issues related to “women’s security” and “security and gender.”

- In the *Secretariat for External Relations*, the Department of International Affairs (DIA) brings a gender perspective to the Lecture Series of the Americas, the Policy Round Tables, and activities with civil society, promoting the participation of women as panelists/participants and inclusion of this subject area in these events. In mobilizing resources with the permanent observers, it endeavors to present CIM projects. In interagency relations, it promotes the integration of gender issues in the Model OAS General Assembly (MOA) and other strategic partnerships. In the Art Museum of the Americas, exhibits of the works of male and female artists of the Americas are held, on such subjects as gender and sexuality.
- In the *Secretariat for Administration and Finance*, the Department of Human Resources (DHR) continues its efforts to strike a gender balance by (i) providing the OAS/GS with information on the current status of geographic and gender distribution in its Quarterly Resource Management Reports and the Register of Staff Members; and (ii) distributing a report to directors, as part of the internship program, in which information is provided on the current status of geographic and gender representation in their areas, with a view to issuing recommendations on the nationality and gender of future interns. The Department of Planning and Evaluation, as the department responsible for the development of tools and procedures to facilitate performance-based project management, is tasked with promoting the incorporation of the gender perspective into the processes of project formulation, design, monitoring and evaluation. In this endeavor, it keeps a strong collaboration with the CIM. The Department of Information and Technology Services said that its strategy was based on recommendations emanating from the DHR but did not provide any details in this regard.

*The Autonomous and Decentralized Agencies listed the following among their strategies:*

The IACHR has designed a strategy to approach gender-equality issues from a human rights perspective, as part of its mandate to promote and protect human rights in the Americas. With the support of the IACHR, the Special Rapporteurship on the Rights of Women deals with topics related to gender and women’s rights in the implementation of the inter-American system’s human rights mechanisms: the processing of individual petitions with cases specifically related to gender; the processing of precautionary measures; the litigation of cases before the Inter-American Court; the preparation of in loco visits; the convening of thematic hearings, and the publication of country and regional reports on different topics related to the rights of women .

PAHO, through its Gender, Diversity and Human Rights Office, has a strategy to mainstream gender in the Secretariat and member states. This strategy includes various instruments used for planning at all levels of the Organization. It is accompanied, *inter alia*, by a policy of gender parity in recruiting and by a

special team that advocates for mainstreaming horizontal themes and participation in important strategic areas of the Organization. One of PAHO's significant achievements has been the creation of a Gender Technical Advisory Group (Gender TAG), which provides guidance to the Director on matters of gender equality and gender mainstreaming at the Organization. Civil society also participates in PAHO governing bodies via the Latin American and Caribbean Women's Health Network (LACWHN). The LACWHN, together with PAHO, helps to implement the Organization's Gender-Equality Policy Action Plan. PAHO/WHO has adopted a new Strategic Plan 2014–2019, which embraces gender equality as a priority (cross-cutting) theme for the secretariat and the member states. In addition to gender equality, other cross-cutting themes are adopted—human rights, equity, and ethnicity. These are incorporated into the organization's overall planning process, and new mechanisms will be introduced to strengthen monitoring of their incorporation into the health areas.

The IIN has a 2011-2015 Plan of Action that includes the topic of gender as part of its crosscutting and rights-based approach, and has resolved to include a gender perspective in all the stages of each thematic area of the plan. In addition, the IIN seeks gender parity in all its spheres of work, including the top echelons. With respect to communications, the IIN has a policy that endeavors to incorporate and promote a gender perspective in its communications.

IICA does not officially have a specific strategy; however, the Institute's technical cooperation activities highlight the importance of the matter through such measures as: (i) establishment of the principle of equity and equality in its 2011–2014 Medium-term Plan; (ii) the political will to establish concrete measures on gender in the 2014–2018 Medium-Term Plan, for which an institutional position paper on gender (currently under discussion) has been drawn up as input; (iii) support from the Interagency Gender Working Group and inclusion of the Regional Platform for Technical Support of the Central American Strategy for Rural Area-based Development (ECADERT), through the organization of and participation in various workshops, forums, and events to bolster mainstreaming of a gender perspective and the subject of inclusion and equity; (iv) information exchange; (v) support for projects of women's groups or the various institutions or entities responsible for gender issues; (vi) virtual publications to promote equity and inclusion issues; (vii) organization of workshops to mainstream a gender perspective in agricultural and rural development projects; and (viii) collection and promotion of concept documents, toolboxes, systematization of experiences, and other activities to facilitate the integration of issues like gender equity and their inclusion in the activities of the institution, its partners, and member states, through the Central American Territories web page.

The ideas expressed in CITEI's mission, as adopted in 2010, and which are based on the principles of universality, solidarity, transparency, equity, reciprocity, nondiscrimination, technological neutrality, and resource optimization, taking into account the environment and sustainable human development to benefit society in every country of the region, permeate all of its activities. IICA endeavors that all its technical cooperation activities are carried out taking into consideration gender equity and social inclusion, which are part of its principles. It has the political will to develop an institutional strategy on gender-related technical cooperation in its different areas of responsibility and has created an Inter-agency Gender Group that is part of the Regional Platform for Technical Support for the Central American Strategy for Rural Territorial Development. The PAIGH indicates that within its technical cooperation and scholarship selection activities, it promotes a gender perspective, and that there are a considerable number of women responsible for its scientific activities.

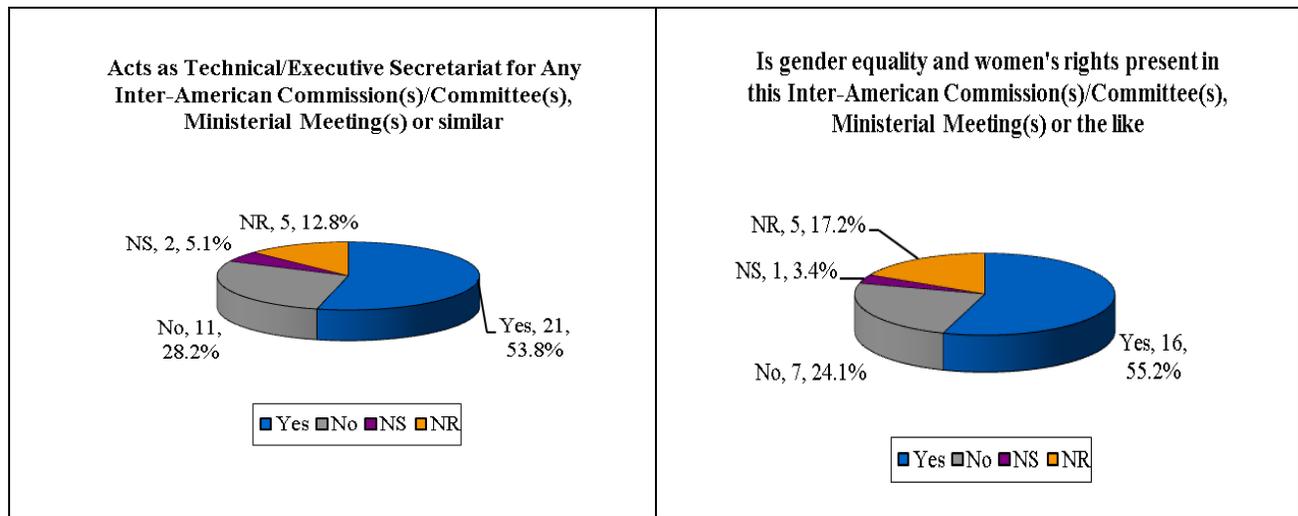
*Country Offices:* 21.43% (6) of the Country Offices said that they had a strategy to advance a gender and rights-based approach, although their strategies were not formal and were being introduced through the promotion of these matters and the integration of this approach in the projects and activities they were involved in. Of this group, the Country Offices in only five (5) countries—Guatemala,

Paraguay, Peru, Saint Kitts and Nevis, and Saint Vincent and the Grenadines—were able to explain how this was done. (See details in Annex 2).

**C. Rights-based and gender equality approach in sectoral meetings at the ministerial and Inter-American committee level**

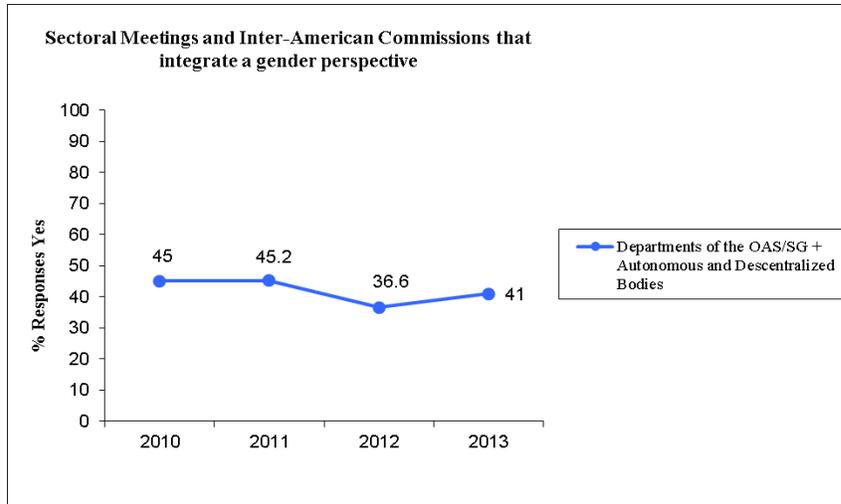
Of all the GS/OAS departments and autonomous and decentralized agencies polled, 53.8% (21 bodies) said that they acted as the Technical or Executive Secretariat of inter-American commissions and/or committees, ministerial meetings, or the like, compared to 46.3% (19) in 2012 and 47.6% (20) in 2011. Noteworthy is the fact that these bodies, with the exception of five of them<sup>3</sup> (16 bodies, 55.2% of the total) answered that the theme of gender equality and women’s rights was present in the inter-American commissions/committees or in ministerial or similar meetings for which they served as secretariat. Similarly, of the 21 bodies, eight indicated that they served as the Technical/Executive Secretariat of at least two ministerial-level forums. SEDI, through its Department of Economic and Social Development, was the only body to serve as the Technical and/or Executive Secretariat of seven ministerial-level bodies. This aspect shows us the potential impact that the OAS can have at the Inter-American level, through these sector forums, to advance a rights-based and gender approach at the inter-American level. A deeper analysis is required to identify the level at which this has been taking place in each one of these forums.

**Departments of the GS/OAS and Autonomous and Decentralized Agencies**



In addition, as can be seen in the graph below, between 2010 and 2012 there was an increase in the number of entities—committee or ministerial/inter-American meeting secretariats —showing they have a gender perspective.

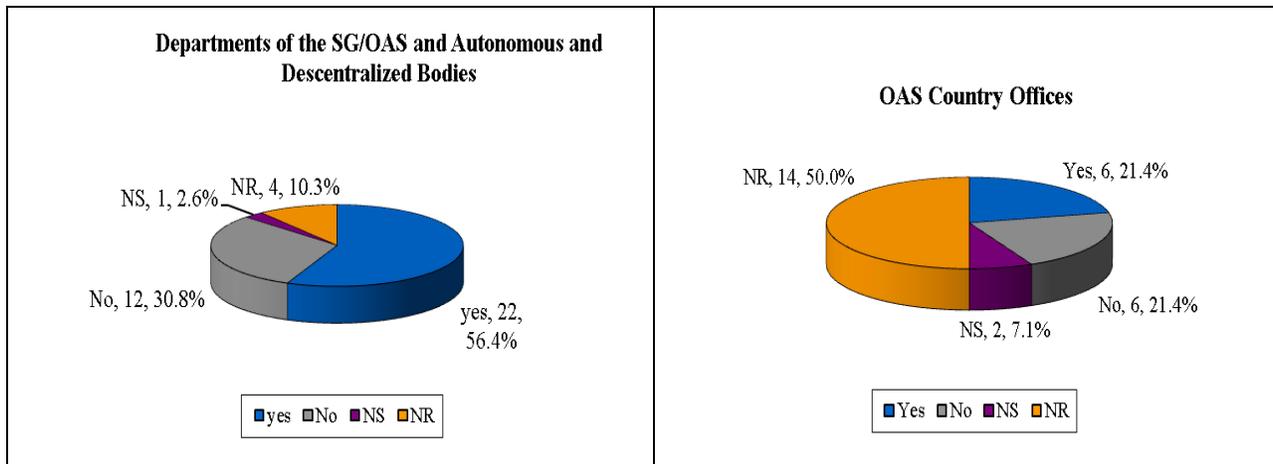
<sup>3</sup> These bodies are: the Department of Legal Cooperation, CICTE, the Department of International Affairs, the Department of Financial and Administrative Management Services, and the Department of Procurement.



**D. Specific efforts to implement the IAP (policies, programs and projects)**

In response to the question asked the GS/OAS departments and the autonomous and decentralized agencies about *whether or not they have policy(ies), program(s) and/or project(s) that promote gender equality and women’s rights*, 56.4% (15 departments and 7 autonomous and decentralized agencies) responded that they did, showing an increase over previous years (47.6% in 2011 and 48.8% in 2012). This question was also put to the Country Offices, of which 21.4% (6) said that they did. Despite these rates, several of the departments and autonomous and decentralized agencies clarified, with regard to these efforts, that their projects had not all been necessarily designed for the aforementioned purpose, although the gender and rights-based approach was taken into account in their implementation.

**Do you have any policy (ies), program(s) and/or project(s) that promote gender equality and women’s rights?**



Based on the responses that were provided, (*see breakdown in Section III*), the departments and agencies that reported having polices, projects or programs to promote gender equality and women’s

rights are listed below. Compared to the previous period, there is notable progress. This report, however, does not include an analysis of the extent to which this is being achieved.

Secretariat	Department	Project/Program
Executive Secretariat for Integral Development (SEDI)	Dept. Economic and Social Development	<ul style="list-style-type: none"> <li>- Economic Empowerment and Trade Program</li> <li>- Establishment of Small Business Development Centers in CARICOM Member States</li> <li>- Training of Trainers in Information and Communication Technologies (ICTs) for MSME Development Centers Program</li> <li>- Ibero-American Dialogue on Intellectual Property and Handicrafts</li> <li>- Initiatives in the framework of the Eighth Regular Meeting of the Inter-American Committee on Science and Technology (COMCyT)</li> <li>- Participatory Gender Assessment Project in Three Countries of the Region</li> <li>- Promotion of Gender-Sensitive Labor Migration Policies in Costa Rica, the Dominican Republic, Haiti, Nicaragua, and Panama</li> <li>- Culture and Development: Promoting Horizontal Cooperation and Knowledge Sharing among Member States. Phase II</li> <li>- Expanding the Socioeconomic Potential of Cultural Heritage in the Caribbean. Phase I: Needs Assessment and Project Selection</li> <li>- Small Tourism Enterprise Network</li> <li>- Inter-American Port Network of Women</li> </ul>
	Dept. Human Development, Education, and Employment	<ul style="list-style-type: none"> <li>- Peace Leaders project</li> <li>- Gender Component in the Framework of the Inter-American Network for Labor Administration (RIAL)</li> <li>- Gender Audits in the Ministries of Labor Project</li> <li>- Launching of online courses on gender, including the first CIM/OAS Course</li> <li>- Preparation of the OAS Gender Community of Practice</li> </ul>
	Dept. Sustainable Development	<ul style="list-style-type: none"> <li>- Environmental Law, Policy, and Good Governance Program – Strengthening Public Participation Mechanisms for Sustainable Development</li> <li>- Sustainable Communities in Central America and the Caribbean</li> <li>- Regional Project for Integrating a Gender Equality and Rights-based Perspective into Comprehensive Risk and Disaster Management (to be presented to donors)</li> </ul>
	Inter-American Committee on Ports	<ul style="list-style-type: none"> <li>- Annual Port Woman of the Year in the Americas Award of the Inter-American Committee on Ports (CIP)</li> <li>- Inter-American Port Network of Women</li> <li>- Web Portal of the Technical Advisory Group on Corporate Social Responsibility and Women in Ports</li> <li>- Database of Women in the Port Sector</li> </ul>
Secretariat for Legal Affairs (SLA)	Executive Office of the Secretary	<ul style="list-style-type: none"> <li>- Inter-American Program of Judicial Facilitators</li> <li>- Certification Course in Access to Justice for operators of justice (gender module)</li> <li>- Project for Strengthening the Ministries of Health and Social Affairs of Haiti</li> </ul>
	Dept. International Law	<ul style="list-style-type: none"> <li>- Program of Action on Indigenous Peoples in the Americas. Component: Training</li> <li>- Project on Leadership Development for Afro-Descendants</li> <li>- Program on IHL (International Humanitarian Law)</li> <li>- Secured Transactions and Equitable Access to Credit Project</li> <li>- Equitable Access to Public Information Project</li> <li>- Role of the Judiciary in the Execution of Judgments and Arbitral Awards Project</li> <li>- Course on the Inter-American System for Women Judges</li> </ul>
Secretariat for Political Affairs (SPA)	Dept. Electoral Cooperation and Observation (DECO)	<ul style="list-style-type: none"> <li>- Project on Incorporating the Gender Perspective into OAS Electoral Observation Missions</li> <li>- Methodology for the Observation of Political Financing Models in Electoral Observation Missions</li> <li>- Women's Participation as EOM Chiefs</li> <li>- Toolbox for Financing with a Gender Perspective</li> </ul>
	Dept. Effective Public Management	<ul style="list-style-type: none"> <li>- Strengthening the Hospital Records System in El Salvador and Guatemala Project</li> <li>- Campaigns for the Registry of Persons in Bolivia, Haiti, and Peru</li> <li>- Program to Build Public Sector Capacity in Latin America and the Caribbean</li> </ul>
	Dept. Sustainable Democracy and Special Missions	<ul style="list-style-type: none"> <li>- Mission to Support the Peace Process in Colombia (MAPP/OAS)</li> <li>- MAPP/OAS Subcommittee – Women's Organizations</li> <li>- Initiative on Gender and Mediation</li> </ul>

		- Project to Strengthen Women's Participation in the Departmental Victims' Group of Valle del Cauca and Antioquia Project for Resettlement of the El Retiro I and El Sapote II Communities
Secretariat for Multidimensional Security (SMS)	CICAD	- Project on the establishment of standards for developing best practices in drug abuse treatment for women and for developing protocols based on the GROW Program - Project on training and certification in the treatment of women drug abusers in Peru, Colombia, and Costa Rica
	CICTE	- Project on Capacity Building in Travel Document Security and Identity Management - Specific activities, such as the Hemispheric Workshop to Strengthen the Capacities of Women Involved in Security Planning for Major Events under the Critical Infrastructure Security Program
	Dept. Public Security	- Pilot project: Prevention of Gender Violence to Promote Social Inclusion, Province of Limón, Costa Rica - Specific activities, like the workshop "Strengthening Security Forces, Immigration Officers, Prosecutors, and Judges to Prevent and Combat Trafficking in Persons, Especially Women and Children"
Secretariat for Admin. And Finance (SAF)	Dept. Planning and Evaluation	- Project to Build Capacity at the OAS for the Implementation of Results-based Management - Ongoing cooperation with the CIM to advance a gender equality and women's rights-based perspective in projects and programs
Secretariat for External Relations (SER)	Dept. Internat. Affairs	- It promotes gender equality through its programs (Lecture Series, Policy Round Tables, dialogues with civil society, and the MOAS)
	Press and Communic. Dept.	-Promotes gender equality and issues communiqués and press releases
<b>Autonomous and Decentralized Agencies</b>		
IACHR		- Carries out important actions through its Rapporteurship on the Rights of Women and, in particular during this period, through the project on indigenous women
PAHO		- Program on integration of a gender perspective
CITEL		- Program for the Inclusion of Women and Girls in ICTs
		- Initiative: Regional Measures for Including Women and Girls in ICTs
IIN		Through the various lines of deliverables contained in the framework of the IIN 2011–2015 Action Plan, including: the Inter-American Program for the Prevention and Eradication of Commercial Sexual Exploitation and Smuggling of and Trafficking in Children as well as the child participation program

Several of the Country Offices referred to the support that they provide to OAS projects or programs that are implemented in-country, or to their participation to related national activities (see breakdown in Section III.C).

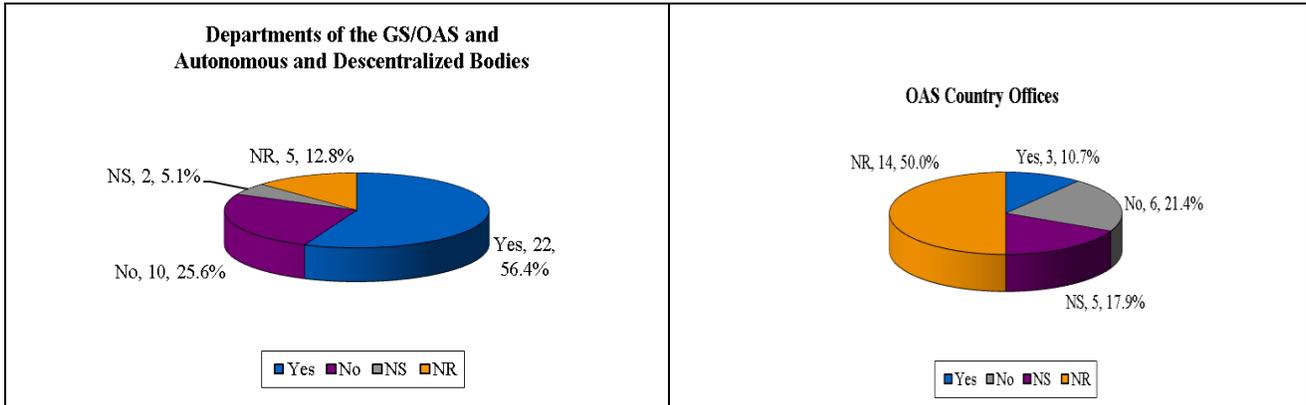
#### **E. Technical capacity to implement a rights-based and gender equality approach**

Of the GS departments and the autonomous and decentralized agencies, 56.4% (22) answered that they had the technical capacity to implement a gender and women's rights perspective; 25.6% (10) said that they did not; and 17.9% (7) did not answer or offer specifics. Of the Country Offices, 10.7% (3) said that they had this technical capacity, compared to 28.6% (8) the previous year; 21.4% (6) said that they did not; and 67.9% did not answer or give specifics.

In referring to the nature of their technical capacity, responses included: having professional staff who have been trained on the subject of gender through courses offered by the OAS, personnel that had more in-depth education and greater experience in the field of gender (for example, the Department of Planning and Evaluation – DPE, DECO, the Department of Public Security – DPS, the Department of International Law – DIL), and departments that have gender experts belonging to the ranks of staff or contract employees (for example, DECO, The Department of Social Development and Employment – DSDE, the Department of Democratic Sustainability and Special Missions – DSDSM – since the beginning of 2012, MAPP/OAS has had a formally constituted Gender Area – DPS, and DPE. Emphasis was placed on gender training in thematic areas conducted during this period by several departments with the support of experts, as was the case with the departments that comprise the Secretariat for Political Affairs. Among the agencies, PAHO has advisors on gender and health; having access to partner

institutions with experience in the subject (for example, DSDSM-MAPP; having materials or methodologies available for reproduction (for example, DECO, DPE, and DIL), and having an institutionalized mechanism, such as the IACHR (Rapporteurship on the Rights of Women).

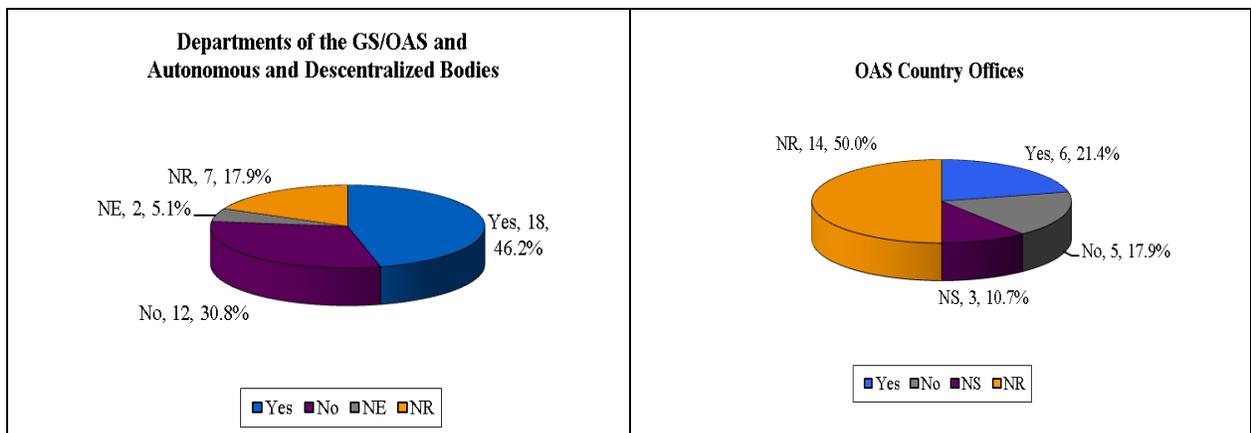
**Do you have the necessary technical capacity to implement a rights-based and gender equality approach?**



The Country Offices underscore, as part of their capacity in gender issues, the guidance and training they receive from the GS/OAS, the knowledge some representatives had before they were appointed, and access to the experience of local partner institutions. Six (21.43%) Country Offices reported that at least one of their officials had participated in gender training or in related courses/seminars, including the offices in Costa Rica, Grenada, Guatemala, Peru, and Saint Vincent and the Grenadines.

During this period, the CIM offered, with support from the Educational Portal of the Americas, the online course “Gender and Equal Rights Approach in Policies, Programs, and Projects” on two occasions (January 10 to March 13 and October 9 to December 10, 2013). Personnel from all areas of the GS/OAS were invited to participate in the course. To date, 111 persons have passed it: 37 from the GS/OAS, including consultants, and 74 from other institutions. Among the staff members trained are the teams of professionals of the Inter-American Program of Judicial Facilitators and the Mission to Support the Peace Process in Colombia (MAPP-OAS).

**Officials that have participated in a Gender-related Training Course or Workshop**



## **F. Type of technical support required to move forward in implementing the IAP**

Most of the bodies that responded to the questionnaire stated that they would like to continue receiving technical support and advice from the CIM/OAS to move forward in implementing the IAP. (*More details in Annex 3*). A summary of the responses follows below:

Departments of the GS/OAS and autonomous and decentralized agencies: In their responses, the departments expressed an interest in continuing to receive technical assistance and advice from the CIM and in participating in CIM training activities; in receiving specific technical assistance in identifying guidelines for integrating a gender and rights-based perspective; in receiving advice on project/project design, especially in the development of indicators for monitoring and evaluation purposes; and in maintaining open dialogue and strengthening existing cooperation and partnerships. They also expressed an interest in the development of best practices within the OAS and the region and in having access to a contact list of institutions, including NGOs and independent experts by country and subject area, in order to strengthen ties of cooperation by involving them in OAS events for an exchange of experiences and knowledge. In addition, as concerns the indigenous, at least one department said it would be interesting to learn about the work of the CIM in that regard. Interest was also expressed in having the CIM promote opportunities for young women in certain OAS work areas, in receiving advice for organizing online tutorials, and in continuing to hold joint high-profile regional events.

Country Offices: The predominant responses were receiving gender training; exchanging information and best practices; having materials made available to them for dissemination and outreach; sharing strategies. They also expressed their interest in enhanced communication with the CIM. The representatives likewise expressed their interest in having greater communication and cooperation with the CIM in order to promote the implementation of the IAP in the country in question. At least one Country Office demonstrated interest in having the CIM evaluate the projects and programs executed in the country in order to determine whether or not they integrated a gender and rights-based approach throughout the entire cycle.

## **G. Promotion of the integration of women's rights and a gender perspective in reports published by the OAS**

All OAS bodies and organs were asked to provide information about the efforts made by the GS/OAS departments and the autonomous and decentralized agencies to promote the integration of women's human rights and the gender equity and equality approach in the reports published by the Organization, an aspect of the IAP underscored in resolution AG/RES. 2770 (XLIII-O/13). Accordingly, 46.15%, i.e., 11 of the 29 departments of the GS/OAS that responded to the questionnaire and 7 of the autonomous and decentralized agencies that also responded answered in the affirmative, to the effect that they had promoted women's rights and/or a gender perspective in their reports. For their part, 20.51% (8) of the departments said that they had not, whereas 17.95% did not answer the question and 15.38% said it was not applicable.

Of the Country Offices, only one (Costa Rica) indicated that it promoted the integration of women's rights and a gender perspective in published reports, while 25% said that they did not, 50% did not respond, and 21.43% did not offer specifics.

## **H. Operational Goals with a gender and rights-based perspective**

In response to the question about whether they integrated a gender and rights-based perspective in the 2013 Operational Goals approved for their department/unit/agency, 43.59% (17) of the GS/OAS

departments (11) and autonomous and decentralized agencies (6) that responded to the questionnaire said they did so in some way, compared to 20.51% that said they did not. Similarly, of those bodies that answered in the affirmative, 47.06% (8) considered that they did so for at least 50% of their 2013 Operational Goals.

### **III. ACTIONS TAKEN BY OAS ORGANS, AGENCIES AND ENTITIES**

Based on the information submitted by the different bodies, this section covers the specific actions taken by them in implementing the IAP between March 2013 and February 2014.

#### **A. OAS ENTITIES AND AGENCIES**

##### **1. Department of Legal Services**

In its capacity as legal counsel, this department addressed several questions raised by the CIM, providing the corresponding legal assistance.

##### **2. Summits of the Americas Secretariat (SAS)**

The SAS has a standing policy to promote equitable participation between men and women in its activities with social actors. This applies to the selection of both funded participants and speakers/moderators. As part of the Summits process, a meeting of consultation was held after the Sixth Summit (March 2013), with gender equity used as one of the criteria for selecting participants. Also noteworthy were the consultation sessions and policy dialogues held in preparation for the Sixth Summit—in the “On the Road to Cartagena” series; and the second virtual consultation: “Women’s Leadership for a Citizens’ Democracy,” held from February 27 to March 30, 2012. Likewise, the SAS has promoted and disseminated initiatives and programs on gender among the Summits Process actors, including CIM initiatives and programs under the “Summits of the Americas Follow-up System – SISCA,” which makes it possible to publicize outcomes and progress, including those related to gender and women’s rights, to a general audience. It also disseminates the National Reports of the Member States and of the JSWG organizations pursuant to the Summit mandates on gender.

In 2013, the Summits Secretariat published a book with articles on the five thematic areas of the Sixth Summits: poverty, infrastructure, access to ICTs, citizen security, and natural disasters. It points out in this regard that, although the gender perspective is generally taken into account in most of the themes, the articles and the contents of the publication do not specifically address the integration of women’s human rights and the gender equity and equality perspective.

##### **3. Secretariat for Legal Affairs**

The Office of the Executive Secretary executes various programs, among them the *Inter-American Program of Judicial Facilitators (PIFJ)*, which helps promote gender equity and equality and human rights. The “National Judicial Facilitators Service Project” has, since 2006, been promoting access to justice for segments of the population living in vulnerable situations. The idea is to train judges, prosecutors, police, and other justice system operators to administer the National Judicial Facilitators Service and provide them with the skills to manage their offices, bearing in mind the distinctive characteristics of different sectors’—particularly women’s—access to justice. As a follow-up to the meeting between the PIFJ team and the CIM in December 2011 in Washington, D.C., in which possibilities for collaboration were explored, the program received technical assistance and advice from

the CIM through revision of the gender module of the program's diploma course, in the process of strategic planning for the program, and in training of its program managers through the CIM/OAS online course "Gender and Equal Rights Approach in Policies, Programs, and Projects." The Office said that it continued to integrate a gender perspective in its training of judicial facilitators and to seek to ensure gender parity among the facilitators in general and by type of post. To that end, the program works in partnership with national entities involved in women's issues.

The Secretariat is also executing the *Project for Strengthening the Ministries of Health and Social Affairs of Haiti* (February 2012–September 2014), designed to enhance the capacity of the Haitian Government to ensure an appropriate legal framework for effectively promoting the rights of persons with disabilities through training about the law and nondiscriminatory public policies, as well as the participation of women in discussion groups and in implementation of the Law on Persons with Disabilities. To date, 137 women have taken part in the training sessions. Participants include Haitian civil servants.

#### **a) Department of International Law**

The *Program of Action on Indigenous Peoples in the Americas, Component: Training* (2009–2013), is designed to strengthen indigenous women's leadership skills, promoting greater participation in citizenship-building processes in the Americas. The component on training indigenous peoples, carried out with support from the German Society for International Cooperation (GIZ), was completed in 2013. During the project's five years, 257 people received training, 186, or 72% of which, were members of indigenous peoples. Of the total number of participants, 57% (147) were women. Taking part in the program were indigenous NGOs, the Indigenous Fund for Latin America and the Caribbean, the Inter-American Court of Human Rights, the Inter-American Institute of Human Rights, and the IACHR.

The *Project on Leadership Development for Afro-descendants* (2011–2012), with Spanish Government funding, has sought to boost the coverage of gender-related issues, particularly the heightened discrimination to which women are prey. Although the project ended in 2012, some beneficiaries have replicated it in their countries. A module on gender was included in the handbook produced in 2013 as well as in the programmed workshops. The DIL strives to ensure that the participants in these replications include at least 50% women of African descent, in particular those from NGOs of women of African descent. Taking part were NGOs related to the topic of Afro-descendants and human rights, the Rapporteurship on the Rights of Afro-Descendants, the Summits Secretariat, and the Department for State Modernization and Good Governance.

The *Program on International Humanitarian Law*, an ongoing program in the context of the technical advice provided by the Department, is intended to support the progress and dissemination of IHL in the Americas and assist the Permanent Council and its committees and the member states in drafting and negotiating resolutions on the promotion of and respect for international humanitarian law and other topics. Efforts were continued to coordinate activities with the International Committee of the Red Cross (ICRC) in order to support member states' decisions with regard to IHL. Discussions under this program, especially through ICRC involvement, underscore the necessity of protecting women in armed conflict and the importance of taking their needs, challenges, and inputs into account when any action is taken.

The *Río de Janeiro Course on International Law* is designed to foster an exchange of ideas and generate open dialogue on matters of special relevance to international law. For the first time in 2013, after 40 editions of the course, 67% of the participants were women. Likewise, the *Course on the Inter-American System for Women Judges*, will be held on February 27 and 28, 2014, to provide training to women judges on the inter-American system, with emphasis on topics related to groups in vulnerable

situations. It will be attended by 15 women judges from Argentina and will include a module on the Follow-up Mechanism to the Belém do Pará Convention, to be taught by the CIM. This activity will be carried out in collaboration with the Association of Women Judges, the CIM, and the IACHR.

The *Secured Transactions and Equitable Access to Credit Project* (2012–2015), in the context of Canadian cooperation with the OAS (CIDA), seeks to build the capacity of member states to reform their secured transactions systems, including equitable access to credit, on the basis of the OAS Model Law. One of the project’s activities has to do with identifying and promoting the participation of groups committed to women’s financial inclusion, fostering female-owned enterprises, and/or encouraging the granting micro-loans to female entrepreneurs to enable them to participate in the project. The DIL has confirmed CIM participation in the project and has worked with the CIM in “pre-identifying” groups and organizations whose mandates include the financial inclusion of women and the promotion of female-owned businesses and SMEs. Partners include the ILO Women’s Entrepreneurship Development Programme (ILO-WED), World Bank Women, Business and the Law, UN Women, the IDB, and Vital Voices Global Partnership.

The *Equitable Access to Public Information Project* (2012–2015), also a part of Canadian cooperation, is intended to reinforce the capacity of the member states with regard to transparency and equitable access to public information, through the dissemination and promotion of national implementation of the Model Inter-American Law on Access to Public Information. Taking part in the three workshops held (Peru, Costa Rica, and Panama) were NGOs associated with human rights, transparency, and public management that also incorporate a gender perspective into their programs. Parity was achieved between the participants and experts. This project is carried out in partnership, inter alia, with the offices of the countries’ presidents; ministries responsible for public information, public administration, and planning; human rights procurators; supreme courts of justice; the Chilean Council for Transparency; the Carter Center; ombudsmen; the Regional Alliance for Freedom of Expression and Access to Information; universities; and other NGOs involved in human rights and access to public information.

The *Role of the Judiciary in the Execution of Judgments and Arbitral Awards Project* (2012–2013), financed by Canada, is intended to make judges and other public officials aware of the correct implementation of international norms on commercial arbitration and the execution of decisions and arbitral awards of a commercial nature. A gender balance is sought among the project’s beneficiaries, including experts on international commercial arbitration. The Supreme Court of Justice of each participating country is responsible for selecting the judges who attend the training sessions and meetings. However, the courts are asked to seek a gender balance in their selections. At the First Meeting on the Role of the Judiciary in International Commercial Arbitration (Costa Rica, July 22–24, 2013), 19 women, i.e., 46% of the participants, received training. In addition, 11 women, or 39% of the total number of people taking part, participated as experts or facilitators. Partnering in the project were supreme courts of justice, professors from arbitration centers, renowned law firms, ministries of the economy and of trade, chambers of commerce, and independent arbiters.

#### **b) Department of Legal Cooperation**

The DLC acts as the Technical Secretariat to the Mechanism for Follow-up on the Implementation of the Inter-American Convention against Corruption (MESICIC) and to the Meeting of the Ministers of Justice or Attorneys General of the Americas (REMJA), including issues of mutual assistance in criminal matters, extradition, and cybercrimes. The department indicates that gender perspective is an important element in all its activities; a crosscutting theme in combating corruption. It also indicates that women are an integral part of MESICIC activities given their participation as members of the Committee of Experts. Of the 31 expert members, 16 are women, as are 15 alternate representatives.

#### 4. Secretariat for Political Affairs (SPA)

##### a) Department of Electoral Cooperation and Observation (DECO)

The DECO continued to implement the project on *Incorporating the Gender Perspective into OAS Electoral Observation Missions (EOMs)*, which aims to improve the OAS's election observation work by integrating a gender perspective into the observation methodology. This will enable the OAS to systematically analyze the involvement of men and women in electoral processes at all levels. The project's achievements include: (i) The development of a handbook on incorporating a gender perspective into OAS Electoral Observation Missions (EOMs); (ii) the implementation of a gender methodology in OAS/EOMs in Paraguay (2010), Guyana, Colombia, Peru, Guatemala (2011), the Dominican Republic, Nicaragua, and Mexico (2012); and, (iii) the systematic compilation of quantitative and qualitative data on the participation of women in electoral processes as voters, candidates, election authorities, representatives at polling stations during elections, prosecutors, and electoral body officials. The project is being executed in partnership with the CIM, OSCE/ODIHR, UNEAD, IPU, Commonwealth Secretariat, and IDEA International. Support has come from the governments of Germany, Canada, and Spain. In 2013, the methodology was officially implemented for the presidential elections in Paraguay (for the second time), as well as for the general elections in Ecuador and Honduras.

The *Manual for Incorporating a Gender Perspective into OAS Electoral Observation Missions (OAS/EOMs)*, published in October 2013, is a relevant institutional tool for including and mainstreaming a gender perspective in the EOMs, in the promotion of women's political rights in the Hemisphere and internal capacity-building for the DECO team. In keeping with the implementation of the gender methodology, it was deemed necessary to provide electoral authorities with specific tools to enable them to integrate a gender approach in their work, especially in the delivery of public financing for women. In this regard, the DECO is involved in developing a "*Toolbox for Financing with a Gender Perspective*," which will contain practical tools on how to use public financing as a mechanism for promoting women's political participation along the different stages of the electoral cycle.

The EOMs also provide an avenue for gender mainstreaming with regard to the appointment of women to senior management positions in the OAS and the preparation of information on women's and men's participation in these missions. Thus, in 2013, two women served as deputy chiefs for the elections in Ecuador and Honduras. During the 2013 missions, the policy continued of having observer teams comprise at least 50% women. Women made up 46% of the total number of observers in 2012 and 45% in 2012. The plan for 2014 is to include observers from minority and vulnerable groups.

The DECO currently has data disaggregated by gender for seven member states on the exercise of the political rights of women as candidates, voters, and active participants in electoral processes. This has made it possible for the DECO to fine-tune and expand on analysis and recommendations on the status of women's political participation. These data are included in the press releases issued by the EOM chiefs, verbal reports presented to the Permanent Council, and final reports on missions in which the methodology is implemented. In 2013, the DECO was able for the first time to compare the status of women's exercise of their political rights in Paraguay, thanks to the pilot project carried out in 2010. The experience was very enriching and the final report on implementation of the methodology in that country will be published in 2014. This will be the first time that a gender report will be published and translated into English.

As concerns the project *Methodology for the Observation of Political Financing Models in Elections in Electoral Observation Missions (EOMs)*, initiated in 2010 with financing from Canada and the United States, a manual on observing political-electoral financing models in elections in the countries of the region was developed. Before the mission's dispatch to the country, a study is conducted to review the components of the political financing system, focused on the norms and practices in previous electoral

processes. The manual and the prior study take the gender perspective into account, thus making it possible to observe which components of the financing system are favorable or detrimental to women's rights to vote and be elected in electoral processes.

In 2013, the financing methodology was implemented during the missions in Ecuador, Paraguay, and Honduras. As a result, it was possible to observe and document the implications of existing political financing systems for women in each of these countries. This enabled the DECO team to make recommendations when preparing its press releases and preliminary, verbal, and final reports specifically on the relationship between women's political participation and the prevailing political financing system. The DECO has also been able to deepen its analysis and identify practices within the political parties that hinder the effective participation of women as candidates.

#### **b) Department of Democratic Sustainability and Special Missions (DDSSM)**

According to the information provided by the Department for this period, the measures it takes to follow up on the IAP are essentially carried out within the framework of the activities of the Mission to Support the Peace Process in Colombia (MAAP/OAS) and the OAS Office in the Belize-Guatemala Adjacency Zone.

The *Mission to Support the Peace Process in Colombia (MAPP/OAS)* has been carried out since 2010, and through it a contribution is made to the building of a firm and lasting peace in Colombia, alongside the government, communities, and civil society organizations (CSOs). This is done by means of actions of support, accompaniment, verification and monitoring, the facilitating of spaces for dialogue and the promotion of confidence measures, within the framework of the current peace processes in that country. From its inception and its presence in Colombia (2004), MAPP has recognized the importance of including the gender perspective in its work and has been working towards that end. The MAPP/OAS, through coordination and organization, has promoted the incorporation of a gender approach, with emphasis on women's rights, in public policy, as well as an increase in the participation of victims and civil society—especially women's organizations—in developing, implementing, and monitoring such public policies.

Since early 2012, the MAPP/OAS has had a *Gender Area*, which is establishing the guidelines for implementation of a gender and women's rights-based approach in the Mission's support, monitoring, and verification work. The Gender Area provides support to the different MAPP/OAS thematic areas for incorporating a gender and women's rights-based approach into their work. It works at two levels: Internally, the expected outcome is mainstreaming a gender perspective and women's rights-based approach into the Mission's monitoring and verification work; while externally, the MAPP/OAS works to promote the incorporation of these two approaches into public policy and increase the participation of victims and civil society. In order to achieve the latter, in early 2012, the MAPP/OAS approved an *Internal Handbook on Analysis Using a Gender Perspective*; this handbook is designed for MAPP/OAS verifiers and includes guidelines on the implementation of these approaches.

The MAPP/OAS created a forum with women's organizations (*MAPP/OAS Subcommittee-Women's Organizations*) for purposes of providing support to their processes and promoting the inclusion of a women's rights-based approach in public policy. The women's subcommittee addresses issues like the restitution of lands and protection from a women's rights perspective. The work, using this approach, was determined by the organizations themselves, which through their experiences, knowledge, and contributions are redoubling their efforts in order to effectively assert women's rights; they are also working to promote gender equality in public policies having to do with the rights of victims of the Colombian armed conflict.

Efforts continued during this period *to incorporate a gender perspective in the Mission's monitoring activities*. The intention is to take the gender focus into account in tracking the evolution of the process, the implementation of peace-building policies, and consequences for persons and communities. Periodic reports and internal working and information documents were drawn up, taking the impact on public policies into account. These activities are carried out in partnership with communities and national and regional public entities. In 2013, the CIM/OAS awarded scholarships to 16 MAPP professionals for a three-month online course, offered from October 9 to December 10, titled "Gender Equality and Rights-based Approach in Policies, Programs, and Projects."

As part of the *MAPP efforts to follow up on and support implementation of public programs and policies on peace-building*, the following activities, most of which are financed by the general operating budget of the MAPP, are worthy of note.

- *Focus groups on follow-up to implementation of the Program to Reintegrate Women and Men Demobilized from Armed Groups (focus groups)*, with the first stage completed and the results of the second stage currently being analyzed. Contextualized data are being sought on the situation of demobilized men and women (before, during, and after their participation in armed groups). A first report on female ex-combatants (of the United Self-defense Forces and the guerrillas) has been completed as a result of the focus groups held in the field in 2009 and 2010. In 2013, the second phase of this study (from the perspective of the needs that women demobilized from the guerrillas might have) is now being revised for publication. The Colombian Agency for Reintegration (ACR) is participating.
- *The Report on facilitation of and support for the Organization of Female Ex-Combatants of the Guerrillas of the 1990s (M19, EPL, Quintín Lame) to approach the Colombian Agency for Reintegration (ACR)*, which is under preparation and whose purpose is to compile experiences in order to contribute to the government's program in the face of a future demobilization of the FARC. The number of women in this guerrilla's ranks is calculated at 35% to 45%. This is being carried out in association with the Organization of Female Ex-Combatants of the Guerrillas of the 1990s (M19, EPL, Quintín Lame) – Colombian Agency for Reintegration (ACR)
- *The Report on focus groups with women demobilized from the guerrillas to probe their specific psychosocial needs – Regional Office of Villavicencio*, designed to probe women's specific psychosocial needs in order to have an impact on the formulation of an institutional response. Groups of women identified in the focus groups participated.
- *Workshops to follow up on implementation of the Program on Special Access of Women, Children, and Adolescents to the Administrative Program on the Restitution of Expropriated Land*, carried out since June 2013. The purpose is to inform and train women victims of forced displacement on the institutional offers and guarantees of implementation of the right to compensation. Support was provided to workshops in Medellín and Ibagué. Three additional workshops were planned for November and December 2013. Taking part were the Land Restitution Unit (URT), local institutions, victims, and victims' organizations.
- *The Project to Strengthen Women's Participation in the Departmental Group for Victims of Valle del Cauca and Antioquia*, executed between October 2013 and March 2014. This project is aimed at building the capacity of women representing victims, at the municipal and departmental levels, to take part in legal frameworks for participation. The results obtained include a diagnostic assessment of the challenges women face in participating in decision-making bodies, proposals designed by women of the gender thematic group for policies to be included in territorial development plans (PAT); design of proposals for promoting and ensuring women's participation. This activity is carried

out by the Victim Support Unit and by departmental and municipal participation groups. It is funded by the British Government.

- *Government policies and actions to prevent and prosecute gender violence in the context of conflict.* These actions are part of regular monitoring and follow-up activities under the MAPP mandate. This effort is intended to collect and compile data on gender violence in cases of conflict and to determine its impact on public bodies and entities. Monitoring reports and documents have been drawn up. Along these lines, the report “Women and situations of lawlessness and violence: the case of Medellín” was completed. It was the outcome of monitoring efforts, institutional coordination, and focus group meetings held since 2011. This activity was carried out with the Office of the Attorney General of the Nation, Justice and Peace Unit, and by women’s and victims’ organizations.

The following was undertaken in the framework of the activities of the OAS Office in the Belize-Guatemala Adjacency Zone:

- *The Project for Resettlement of the El Retiro I and El Sapote II Communities*, executed between January 25 and November 14, 2013, and geared toward reducing incidents in the Adjacency Zone. As a result, five (5) families were resettled to places outside the conflict zone. Taking part were the OAS Office in the Belize-Guatemala Adjacency Zone, the Human Rights Procurator, the Municipality of Sayaxche, and the Guatemalan Government.
- *Productive Project in the Adjacency Zone*, carried out since 2013 to help improve the standard of living of the project’s participants and thus prevent them from entering the National Park to extract natural resources. To date, 96% of the inhabitants of the Monte de Los Olivos community are participating. Incidents involving said inhabitants have dropped to zero. Partnering in this project are the OAS Office in the Belize-Guatemala Adjacency Zone; the Human Rights Procurator; the Ministry of Agriculture, Livestock, and Food; and the Ministry of Social Development.

### **c) Department for Effective Public Management**

The *Strengthening the Hospital Records System in El Salvador and Guatemala Project*, which has been ongoing since 2008, is aimed at implementing a hospital records system that will allow the immediate registration of newborns and thus reduce under-registration of births on a permanent basis. Through the development and implementation of a records system in Sonsonate National Hospital, more than 11,149 children have been registered to date; 500 mothers per month have been made aware of the importance of the right to an identity; expansion of the National Registry of Persons in El Salvador and the National Registry of Persons (RENAP) in Guatemala to three more hospitals nationally was promoted; and, as a result of the project, legislation has been passed to institute the hospital registry nationwide. This effort is supported by the National Registry of Persons [*Registro Nacional de las Personas Naturales*] and the Public Health Network [*Red de Salud Pública*] of El Salvador.

Additionally, *Campaigns for the Registry of Persons in Bolivia, Guatemala, Haiti and Peru* have been conducted since 2007 in order to facilitate access to civil registries of vulnerable groups of people through mobile registration campaigns. More than 4.9 million persons have been beneficiaries, many of them girls and women. The Department indicates that it has contributed to the strengthening of a culture of registration and to increasing awareness regarding the importance of registering at the civil registry to facilitate for the people the exercise of their rights. Regional civil registries and civil society organizations are participating.

The *Program to Build Public Sector Capacity in Latin America and the Caribbean*, sponsored by CIDA-Canada seeks to enhance the institutional capacity of government agencies for a more effective, transparent, and participatory public management in the region. As a consequence, public institutions will

be expected to have sound structures and effective and transparent management practices so they may promote/implement sensible laws, strategies, public policies, programs, and projects that have a positive impact on the creation of conditions that boost confidence for investments, reduce the cost of doing business, and promote competitiveness and innovation in the private sector. The program, which is to last three years and have a US\$2,000,000 budget, will provide technical assistance in areas that play a significant role in building institutional capacity in government agencies and enhancing citizen participation in public management. These areas include: transparency and access to public information, e-government, organizational development, model local government, gender, civil registries, and effective legislative capacities and functions.

## **5. Executive Secretariat for Integral Development (SEDI)**

### **a) Department of Economic and Social Development (DESD)**

The DESD, through each of its sections, promotes gender equality and human rights through the following projects and programs.

#### **i) Trade and Economic Development Section**

The *Economic Empowerment and Trade Program*, implemented between 2012 and 2014, is designed to help MSMEs make the most of business opportunities linked to international trade and tourism, with a specific focus on the economic inclusion of MSMEs run by women and vulnerable groups (small farmers, small tourism enterprises, indigenous groups, and youths). It is also designed to provide support for institutional and human strengthening in connection with the negotiation, implementation, and management of trade agreements. To date, the Dialogue for Authorities Responsible for MSMEs has been created: III Inter-American Dialogue of High-Level MSME Authorities —“Public Policies to Promote Internationalization of the MSMEs,” Brasilia, Brazil, November 11 and 12, 2013, with the participation of the Government of Canada, member states, SEBRAE, CAF, the IDB, CENPROMYPE, the University of Texas at San Antonio, Bancoldex, DBJ, ECLAC, SIECA, FINEP, BNDES, and INADEM.

The project “*Establishment of Small Business Development Centers (SBDCs) in CARICOM Member States*,” executed between January 2012 and January 2014, seeks to strengthen institutions that support MSMEs in the CARICOM countries on the basis of the successful SBDC model in the United States. This pilot model is moving forward in five CARICOM counties (Barbados, Belize, Dominica, Jamaica, and Saint Lucia). Partners in this effort are the Government of the United States (United States Mission to the OAS), Caribbean Export, and the University of Texas at San Antonio.

The *Training of Trainers in Information and Communication Technologies (ICTs) for MSME Development Centers Program*, aimed at businesswomen and female entrepreneurs in Central America and the Dominican Republic, underway from 2012 to 2014, seeks to promote technological adaptation of the fabric of the women’s business community through MSME development centers in the region. The idea is to boost their competitiveness by providing support for their incorporation into the information society based on four core elements: awareness raising, training (e-competencies), advisory services, and individualized support and active monitoring during the adaptation process. The results include (i) a module on the training of trainers in ICTs aimed at businesswomen and female entrepreneurs from a regional and comprehensive perspective; (ii) at least 225 advisors (at least 50% of them women) associated with the MSME development centers in the region have received training as advisors in ITCs to serve businesswomen and female entrepreneurs; (iii) the eight beneficiary countries are drawing up proposals for inclusion of the ITC service designed for businesswomen and female entrepreneurs in the service portfolio of the MSME development centers in each of those countries; (iv) at least 30 advisors and consultants (at least 50% of them women) associated with the MSME development centers in the

eight countries of the region have been trained as advisors specialized in ITCs applied to business management processes; (v) implementation of a networking platform for collaborative work among the ITC advisors of Central America and the Dominican Republic; and (vi) coordination with DESD/OAS and the Educational Portal of the Americas on launching the online course “New Market Opportunities for Micro, Small, and Medium Enterprises (MSMEs) using the Internet and Social Networks.” Partnering in this effort are the Government of Canada and the Center for the Promotion of Micro and Small Business in Central America (CENPROMYPE).

## **ii) Competitiveness, Innovation, and Technology Section**

As part of the *Ibero-American Dialogue on Intellectual Property and Handicrafts*, whose purpose is to establish regional dialogue on public policies, facilitate the exchange of information, and provide practical training on the use of intellectual property as a tool for supporting indigenous communities and groups of businesswomen in their efforts to protect, promote, and generate higher incomes from marketing traditional products, the III International Seminar on “Intellectual Property and Its Role in Enhancing the Competitiveness of the Handicrafts Sector” was held in Bogotá, Colombia, on December 11 and 12, 2013. Taking part were the Ministry of Labor; the Ministry of Trade, Industry, and Tourism; and the Superintendency of Industry and Trade of Colombia.

*A comparative study-analysis of undergraduate chemical engineering programs in a number of OAS member states* is being conducted between September 2013 and March 2014. This comparative analysis seeks to identify best practices and successful experiences in undergraduate chemical engineering programs in countries of North, Central, and South America, including the participation of women in engineering programs. Data are being compiled on the participation of women, as both students and teachers, in chemical engineering programs at various universities in order to compare participation rates by region. The data collected can serve as a benchmark for subsequent studies. Taking part, in addition to the OAS, are the *Universidad Pontificia Bolivariana de Medellín* and other universities of the region.

The *Panel on Women, Innovation, and Entrepreneurship, in the framework of the Eighth Regular Meeting of the Inter-American Committee on Science and Technology (COMCyT)*. The purpose of this panel discussion, held in November 2013 with the participation of well qualified panelists, was to examine the challenges and opportunities faced by female entrepreneurs and to make recommendations to the countries. It was held with support from the Innovanet project. Presentations and recommendations were compiled following the discussion. Follow-up will be carried out with the panelists in order to continue working on the topic this year and include it in the Fourth Meeting of Ministers and High Authorities on Science and Technology, to be held in Guatemala in 2014. Participating in the panel were the University of Ottawa; the Business Innovation Center of Bowie, Maryland; the Caribbean Science Foundation Council, and the National Business Incubation Association (NBIA) of the United States.

*Collaboration with strategic partners on the topic of women in science, technology, engineering, and mathematics, in the framework of the Eighth Regular Meeting of COMCyT*. This collaboration was established to examine the subject of children’s and women’s education in science and technology in COMCyT. Presentations were made on topics of great importance to the participants. Follow-up will take place with the speakers in order to continue developing the topic in 2014 so as to include it in the Fourth Meeting of Ministers and High Authorities on Science and Technology. Taking part were Twin Cities Public Television (TPT) Scigirls and the Inter-American Network of Academies of Science (IANAS).

## **iii) Social Development Section**

The *Pilot Participatory Gender Assessment Project in Three Countries of the Region 2013–2014*. This project is intended to train a group of officials of the ministries of social development and national mechanisms for the advancement of women of participating countries in the methodology of participatory

gender assessment, strengthen human and institutional capacities in the ministries of social development of the participating OAS member states by assessing gender mainstreaming, drawing up an action plan, and follow-up. Adaptation of the intervention methodology is to begin shortly in the three countries. The CIM is partnering in this project along with the national entities to be trained. The project is funded by the Government of the United States through the Inter-American Social Protection Network (IASPN).

The project *Promotion of Gender-Sensitive Labor Migration Policies in Costa Rica, the Dominican Republic, Haiti, Nicaragua, and Panama*, is being executed between July 2011 and July 2014. It is aimed at helping to build the capacity of policy framers and social partners to adopt and implement gender-sensitive policies, laws, and labor migration management standards. OAS participation has made it possible to provide technical inputs to help the countries improve their capacity to collect and process migration statistics, in keeping with regional standards. To date, the following has been achieved: (i) development of a diagnostic assessment of the migration data systems in the five participating countries, with a focus on gender; (ii) protection of labor rights through consular action in Costa Rica, the Dominican Republic, Haiti, Nicaragua, and Panama—an analytical paper identifying strengths and areas for improving practices for the protection of labor rights through consular action with a gender focus, and establishment of recommendations to ensure effective protection of the labor rights of migrant workers. Partners in this project include the ILO, with technical advice and assistance provided by the CIM.

#### **iv) Culture and Tourism Section**

The project *Culture and Development: Promoting Horizontal Cooperation and Knowledge Sharing among Member States. Phase II*, executed between February 2013 and March 2014, seeks to improve the skills of technical officials in ministries of culture and other cultural institutions involved in cultural policies, economic development, and social inclusion through culture. Accomplishments include: (i) selection of new practices for the virtual version of the portfolio “Culture, common denominator for development. 18 successful practices”; (ii) a diagnostic assessment of the contribution and potential of creative industries in relation to the economies of the member states and the measurement capacity and availability of the data currently installed in those states; (iii) technical assistance through horizontal cooperation in the creation and/or strengthening of Cultural Satellite Accounts and Cultural Information Systems. Gender equality is a fundamental public policy principle in the activities and documents resulting from the project, as is balanced gender participation in its activities. The strategic partners include ministers of culture or similar ministries through the Inter-American Committee on Culture (ICC), other international organizations, and permanent observers. The project is financed by the Permanent Mission of the United States to the OAS.

The project “*Expanding the Socioeconomic Potential of Cultural Heritage in the Caribbean. Phase I: Needs Assessment and Project Selection*,” carried out between October 2012 and December 2013. The purpose of this project was to establish a framework for the promotion and development of cultural heritage resources by government institutions, the private sector, and civil society. Results include: (i) quantitative and qualitative analysis of needs and priorities identified in the Caribbean in relation to the protection, use, and appreciation of cultural heritage; (ii) an online platform and a regional network to facilitate information exchange and collaboration among relevant actors; and (iii) recommendations to boost the region’s socioeconomic and cultural potential by strengthening capacities and collaborative action among relevant actors. Said recommendations will serve as the basis for pilot projects to be implemented during a future phase. (2014–2015). The project underscores the role of men and women and the incorporation of gender equity as a fundamental principle in public policy on planning for and participating in cultural heritage. Attention was paid to the inclusion of gender and age in the initial needs evaluation (through participation in the survey) and to selection of the participants for a regional analysis and planning meeting. Similarly, the recommendation for future pilot projects highlighted the importance of equal opportunity. The Permanent Mission of the United States to the OAS

financed the project. Other partners included: the International Council on Monuments and Sites/National Committees in the Americas and the world; the International Council on Monuments and Sites/International Scientific Committee; Greater Caribbean Monuments and Sites; the International National Trusts Organization (INTO) (Wales and England); and the Ministry of Culture, Sports and Youth of Barbados.

The project *Small Tourism Enterprise Network* (2012–2013) was aimed at achieving a unified network to integrate public, private, and community strategies for providing support to the MSMEs in the tourism industry in the Caribbean and Latin America. Workshops were held in Antigua and Barbuda, Saint Kitts and Nevis, Dominica, Saint Lucia, and Saint Vincent and the Grenadines. Moreover, in April 2013, San José, Costa Rica, was the venue for the *First Latin America and the Caribbean Encounter of Owners and Operators of Small Hotels*, the meeting at which the Latin American and Caribbean Network of Owners and Operators of Small Hotels was established. Female entrepreneurs comprised the majority of those present at these workshops and meetings. According to available data, most operators and managers of small tourism enterprises, in particular in the lodging subsector in the Caribbean and Latin America, tend to be women.

## **b) Department of Human Development, Education, and Employment**

### **i) Human Development and Education Section**

*OAS Scholarships and Training Program*: This program seeks to help the member states in their internal efforts to achieve integral development objectives by providing support for human resource development in the action areas established in the Strategic Plan for Partnership for Integral Development, adopted by the OAS General Assembly (hereinafter “Strategic Plan”).

Since 2007, in the framework of the Academic Scholarship Program for undergraduate and graduate studies, a total of 1,072 citizens and/or permanent residents of the member states have pursued or are pursuing academic studies at the undergraduate or graduate level. Of this total, 60% are women and 40% men. This effort is being carried out in partnership with universities in the OAS member states.

**Educational Portal of the Americas:** The EPA continued to offer the online course “Gender and Political Leadership in the Latin American and Caribbean Context,” for an eighth (February 21–April 17) and a ninth (May 19–August 14, 2013) time. This course is aimed at building capacity in the critical interpretation of reality, reflection, social responsibility, and participation in relation to the theme of gender and political leadership, so that this capacity may be applied comprehensively and systematically to social projects being promoted in Latin America and the Caribbean region. A total of 91 public officials and professionals were trained. Partnering in this effort is the Higher School of Public Administration of Colombia. The EPA offers financial aid (US\$200) to applicants who meet the course’s eligibility requirements.

The online course “*Rights-based and Gender Equality Approach to Policies, Programs, and Projects*” was offered in conjunction with the Inter-American Commission of Women (CIM) from January 10 to March 13, 2013 (first edition) and from October 9 to December 10, 2013 (second edition). This course, which will be held for the third and fourth times in 2014, is intended to develop capacities for adopting a gender-equality and right-based approach to the process of formulation, implementation, and monitoring of diverse policies, programs, projects, and actions. The first edition of the course was offered exclusively and free of charge for GS/OAS staff members and contract personnel, with a total of 62 people taking part. A total of 88 people, including staff from other organizations, participated the second time the course was offered. This course is accompanied by a community of practice for enhancing participants’ awareness and abilities in a collaborative environment. The EPA and the CIM

offered financial aid of \$250 to applicants from outside the GS/OAS who met the course's eligibility requirements. This is the first course on gender and rights that the Portal has offered jointly with the CIM. The course is part of a CIM project financed by CIDA-Canada.

## ii) Education Area

The *Course on Building Democratic Classrooms in the Caribbean* (online and on-site seminars), held from October to December 2013, was aimed at building the capacity of teachers in the Caribbean to develop citizenship skills to promote social harmony, diversity, leadership, and critical thinking among students. Taking part were 350 teachers from the Caribbean region (especially Barbados, Grenada, and Trinidad and Tobago) in activities that developed their capacity to build democratic classrooms. Partnering in this effort were the Ministries of Education of Barbados, Grenada, and Trinidad and Tobago and the Educational Portal of the Americas. These activities were sponsored by the Permanent Mission of the United States to the OAS and the Permanent Observer of the People's Republic of China.

In the framework of the *Peace Leaders* project, executed between November 2012 and September 2013 and designed to strengthen the citizenship skills of students and promote opportunities for them to practice these skills within the school and community environments, as well to encourage democratic practices among educational communities and enhance their role as key players in the process of social inclusion of their members, students, teachers parents, and school officials, approximately 200 teachers and 2,000 students from 40 public high schools participated in 43 community projects on such topics as the environment, gender equality, violence against women, reproductive health, addictions, sports, culture, and youth participation. Those efforts enjoyed the support and participation of the government of Hidalgo State.

The *Manual for Educators "Weaving Citizenship"* (October 2012--December 2013) was produced with the International Institute for the Development of Citizenship (IIDAC) of Brazil and financial support from the Mission of the United States to the OAS. It is intended to build the capacity of educators to encourage and educate young in social participation on the basis of the principles of the Inter-American Democratic Charter. The manual will be published virtually in 2014. Also, in preparation is the "Peace Leaders" Handbook for Youth, designed to provide young people with both basic tools for executing social projects at the local level and a forum for sharing ideas with other young people and reflecting on and cooperating in the generation of innovative approaches and transformative initiatives for the context in which they work. This handbook will also be published virtually in early 2014, with support from *Microsoft-Corporate Citizenship Division*.

Between January and December 2013, *calls went out for experiences for portfolios* regarding: student governments; virtual mapping of civic and citizen education policies, programs, and initiatives; and government policies and programs that promote youth participation in public policies. This was done to encourage the diverse institutions to share experiences and collaborate. The virtual systematization of these experiences is underway. The calls are being issued as part of the *Youth Focal Point* activities and receive funding from the Permanent Mission of the United States and the Permanent Observer of the People's Republic of China.

Preparation of publications on civic education (January-December 2013), aimed at promoting informed discussion and information exchange. Electronic bulletins will be published on: sports and civic education, and student participation in the school environment. Two editions of the Policy Brief Series were also published: *Education and Democracy*, focusing on education in human rights, and *Education and Critical Thinking for the Construction of Citizenship*. Financing was provided by the Permanent Mission of the United States to the OAS.

### iii) Employment and Labor Section

*Gender Audits in the Ministries of Labor Project*, carried out from November 2010 to September 2013 with support from the Canadian Government, sought to conduct an assessment of the status, in three ministries of labor, of the incorporation of a gender dimension into their operations, policies, and programs and to define action plans for each participating ministry with specific measures for strengthening and improving the institutional capacity of these ministries to incorporate a gender perspective into their strategic and operational functions. Among its results are the following:

- Three participatory gender audits were conducted, which provide an exhaustive analysis of the incorporation of a gender perspective in the Ministries of Labor of Barbados (October 2011), El Salvador (February 27–March 9, 2012), and Peru (November 12–23, 2012). The audits, which included two weeks of intense field work, were conducted by a team of four or five specialists and consultants from the OAS and ILO.
- Three plans of action were developed and approved by consensus within each ministry; such plans contain specific activities as well as the individuals responsible and timelines for continuing to promote a gender approach in the Ministries of Labor of Barbados (May 7–11, 2012), El Salvador (July 23–27, 2012), and Peru (September 23–27, 2012). These plans of action were developed during participatory workshops and meetings in each ministry led by ILO-OAS specialists who had taken part in the audits.
- The study “Advancing the Institutionalization of a Gender Approach in the Ministries of Labor of the Americas: Lessons learned, findings, and recommendations from three participatory gender audits” was drawn up and published. The ILO; the Ministries of Labor of Barbados, El Salvador, and Peru; and the CIM were the strategic partners in this endeavor.

### iv) Leo Rowe Fund

The Fund has been compiling statistics disaggregated by sex since 1995. Increased participation of women at any level of education is obvious in the statistics gathered by the Fund. The percentage of loans granted to women, which constituted one third of the total in 1995, has steadily risen. On average, the number of loans granted to women has held at 50.0% since 2001 except for 2007 and 2008. During the 2011–2012 period, gender parity in loans for international students was maintained. In 2012, 79 student loans were granted to individuals in Latin America and the Caribbean for study in the United States; of these, 50.6% were given to female students. In contrast, 21 loans were granted to OAS officials, 15 of whom were men. In 2013, the percentage for women increased. Of the 89 loans granted to individuals in Latin America and the Caribbean for study in the United States; 64.0% were given to female students. Similarly, 38 loans were granted to OAS officials, 55.3% of whom were women.

## c) Department of Sustainable Development (DSD)

### i) Environmental Law, Policy, and Good Governance

Under the *Environmental Law, Policy, and Good Governance Program*, efforts are underway to mainstream a gender perspective in the political dialogue on sustainable development and in project implementation, by fostering gender equity, diversity, and inclusion, bearing in mind the basic principles of the Inter-American Strategy for the Promotion of Public Participation in Decision-Making for Sustainable Development (ISP). In 2013, the Department held three workshops (one regional and two national in Central America) on public participation for sustainable development in the framework of the “*Strengthening Public Participation Mechanisms for Sustainable Development*” project. Women’s CSOs were invited to participate in these workshops with a view to promoting and encouraging greater participation by women in formulating and making decisions on sustainable development. As a result, the number of CSOs, women, and leaders capable of participating in public participation mechanisms has

increased, and they have become actively involved in decision-making processes for sustainable development. In addition to CSOs, the Department is working with ministries of the environment and natural resources of Central America and the Dominican Republic.

#### **ii) Risk Management and Adaptation to Climate Change**

With extreme climate events on the rise, the DSD is helping member states in the design of climate change adaptation policies and programs, integrating worst-case scenarios in preventive measures (land management with risk assessments and considerations on climate change scenarios, building codes, and soil studies) and preparation (early-warning systems that include weather and hydrological forecasts). Mainstreaming a gender and rights-based approach to integrated risk management is key to guaranteeing that policies and programs meet the interests of society as a whole and afford an opportunity for everyone to improve their living conditions and narrow inequality gaps that make women, children, and adolescents more vulnerable. Therefore, integrated disaster risk management that is sensitive to a gender and rights-based approach not only makes it possible to implement measures aimed at risk management and reduction but also constitutes a tool for helping to build more just, egalitarian, and sustainable societies.

In this connection, the Risk Management and Adaptation to Climate Change Section worked with the CIM to design a project, for which financing is sought, aimed at developing and/or strengthening the capacity of professionals of the ministries or government agencies responsible for disaster risk management, national mechanisms for the advancement of women, and governing bodies in the area of children and adolescents in the member states, in order to integrate a rights-based approach and a gender equality perspective in the design and implementation of integrated disaster-risk management policies and programs.

#### **iii) Sustainable Cities, Biodiversity, and Sustainable Land Management**

This section is implementing the project “*Sustainable Communities in Central America and the Caribbean*,” whose purpose is to build the capacity of CSOs and community associations in the two subregions to contribute to sustainable democracy through the Energy and Climate Partnership of the Americas. To this end, the DSD has selected 14 NGOs to execute development projects deemed to be innovative and sustainable at the community level. Each of the projects selected must be executed with the active participation of women and take the gender perspective into account. During the process of selecting proposals for funding the project, technical assistance and advice was requested of the CIM, which responded by reviewing and evaluating some 60 proposals.

#### **iv) Energy and Climate Change Mitigation Program**

From the viewpoint of gender mainstreaming, the Energy and Climate Change Mitigation Section has from the outset involved female professionals from the area in technical assistance for its projects and in decision making. This has been key in the process of identifying recommendations for including gender issues in policies and decision-making processes related to energy efficiency, making it possible to adapt energy conservation projects to the needs and roles of women in society.

#### **d) Secretariat of the Inter-American Committee on Ports (CIP)**

The CIP, through its Executive Committee, created a Subcommittee on the Participation of Women in Port Affairs during the IV Meeting of the CIP (Venezuela, 2005). This Subcommittee aims to “promote and provide incentives for the participation of women in port activities;” and to “make professional careers possible for women, without limits to access to executive positions in port authorities.” More recently, the VI Meeting of the CIP (Panama City, March 2010) created the Subcommittee on Women in Ports under which the *Inter-American Port Network of Women* was

established; it compiles statistics on women's presence in the sector, maintains a website, and manages new training programs and agreements. Recently, three courses were held for women in this sector.

The CIP held the *Hemispheric Seminar on Public Policies and Visibility of Women in the Port Sector in the Americas* in Santo Domingo on March 14 and 15, 2013. This seminar afforded an opportunity to analyze the situation of women in the port sector and to exchange information on public policies and private initiatives involving the participation of women in the port sector. It was also an opportunity to identify working guidelines for the CIP to follow in the gender area. The seminar was coordinated by the Presidential Commission for Port Modernization and Security (CPMSP), the Dominican Port Authority (APORDOM), the Ministry of Women of the Dominican Republic, and the Secretariat of the Inter-American Committee on Ports (CIP), together with the CIM. A keynote presentation was made by the Minister of Women of the Dominican Republic. The panelists included a CIM expert, who delivered remarks and helped coordinate a strategic planning exercise with the approximately 140 participants, in order to identify and formulate guidelines on gender for the CIP.

Since 2012, the CIP has been working on the *la Web Portal of the Technical Advisory Group on Corporate Social Responsibility and Women in Ports* (<http://www.rscymujerportuaria.org/>), designed to promote an increase in women's participation in the labor force and to expand their opportunities for professional and human development. Taking part in this TAG are Panama (Chair), Argentina, Ecuador, Mexico, Nicaragua, Paraguay, Peru, Suriname, Uruguay, and Venezuela (Bolivian Republic of). Similarly, in 2013, the rules and regulations for the annual "*Port Woman of the Year in the Americas Award of the Inter-American Committee on Ports (CIP)*" were established. The main participants in this effort are the Dominican Republic, Uruguay, Panama, and the Secretariat of the CIP.

The CIP has been maintaining the *Database of Women in the Port Sector* since 2008. Said database is geared toward establishing a network of women in this sector at the hemispheric level, in which national focal points are identified. The most recent updated version may be found in the report of the Chair of the Subcommittee on Women in Ports (currently TAG): <http://www.oas.org/cip/docs/Cartagena%202013/DOCUMENTOS/REPUBLICA%20DOMINICANA.pdf>. The participating states are the member states of the TAG: Panama (Chair), Argentina, Ecuador, Mexico, Nicaragua, Paraguay, Peru, Suriname, Uruguay, and Venezuela (Bolivian Republic of).

## **6. Secretariat for Multidimensional Security (SMS)**

### **a) Executive Secretariat of the Inter-American Drug Abuse Control Commission**

The Demand Reduction Section has implemented a human resource training and certification model, with financing from the United States and Canada. It provides services for the prevention, treatment, and rehabilitation of persons affected by drug use and related violence, through its PROCCER Program. This program trains professionals and nonprofessionals in areas related to the drug use problem and in treatment models based on scientific evidence, taking gender conditions into account. PROCCER is currently being implemented in all Central American countries, Mexico, and the 14 Caribbean member states and will soon be introduced in South America. Since 2007, PROCCER has trained personnel to understand the factors associated with drug use from a biopsychosocial perspective, with consideration given to clinical evaluation, service coordination, development of a treatment plan, advisory services, professional ethics, and family and community education. The PROCCER model consists of assessments of institutions, human resources and the regulatory framework, training protocols and curricula by level and competence, training in working with drug abusers, human resource certification, monitoring, and evaluation.

CICAD is also drawing up and adjusting standards for best practices in drug abuse treatment for women and developing protocols that address women's issues. The project seeks to: (i) identify and

assess the capacity and needs of member states in this regard; (ii) work with member states, in keeping with the specific needs of each country and available capacity, to develop standards for best practices in the treatment of women drug abusers to increase gender-equal access to treatment; (iii) develop, compile, analyze, and adapt treatment protocols for women drug abusers and develop a training program for their treatment; (iv) implement a pilot project in three countries for training treatment service providers of women drug abusers; and (v) monitor and evaluate the implementation of protocols developed for treating women drug abusers and disseminate the results of the adaptation of any necessary protocols. The protocols and training curricula are based on the GROW program, and the pilot countries are Peru, Colombia, and Costa Rica.

**b) Secretariat of the Inter-American Committee against Terrorism (CICTE)**

With regard to the integration of a gender and rights-based perspective, the CICTE Secretariat reports that it has developed a strategy to be executed in steps over several years, which includes making gradual changes, among them the following ones that have been implemented since last January: (i) the creation of a mechanism to keep track of, and include in mission reports, all CICTE events as well as the number of participants, disaggregated by sex and other variables. This change entailed the development of a system for disaggregated monitoring and will make it possible by the end of 2013 for CICTE to produce reports (to donors, the SG, or member states) that include data on participation broken down by gender, region, country, program, and event for all officials who participate in CICTE-financed events; and (ii) the inclusion of a paragraph in all CICTE invitations extended to member states, both to invite them to sponsor events or host them in their cities, or to designate national participants, about the importance of greater participation by women and of gender parity in said events.

The project *Capacity Building in Travel Document Security and Identity Management*, which concludes in 2014, seeks to highlight, through its identity management component, the role civil registries play as providers of source documents, not only for the social inclusion of men and women and a country's economic development, but also for member states' national security. To date, in addition to promoting the use of security standards in travel documents, expanded coverage of men and women in civil registries has been encouraged. This project is being conducted in collaboration with PUICA, ICAO, and INTERPOL.

In March 2014, Canada intends to hold the *Hemispheric Workshop to Strengthen the Capacities of Women Involved in Security Planning for Major Events under the Critical Infrastructure Security Program*. The purpose of this workshop is to build the capacity of women involved in security planning for major events and to identify, together with the audience, key elements to be included in subsequent workshops regarding security for major events security that could introduce a gender equality perspective. This effort will be carried out in conjunction with, inter alia, the *United Nations International Crime and Research Institute* (UNICRI) and the *Royal Canadian Mountain Police* (RCMP).

**c) Department of Public Security (DPS)**

The *Pilot Project: "Prevention of Gender Violence to Promote Social Inclusion, Province of Limón, Costa Rica"* (2013–2014) seeks to help Costa Rican authorities prevent and strengthen the response of their police to cases of domestic violence in the Province of Limón, to create opportunities for dialogue among police representatives, community leaders, and local institutions, with a view to building confidence among actors; to promote the design of initiatives and a joint action plan to prevent domestic violence within the community and with community participation, through the establishment of a Police-Community Liaison Committee; and to collaborate in the creation of gender-sensitive police institutions by examining and generating recommendations for related protocols and internal action plans.

To date, the following has been achieved: (i) evaluation of training needs to assess the project's relevance in terms of national efforts and existing needs and opportunities; (ii) preparation of the Initial Report on Needs and Opportunities; (iii) initial revision of, and recommendations on, police protocols, in cooperation with the CIM and the IACHR, so as to enhance their adoption, implementation, and effectiveness from a gender and rights-based perspective; and (iv) sensitization and training of more than 50 police and community representatives through the training workshop "Prevention and Action against Domestic Violence," held in October 2013. The objectives of the workshop were to: (a) examine the existence of new police procedures and protocols and their implementation; (b) increase information about opportunities for intersectoral cooperation and promote collaboration between the security sector and civil society; (c) strengthen the capacity of actors to respond to incidents of domestic violence; and (d) evaluate possible opportunities for collaboration on domestic violence and local needs at the community level. Awareness has also been raised about gender violence through the Workshop on Awareness Raising among Police Officials: "Domestic Violence Prevention and Action," for representatives of all police officials in the Province of Limón, and specific proposals for action have been generated with the community. This project is being coordinated with the National Institute of Women (INAMU); the Ministry of Security; the Ministry of Public Security, Government, and Police; community leaders; local institutions (NGOs, grassroots organizations, municipalities, etc.); the CIM; and the IACHR.

The *Workshop: "Strengthening Security Forces, Immigration Officers, Prosecutors, and Judges to Prevent and Combat Trafficking in Persons, Especially Women and Children (2013–2014),"* designed to train national representatives (police, immigration officers, judges, and prosecutors responsible for preventing and combating trafficking) in the appropriate way to respond to and care for victims of trafficking in persons. The workshop is to be held in the first half of 2014, with negotiations with the authorities in question already underway. Also taking part will be the OAS Regional Network on Trafficking in Persons, with representatives from 21 member states.

## **7. Secretariat for External Relations (SER)**

### **a) Department of International Affairs (DIA)**

During this period, the *Lecture Series of the Americas* held three conferences. Notable among their main speakers were Irina Bokova, Director-General of the United Nations Educational, Scientific and Cultural Organization (UNESCO) and Christine Lagarde, Managing Director of the International Monetary Fund (pending). The Lecture Series partners include universities, think tanks, civil society organizations, foreign ministries, and government agencies.

Eight OAS Policy Round Tables were also held, including one titled Women's Rights: From Law to Practice, held on March 1, 2013, in coordination with the CIM. These round tables, which are designed to enrich debate on the central themes of the inter-American agenda, have taken place since 2007. Similarly, in preparation for the OAS General Assembly and ministerial meetings, consultations were held *with regionally balanced participation and gender-sensitive recommendations for submission to the member states and the General Secretariat*. This work has been ongoing since June 2012 to promote civil society participation in OAS activities. About 20% of the recommendations made by civil society in the consultations took the gender perspective into account. In addition, 15 of the 35 CSOs added to the OAS Registry in 2013 work on issues related to women's rights.

As part of measures to *strengthen civil society participation in the OAS and the 2013 General Assembly process*, efforts continued to promote this sector's participation. Of the total number of civil society representatives who received financial support to enable them to participate in the 10<sup>th</sup> Hemispheric Forum and the forty-third regular session of the General Assembly, 59% were women, thus

helping to incorporate a gender perspective in their presentations. In addition, through the work of *Relations with International Organizations*, cooperation and synergies with other international organizations have been fostered since January 2013 on topics of common interest. Progress was also made toward the signing of a memorandum of understanding with UNAIDS, which includes cooperation in promotion of the human rights of people living with HIV/AIDS, especially women, and protection against gender violence.

The theatrical work “Wounded to Death,” performed at the OAS on November 19, in concert with the CIM and the Permanent Observer of Italy, presented the testimony of women victims of gender violence. Participating were distinguished women of the region from different sectors. Lastly, a new version of the Manual for Civil Society Participation in OAS Activities, which contains a section on the CIM, was published. All documents from CIM meetings were transmitted to civil society, permanent observers, and international organizations.

**b) Press and Communications Department**

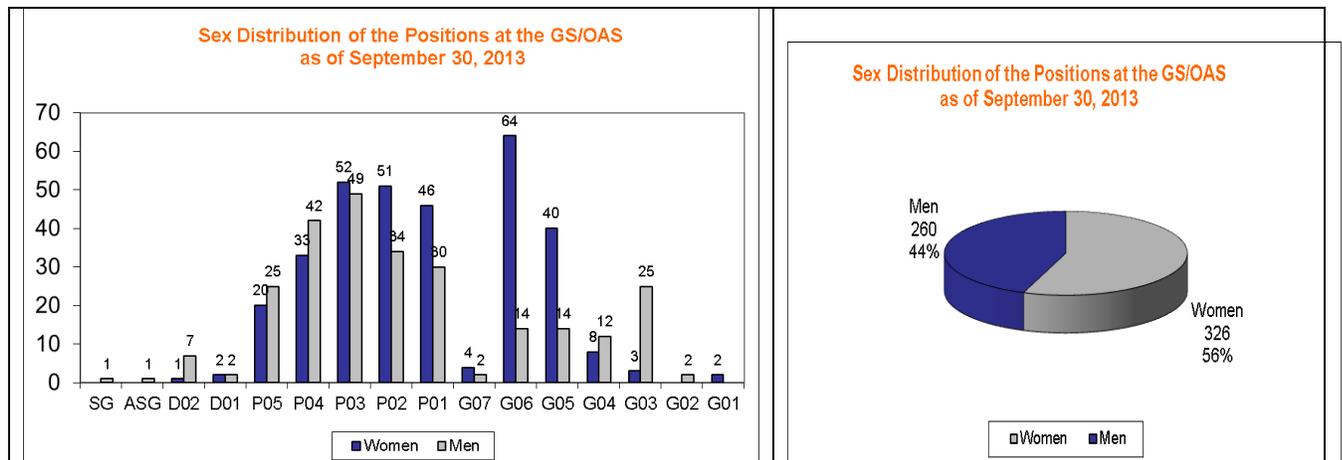
The Press Department promoted gender equality and women’s rights by publishing communiqués and press releases on these subjects in both English and Spanish. Standing out among these press releases are those issued by the OAS Secretary General and on key activities of the CIM, as well as a series of other releases and communiqués on the work of the CIM and other departments and entities of the OAS on gender-related issues.

**8. Secretariat for Administration and Finance (SAF)**

**a) Department of Human Resources (DHR)**

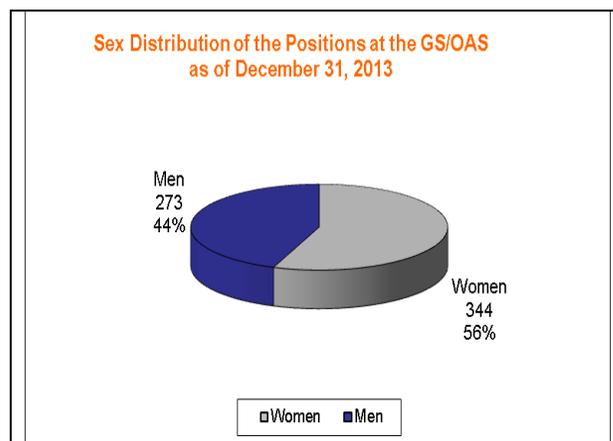
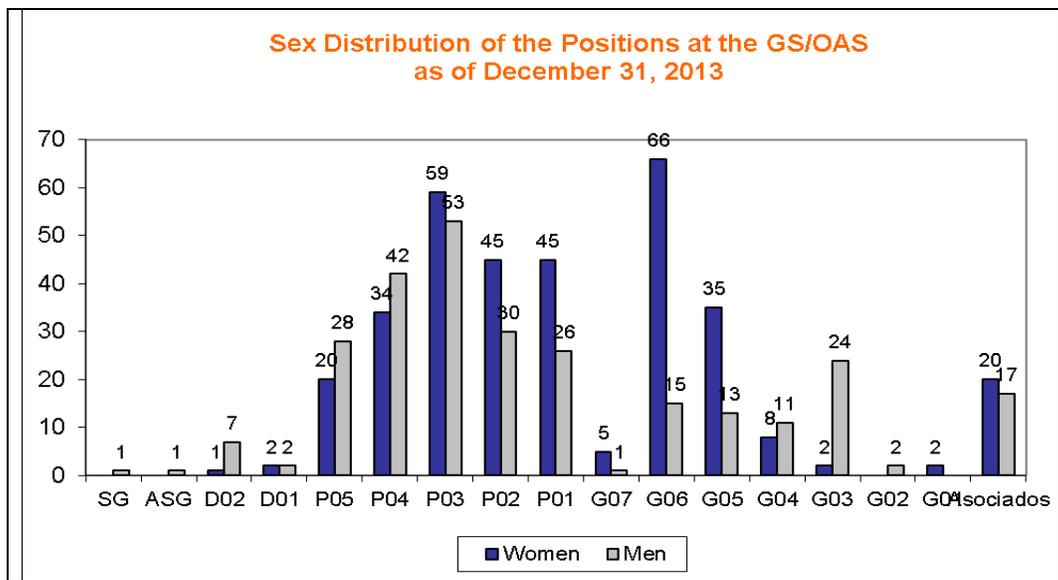
The DHR reported that it continued its efforts to strike a gender balance by: (i) providing the GS/OAS with information on the current status regarding gender and geographic distribution in the Organization’s Quarterly Human Resources Report and its Register of Staff Members; and (ii) issuing recommendations on the nationality and gender of future interns, with the objective of introducing gender balance.

The DHR has access to GS/OAS personnel data—specifically through the OASES Human Resource Module—enabling it to prepare statistics on gender and geographic representation. Since October 2012, it has had an electronic tool, the *Organizational Personnel Database (OPDB)*, which facilitates access to data on the make-up of General Secretariat personnel for member states and their officials.



Regarding the distribution of positions within the OAS/GS,<sup>4</sup> as may be seen from the previous tables, while the number of women in the GS/OAS exceeds that of men (by between 25 and 26%), there continues to be a wide gender gap, with more men than women in executive positions. As of September 30, 2013, about 30% of the men working in the GS/OAS occupied posts at the P-4 level or above, compared to 17.2% of the women. At the D-2 level, there were no women (with one exception), the posts in this category being held by one woman and seven men. At the same time, most women in the Organization (51.2%) worked in P-1 to G-2 positions, with 32% of the total number of women at the G-6 and G-5 levels, compared to 10.8% of men in these same positions.<sup>5</sup>

As of December 31, 2013, as may be seen in the most recent Register of Staff Members,<sup>6</sup> while there was a slight increase in the number of people working for the Organization between September and December, the trend noted in the preceding paragraph held steady. Note that these tables do not include personnel hired under Performance Contracts (CPRs), which in December 2013 totaled 365 people.

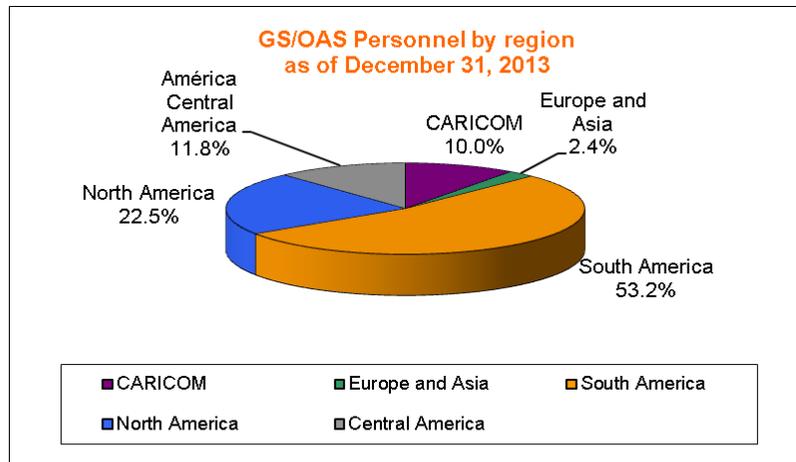


<sup>4</sup> Third Quarterly Resource Management and Performance Report, January 1 to September 30, 2013. Available at: <http://scm.oas.org/pdfs/2013/CP31928S.pdf>.

<sup>5</sup> Idem.

<sup>6</sup> Personnel Register, December 31, 2013. General Secretariat, Organization of American States, Washington, D.C.

As concerns the regional distribution of staff as of December 2013, the situation is very similar to the previous year's, as shown below. In this regard, it would be very useful to have these figures broken down not only by grade, which is available, but also by gender.



#### **b) Department of Planning and Evaluation (DPE)**

The DPE, as part of its *Project to Strengthen OAS' Capacity to Implement Results-based Management* (June 2012-March 2015), which aims to strengthen the Organization's management capacity through results-based management and inclusion of gender equality in programs and projects, has prepared guidelines for classifying mandates and results based on the extent to which gender equality has been included. The DPE is also providing technical assistance to project managers in bringing on board gender-sensitive analysis of the issue and developing gender-sensitive indicators and activities. In addition, the evaluation frameworks have been reviewed to ensure that they assess the integration of the gender perspective in the design and execution of the projects being evaluated. These efforts are being undertaken with the CIM.

The DPE has a specialist trained in gender issues who is mainly responsible for follow-up in this area. Additionally, all personnel in the Project Management Section advise Secretariat employees during the project design phase. During this period, three of the Department's female staff members participated in an online course on gender offered by the CIM/OAS. These staff members are part of the nascent OAS Gender Community.

Lastly, the DPE highlights its coordination and joint work with the CIM, to provide incentives to teams from the different areas to include the gender perspective in their project formulation. In this respect, the CIM provided its comments and recommendations through the Project Evaluation Committee's (CEP) Working Group, as well as in the CEP itself.

## **B. AUTONOMOUS AND DECENTRALIZED AGENCIES**

### **1. Executive Secretariat of the Inter-American Commission on Human Rights (IACHR)**

The IACHR, through its *Rapporteurship on the Rights of Women*, carried out a number of activities in 2013, in collaboration with the Rapporteurship on the Rights of Indigenous Peoples, to compile inputs for drawing up a general thematic report on the situation of indigenous women in the Americas. The IACHR report on indigenous women will take into account, as a starting point for its analysis, the

perspective and experience of indigenous woman, inter-American and international precedents concerning the rights of indigenous peoples and women, and priority topics and issues that call for further attention in the three focus countries and in the Americas; and it will include recommendations aimed at guiding the states in complying with international standards on the matter. Information about the activities carried out in 2013 in the framework of the *Project on indigenous women* is presented below:

- The Rapporteur on the Rights of Women took part in a working visit to Suriname from January 23 to 25, 2013, to examine the human rights situation of women and indigenous peoples. The delegation comprised Commissioner Dinah Shelton, Rapporteur on the Rights of Indigenous Women; Commissioner Tracy Robinson, First Vice President and Rapporteur on the Rights of Women; and staff from the Executive Secretariat. During the visit, the delegation held meetings with the highest-level Surinamese officials and with representatives of civil society organizations involved in the protection of the rights of indigenous peoples, women, and LGBTI individuals in the country. Various members of the delegation also visited the Brokopondo district and the village of Brownsweg to tour a village maroon community made up of 8,000 people. The delegation took part in a workshop on the inter-American human rights system, which was attended by some 50 government officials, and in an academic function at Anton de Kom University, with the participation of law professors and law students.
- As part of the IACHR's visit to Honduras from May 14 to 17, 2013, at the invitation of the Latin American and Caribbean Network for Democracy (REDLAD), Rapporteur Tracy Robinson met with civil society organizations working to protect the rights of women and with indigenous women from different parts of the country. She also made two presentations on the challenges facing the protection of women's rights in the region. Further, she met with the Special Prosecutor for Women's Issues and with a representative of the National Institute of Women.
- The Rapporteurships on the Rights of Women and Indigenous Peoples visited Canada from August 6 to 9, 2013, to examine on-site information about the disappearance and murder of indigenous women in British Columbia. The delegation was made up Commissioner Dinah Shelton, Rapporteur on the Rights of Indigenous Women; Commissioner Tracy Robinson, First Vice President and Rapporteur on the Rights of Women; and staff from the Executive Secretariat. It began in Ottawa, where the delegation met with Federal Government officials and with civil society organizations and representatives, including indigenous organizations and leaders. The delegation then went to Vancouver and Prince George, British Columbia, where it met with provincial government officials, legislative branch representatives, and civil society organizations and representatives, including indigenous organizations, officials, and leaders. During the visit, the delegation received information and testimony from relatives of the indigenous girls and women who had disappeared or been killed.
- The Rapporteurships on the Rights of Women and Indigenous Peoples organized a series of meetings with indigenous women in 2013 in order to compile data to be included in the report on the matter. A workshop was held on August 19 and 20 on the numerous forms of discrimination affecting indigenous women in the exercise of their rights in Central America. Taking part were IACHR staff in charge of the Rapporteurship on the Rights of Indigenous Peoples and 15 experts on the rights of indigenous women, from Guatemala, Honduras, Nicaragua, El Salvador, Panama, Costa Rica, and Mexico. The two rapporteurships provided support for a meeting held on October 23, 2013, in Washington, D.C., on human rights violations that affect indigenous women. Taking part in that meeting were 10 experts from different countries of the Americas and IACHR Executive Secretariat personnel. Lastly, on November 21 and 22, a "Meeting of Indigenous Women Experts from South America" was held in Lima, Peru, with the participation of indigenous leaders from Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Uruguay, Venezuela, Suriname, Paraguay, and Peru. The participants engaged in dialogue with Commissioner Tracy Robinson on the situation of indigenous

women in the region, including the forms of violence and discrimination to which they are subject, specific contexts in which they occur, and barriers to education, health, and access to and control over economic resources, among other matters.

## **2. Office of the Director General the Inter-American Children's Institute (IIN)**

The IIN 2011–2015 Action Plan has provided for a crosscutting gender approach in its guidelines and actions. This approach is directly related to the right of non-discrimination, which is one of the guiding principles of the Convention on the Rights of the Child (CRC) and constitutes a focus of concern for the Institute in its ongoing work with the States. In this sense, the IIN is devoted to promoting gender equality in all areas.

With regard to *public policies on early childhood from a rights-based perspective*, the IIN is endeavoring to strengthen the capacity of states to formulate comprehensive policies. A final document has been prepared along with a Directing Council resolution inviting the states to promote these policies systematically. The revision of gender stereotypes has been taken into account and men are urged to assume greater responsibility for children's care. Attention is also drawn to the importance of reflecting on the intergenerational transmission of sexist values.

Similarly, the *Inter-American Program for the Prevention and Eradication of Commercial Sexual Exploitation and Smuggling of and Trafficking in Minors*, launched in 2007, seeks to increase the capacity of states to eradicate CSE and trafficking. Between 80 and 100 civil servants are trained each year. Technical assistance is also provided to the states. In this context, work is being done on gender representations that “naturalize” payment for sex with children. Strategies for restoring rights are applied differently depending on whether boys or girls are involved. For greater effectiveness, the establishment of “mixed” teams is being encouraged.

The program for *Child and Adolescent Participation*, launched in 2009, promotes the right to participation of children and adolescents in the states of the inter-American system. Gender parity is sought in all activities. Among the teachings underpinning participation is respect for diversity in terms of such variables as gender, age, ethnicity, and social status.

Under *Juvenile Criminal Responsibility*, being implemented since 2011, efforts are being made to reinforce the capacity of states to take socio-educational measures other than the deprivation of liberty. The Directing Council drafted and approved a policy paper on the matter. Another document is now being drawn up that offers guidelines for implementing measures. This framework includes a differential approach by gender and, in the case of sex offenders, work on cognitive restructuring of gender representations.

Lastly, under *Natural Disaster Risk Management*, efforts have been under way since 2011 to provide instruments for the comprehensive protection of children and adolescents in the event of natural disasters. A position paper and guidelines to be implemented by the states were prepared. These documents take a differentiated gender-sensitive approach to risk and promote equal participation by boys and girls as well as by men and women in the sector. This project was joined with a proposal by the CIM and the OAS Secretariat for Integral Development and presented to the Spanish Fund for financing, which unfortunately was not obtained. The proposal was intended to advance the gender and rights-based perspective for women, children, and adolescents in integrated disaster risk management.

### 3. Pan American Health Organization (PAHO)

Since 2005, PAHO has had a Gender Equality Policy in place whose objective is to help achieve gender equality in health status and health development through research, policies, and programs that give due attention to gender differences in health and their determinants, and actively promote equality between men and women. The special actors in health policies based on gender equality are the member states through their ministries of health.

PAHO adopted a new Strategic Plan 2014–2019, which embraces gender equality as a priority (cross-cutting) theme for the Secretariat and the member states. Other cross-cutting themes—human rights, equity, and ethnicity—were also adopted and have been incorporated into the Organization’s overall planning process. In addition, plans exist to introduce new mechanisms to strengthen monitoring of the incorporation of health issues. As part of implementation of the Gender Equality Policy, the following took place during this period:

- A virtual course on gender and health in the context of human rights and diversity, introduced in the English-speaking Caribbean;
- Adoption of the resolution on the health of LGBT populations;
- Capacity building in countries of the subregions in gender analysis in health;
- A parallel event in the framework of the XII Regional Conference on Women in Latin America and the Caribbean, on ITCs and women’s health;
- Commemoration of International Women’s Health Day with the LACWHN (May 28), on Universal Health Coverage – Implications for Women’s Health;
- Publication of the document Violence against Women in Latin America and the Caribbean: A Comparative Analysis of Population-Based Data from 12 Countries.

These activities were carried out with ministries of health, national mechanisms for the advancement of women, civil society, national statistics offices, and United Nations agencies.

### 4. Secretariat of the Inter-American Telecommunication Commission (CITEL)

CITEL has made important progress in the subject of gender. Its Permanent Consultative Committee, in its 19th Meeting in 2011, decided to create a “Program for the Inclusion of Women and Girls in ICTs” and charged CITEL’s Secretariat to report on this mandate to international agencies and to organizations and entities specialized in this subject, in order to articulate this proposal with current and emerging programs with a gender perspective.

Since May 2012, through its initiative, *Regional Measures for Inclusion of Women and Girls in ICTs* (CCP.I/REC. 14 (XX-12)), CITEL has been working on establishing a set of principles to include women and girls in information and communications technologies (ICTs). As of now, assessment of initiatives has begun. Furthermore, as part of an effort to identify and gather data on policies and actions aimed at improving the use and adoption of ICTs by women and girls in the region, a questionnaire<sup>7</sup> was prepared and sent to telecommunications bodies in OAS member states. Responses to the questionnaires will be used as the main input in formulating recommendations and decisions to facilitate the systemization of existing policies, programs, and initiatives. Work has begun on compiling the data from the questionnaires received. Work has begun on compiling and analyzing the data from the 19 completed questionnaires received. This initiative is being coordinated with the CIM.

---

<sup>7</sup> A questionnaire to collect information on policies or actions aimed at improving the use and appropriation of ICTs by women and children.

At the same time, CITELE has been making progress in two ongoing programs: the “*Program addressing the issue of the digital divide*,” aimed at identifying and recommending options to address this problem between and within the Member States in accordance with the provisions of the mandates of the Summits of the Americas, and more recently in the Declaration of Port of Spain (5th Summit), and with activities and projects, undertaken by ECLAC regarding the implementation of the Strategy for the Information Society in Latin America and the Caribbean (eLAC) 2010. Achievements include recommendations and resolutions for greater connectivity and computer literacy, increased harnessing of telecommunications and to double broadband penetration over the next four years. Cooperation Agreements with 20 regional and international organizations have been signed. In addition, with its “*Training Program*,” CITELE seeks to promote the capacity development, technical cooperation and technology transfer through the Centre of Excellence for the Americas Region of the ITU, CITELE’s Regional Training Centers, and organizations with which CITELE has cooperation agreements.

The *Meeting to Promote the Program for the Inclusion of Women and Girls in ICTs*, held in May 2013, was one of the seminars, workshops, and tutorials held by CITELE. That meeting sought to promote the development of institutional capacities to internalize the issue of the inclusion of women and girls in ICTs and plan effectively for it, through presentations on measures taken, performance, and the impact on the lives of the women and girls involved. As a result, there was a rich exchange of views among governmental institutions and international organizations. Taking part were the CIM, the International Telecommunication Union, the Broadband Commission for Digital Development, and the Administrations of Mexico and Colombia. This seminar followed in the wake of the one held in May 2012, which was aimed at bringing women from the telecommunications sector together to share their experiences with the ICT subject area and their views on gender. Inter-American proposals were also prepared for international meetings, such as the proposal presented in May 2013 for the 2014 World Telecommunication Development Conference (WTDC). That led to the amendment of resolution 55 (WTSA), “Mainstreaming gender in ITU-T activities.”

Since 2011, CITELE has been promoting the presentation of successful experiences on policies, projects, and initiatives that contribute to greater participation by women and girls in ICTs. Among the documents submitted were CCP.I-TIC/doc. 2906/13, “ICTs as a Tool for Promoting Gender Equality and Inclusion in Ecuador,” and CCP.I-TIC/doc. 3068/13 rev.1 corr.1, “Final Activity Report on the Matter of Gender in the Framework of the Rapporteurship on ICTs for Social Inclusion.” CITELE transmitted the latter document to the XII Regional Conference on Women in Latin America and the Caribbean, held in the Dominican Republic from October 14 to 18, 2013, with the theme “Gender equality, women’s empowerment and information and communication technologies.” Said conference was organized by the Economic Commission for Latin America and the Caribbean (ECLAC) and the Government of the Dominican Republic. For both this and the preceding activities, technical advice was provided by the CIM.

Lastly, as part of the close collaboration between CITELE and the CIM, the former participated for the first time in a meeting of the Executive Committee of the CIM. This took the form of a presentation by the Executive Secretary of CITELE, Clovis Baptista, at the First Regular Session of the Executive Committee 2013–2015, held in Washington, D.C. on February 28 and March 1, 2013. His presentation was made in the framework of a panel discussion on the inclusion of women and girls in information and communication technologies (ICTs).

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

IICA, under the *Technical Cooperation Program in Agriculture, Territories and Rural Well-Being*, which is part of its 2010-2014 Medium-Term Plan, seeks to bolster the contribution agriculture makes to territorial development and rural well-being. A prestigious expert in social inclusion is on board and an Inter-agency Group on Gender has been created and coordinated. Among the institutional partners are the Executive Secretariat of the Central American Agricultural Council, CATIE, and COMMCA.

The *Project on Renewable Energies and Productive Use and Promotion of Women's and Youth Organizations in Value Chains in Remote Areas of the Altiplano Region of Peru and Bolivia* (2013–2014), with funding of over six million dollars, seeks to improve the harsh living conditions of rural families in the subcentral areas of Layupampa and Tarwachapi in the Municipality of Sacaca of North Potosí, through environmental protection measures and the use of renewable energy sources. Institutional partners include, among others, the Adventist Development and Relief Agency, Diaconia, the Lutheran Evangelical Association for Community Development, the Ecuadorian Applied Technology Foundation, the Wildlife Conservation Society, the José María Arguedas Andean Center for Development and Promotion, the Ministry of Foreign Affairs of Finland, the Ministry of Electricity and Renewable Energy, the National Environment Fund, and the Ecuadorian Populorum Progressio Fund.

Also underway, between 2010 and 2014, is the *Spanish Fund – SICA – Regional Fund Project for the Execution of ECADERT: Inclusion of territorial networks, youths, and women in land management, through the promotion of sustainable management activities and promotion of entrepreneurial activities in the Bahía de Jiquilisco Basin*. The purpose of this project is to include historically excluded groups in land management of the Bahía de Jiquilisco, by strengthening local networks and involving young people and women, supporting entrepreneurial activities to generate income for families in the context of sustainable rural land development. To date, the project has resulted in stronger and better coordinated networks and enhanced management of entrepreneurial initiatives. Partnering in this effort are SECAC, the Regional Fund for the Execution of ECADERT, the Bahía de Jiquilisco Basin (made up of 29 public sector and civil society entities), INJUVE, the Salvadoran Institute for Women's Development (ISDEMU), the Presidential CIUDAD MUJER Program, the Bahía de Jiquilisco municipalities, the Ministry of the Economy, and the Ministry of Agriculture.

The *Exuma Woman Project* (2012–2014) is intended to empower women in rural communities of The Bahamas. It is being executed by the Ministry of Agriculture, Natural Resources, and Rural Development of the Republic of Haiti and UN Women. Last of all, through the *Working Capital Programme for Rural Female Entrepreneurs in the Caribbean* (2013–2014), carried out in Dominica, Guyana, Saint Lucia, and Jamaica, the IICA seeks to improve economic opportunities for rural women, young women, and groups of entrepreneurs/producers in order to contribute to food security and bring about more effective participation in trade and agribusiness in the region.

## **6. Pan American Institute of Geography and History (PAIGH)**

The institute did not provide information on specific activities but pointed out that the PAIGH's Pan-American Agenda promoted the participation of women, which is increasingly evident in its scientific activities.

## **7. OAS Retirement and Pension Fund**

The Fund said that it did not have a formal strategy or projects that included a gender perspective, although this perspective is taken into account in its services to participants and retirees.

## **8. Trust for the Americas**

The Trust for the Americas has continued to implement the POETA Program during this period. Said program, designed to generate economic opportunities for young people, in particular young women, through technology training, has trained about 500 women and benefited about 1,500 of them as users of the POETA centers, opened in 2013. Partners in this effort are Microsoft, MasterCard, Microempresas de Medellín, Avape–Brazil, and DIF Mexico.

## **9. Executive Secretariat of the Inter-American Commission of Women (CIM)**

The CIM is responsible for supervising, coordinating, and assessing compliance with the IAP in conjunction with the national mechanisms for the advancement of women in the member states. The Commission is also charged with providing technical assistance and advice to all departments and other bodies that make up the GS/OAS in their efforts to further gender equality and a rights-based approach in their policies, projects, and programs, as well as in their daily tasks. A large part of the efforts described in this report that are carried out through the GS/OAS departments and organs have received and continue to receive technical assistance and support from the CIM in their different phases.

During the period covered by the report, the CIM has continued to work on its program areas: (i) Women's substantive citizenship policy for democracy and governance; (ii) women's human rights and gender-based violence; (iii) economic citizenship and security; and (iv) citizen security with a gender focus. The CIM has likewise strengthened its efforts with regard to creating an institutional framework for a rights- and gender-equality-based approach at the OAS. The list of these activities is available in report: CIM/doc.123/14.

As for the activities undertaken in the framework of the Mechanism to Follow up on the Implementation of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women, "Convention of Belém do Pará," (MESECVI), for which the CIM is the Technical Secretariat, the list thereof may be found in document: CIM/doc.125/14.

The CIM is responsible for coordinating the preparation of this report using information provided by each of the departments and bodies of the OAS, as well as its Autonomous and Decentralized Agencies as key inputs.

### **C. COUNTRY OFFICES**

Presented below is information provided by the Country Offices that responded to the questionnaire, on activities, projects, and programs through which they promote gender equality and a women's rights perspective (Annex 2). In general, reference is made to efforts organized by different technical areas of the GS/OAS for which the offices provide technical support and in which the Country Office Representative may in some cases participate.

#### **a. Costa Rica**

The Country Office indicates that there is a certain amount of gender mainstreaming in some of the projects being executed in the country and that it is maintaining a good relationship with the National Institute of Women (INAMU) of Costa Rica. Mentioned among the activities carried out in that country is the Workshop to Prevent Domestic Violence, held from October 23 to 26, 2013, to train security forces in appropriate responses to domestic violence and violence against women, as part of a Department of Public Security project.

#### **b. Dominican Republic**

The Hemispheric Seminar on Public Policies and Visibility of Women in the Port Sector in the Americas, with Country Office participation, was held in Santo Domingo on March 14 and 15, 2013. It took place in the framework of the Inter-American Committee on Ports (CIP), together with the Presidential Commission for Port Modernization and Security (CPMSP), the Dominican Port Authority (APORDOM), and the Ministry of Women, with technical advice and assistance from the CIM.

### **c. Ecuador**

The Country Office Representative does not refer to work undertaken by that office to incorporate a gender perspective or women's rights approach. Nonetheless, it is noteworthy that this office coordinates the Inter-American Program of Judicial Facilitators of the Secretariat for Legal Affairs, through which efforts are made to integrate said perspectives. The CIM has provided technical assistance to the program, most recently by offering the Office's coordinator and managers online training on integrating a gender and rights-based perspective.

### **d. El Salvador**

The Office of the GS/OAS in Guatemala reports on project activities by technical area of the Secretariat: (i) the Strengthening of the Hospital Records System in El Salvador Project, as part of PUICA, which led to the opening of nine offices in different hospitals in the departments of: Santa Ana, San Miguel, La Libertad, Usulután, La Paz, Sonsonate, Cuscatlán, and San Vicente; the conclusion of 100 agreements with mayors' offices; and the registration of 32,000 births. These activities, which are intended to facilitate the timely registration of newborns and prevent an increase in unregistered births, were carried out with the Ministry of Health, mayors' offices, and the National Registry of Natural Persons; (ii) the project "Specialized Module on ICTs for MSME Development Centers Directed at Businesswomen and Female Entrepreneurs." The main results of the first and second phases, from December 2012 to June 2013, were the development of a methodology and modules (on-site and virtual) of the program to train MSME development center personnel; a regional schedule for training workshops agreed to by the beneficiary countries; the organization of training workshops; training of advisors in ICTs, focusing on businesswomen and female entrepreneurs, as well as proposals to incorporate ICT service for businesswomen and female entrepreneurs; and (iii) the project Strengthening Public Participation Mechanisms for Development, which is intended to inform government officials, individuals, and civil society about decision-making processes for sustainable development.

### **e. Grenada**

The Office of the GS/OAS in Grenada makes reference to the project Evaluating National Initiatives to Produce Comparative Data on Violence against Women, which the Executive Secretariat of the CIM has been executing since October 2013.

### **f. Guatemala**

The Office of the GS/OAS in Guatemala refers to the activities of the Inter-American Program of Judicial Facilitators. Noteworthy among the results achieved by that program in the country is the training of 603 judicial facilitators in 65 of the Republic of Guatemala's 334 cities and towns. Of the total number trained, 38% are women. Also noteworthy among the program's most important outcomes is the judicial facilitators' work to prevent and reduce gender violence. The Supreme Court of Justice of Guatemala has been participating in this effort.

### **g. Peru**

The Office of the GS/OAS in Peru indicates that, in its capacity as a representative body, it promotes gender equality and women's rights in the OAS activities conducted in that country, whether through workshops, conferences, seminars, or meetings, including those mentioned below in which the Representative took part: the World Conference of Indigenous Women (October 29–30), organized by the Department of International Law; the Workshop on Knowledge Exchange and Training in Promotion and Protection of the Rights of Children and Adolescents in Disaster Risk Management (November 27), organized by the IIN/OAS; the meeting with Ana Jara, Minister of Women, Ministry of Women and

Vulnerable Populations, which drew attention to Peru's participation in the Executive Committee of the CIM, as one of its members, and in the Follow-up Mechanism to the Belém do Pará Convention (MESECVI), as chair of a working group to strengthen the MESECVI.

#### **h. Saint Kitts and Nevis**

The Office of the GS/OAS says that it endeavors to ensure that a gender and rights-based perspective is included in the implementation of the programs, projects, and initiatives sponsored and supported by the OAS. It points out that the institutions participating in OAS programs are asked to indicate how they would achieve said objective. It also reports that the mechanism for monitoring the progress of projects and programs takes the gender and rights-based perspective into account as they are being carried out.

#### **i. Trinidad and Tobago**

The Office notes that it does not have a formal project or program in this regard. However, it maintains close working ties with the Network of NGOs of Trinidad and Tobago for the Advancement of Women.

### **IV. CONCLUSIONS**

This report reflects the ongoing commitment and concrete actions of the bodies making up the OAS General Secretariat and the various Autonomous and Decentralized Agencies to advance a rights-based and gender equality approach in their policies, programs and projects, in keeping with the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP or Inter-American Program).

Especially noteworthy is the qualitative advance in the work of the departments of the OAS/GS and the Autonomous and Decentralized Agencies. This work is visible not only in their efforts to mainstream a gender perspective in projects and programs, but also in the formulation and implementation of initiatives, projects, and programs specifically designed to improve the situation of women and contribute to their empowerment in different areas. At the internal level, this process has involved growing collaboration between GS/OAS departments, including inter-American committee secretariats, and the CIM.

In these advances, the growing importance of gender as a theme in several political forums, including ministerial sector meetings and their commissions, of which the OAS serves as Technical Secretariat, should be underscored. Of the total number of GS/OAS departments and autonomous and decentralized agencies participating in the survey, 53.8% (21 bodies, including 15 OAS departments) act as Technical Secretariats of ministerial and similar meetings and, of these, all but five have said that gender equality and rights are discussed in these forums. This trend has been on the rise since 2010.

Likewise, 56.4% (15 departments and 7 autonomous and decentralized agencies) responded that they had policy(-ies), program(s) and/or project(s) to promote gender equality and women's rights, a rate higher than in previous years (48.8% in 2012 and 47.6% in 2011). This question was also put to the Country Offices, 21.4% (6) of which answered in the affirmative. In this connection, all of the GS/OAS secretariats reported on efforts in the framework of initiatives, projects, or programs.

As concerns the technical capacity to implement a gender and rights-based perspective, 56.4% (22 bodies) responded that they had this technical capacity; 25.6% (10) said they did not, and 17.9% (7) did not respond or offer specifics. Of the Country Offices, 10.7% (3) indicated they had this technical capacity, compared to 28.6% (8) in 2012, while 21.4% (6) said that they did not and 67.9% did not answer or offer specifics. It bears mentioning that the team of the Inter-American Program of Judicial Facilitators (its coordinator and managers) and that of the Mission to Support the Peace Process in Colombia (MAPP-OAS) numbered among the staff trained by the CIM in 2013 through the online course on gender and rights, offered since January 2013. Moreover, the majority of bodies responding to the questionnaire said that they wanted to continue receiving technical support and assistance and training from the CIM/OAS in order to advance the implementation of the IAP. To date, all the secretariats have some trained personnel.

Similarly, 46.15% (11 departments and 7 autonomous and decentralized agencies) of the bodies said that they had promoted the integration of women's rights and/or the gender perspective in their reports during this period, whereas 20.51% (8) replied that they had not, 17.95% did not answer the question, and 15.38% answered that it was not applicable.

In addition, 43.59% (17) of the bodies (11 departments and 6 autonomous and decentralized agencies) responded that they had incorporated a gender and rights-based perspective to some extent into the 2013 Operational Goals approved for their department/unit/agency, while 20.51% answered that they had not. Of the bodies that answered in the affirmative, 47.06% (8) considered that they did so for at least 50% of their 2013 Operational Goals.

With regard to the distribution of positions within the GS/OAS, according to the data in DHR reports, there continues to be a wide gender gap, with a predominance of men in executive positions. As of September 30, 2013, about 30% of the men working in the Organization occupied posts at the P-4 level or above, compared to 17.2% of the women. At the D-2 level, there was an absence of women, with the posts in this category held by one woman and seven men. At the same time, most of the women in the Organization (51.2%) held P-1 to G-2 posts. As of December 31, 2013, these trends were holding steady.

It is considered that the growing collaboration, technical assistance, and coordination made available by the CIM to the principal areas of the GS/OAS, including the Department of Planning and Evaluation and various inter-American committees and their secretariats, have been contributing to a better understanding of the negative effects of gender inequality in the thematic areas, and to the formulation and implementation of policies, projects, programs, and other initiatives that are sensitive to those approaches and which, in some cases, have also been specifically designed to foster gender equality and women's rights and empowerment in diverse areas.

Lastly, the financial support given by the OAS donor countries should also be underscored. It has been of substantive value for addressing and advancing the topic of gender equality in the Organization. In order to continue advancing effectively in the implementation of the IAP and in the institutionalization of a gender equality and women's rights perspective in the OAS and in the inter-American system, the strengthening of current actions, including the dissemination of validated methodologies, lessons learned, and good practices cannot be postponed, so that the way may be opened to new, related initiatives within the framework of the pillars of the OAS.

Both the areas of the OAS/GS, including those that have provided inputs for the preparation of this report for the first time, as well as the Country Offices, and the Autonomous and Decentralized Agencies have reiterated their interest in continuing, or initiating where they do not yet exist, ties and collaboration with the CIM, and in continuing to have the CIM's technical assistance. Beyond the training in gender issues and specific technical assistance that has been offered to date, in order to be able to

effectively comply with the IAP since it was adopted, the CIM's Permanent Secretariat needs to maintain constant monitoring and follow-up of this Inter-American Program, in coordination with different areas.

## **V. RECOMMENDATIONS**

In the light of the results achieved and of the pending challenges, recommendations are to:

1. Call on all entities – departments, secretariats, autonomous agencies, commissions, and institutes – of the Organization of American States to strengthen the mainstreaming of a women's rights and gender equality perspective in their activities, in collaboration with the Inter-American Commission of Women;
2. Urge the member states, the General Secretariat, and OAS donor countries to support strengthening the CIM's capacity with the necessary human and financial resources, so the CIM may continue to support IAP implementation and the creation of an institutional framework for a gender equality and rights-based approach in the Organization's work;
3. Urge the General Secretariat of the OAS, with support from the CIM, to identify and disseminate promising internal practices related to women's rights and gender equality, in order to highlight the role of the Organization as a hemispheric political forum that responds to the demands of the women of the region;
4. Urge the various bodies of the OAS General Secretariat to mainstream a gender and rights-based perspective in the annual Operational Goals to be approved by their department/unit/agency;
5. Foster greater participation by women in the Organization's senior management positions, especially at the P-4 and P-5 levels and above, as a follow-up to the commitments made in this regard; and
6. Ensure that, in reports and publications as well as in the Organization's communication, dissemination, and promotional activities, priority is attached to women's rights and gender equality so as to give greater visibility to these subjects in the Organization's work.

**ANNEX 1: Summary of Responses**

**GS/OAS Departments and Autonomous and Decentralized Agencies**

LEGEND: X – Yes – No NR – No response NE – Does not specify NS – Does not know N/A – Not applicable		2) Has specific mandate(s) for advancement of gender equality and women's rights	4) Has specific mandate(s) for advancement of gender equality and women's rights	5) Has policy(-ies), program(s) and/or project(s) that promote gender equality and human rights	6.b) Promotion of a human rights and gender equality in reports published by the OAS	7) Operational Goals of 2013 that integrate a gender and rights-based approach (%)	8) Acts as Tech./Exec. Secretariat of inter-American Comm.(s)/ Committee(s), Ministerial or similar meetings	9) The theme of gender equality and women's rights is present in these bodies	10) Has technical capacity available to implement a rights-based and gender equality approach	11) Personnel participated in gender-related training workshop or activity
OFFICE OF THE SECRETARY GENERAL	Summits Secretariat		x	x		x - 50%	X (3 entities)	x	x	
	Dept. of Legal Services				NE	NE	NE		NE	NE
	Office of Protocol									
	Coordinating Office for the Offic. and Units of the GS in the Member States	NR	NR	NR	NR	NR	NR	NR	NR	NR
OFFICE OF THE ASSISTANT GENERAL SECRET.	Office of the Secret. of the GA, the Meeting of Consultation, the Perm. Council, and Subsidiary Organs	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dept. of Conferences and Meetings Management					NS	NR	NR	NR	NR
	Columbus Memorial Library			x				N/A		
SECRETARIAT FOR LEGAL AFFAIRS	Dept. of International Law		x	x	x	NS	X (1 entity)	x	x	x
	Dept. of Legal Cooperation		x				X (2 entities)			
SECRETARIAT FOR POLI.T. AFFAIRS	Dept. of Electoral Cooperation and Observation		x	x	x	NE		N/A	x	x
	Dept. of Sustainable Democracy and Special Missions	X	X	X	X	X - MAPP – 100% y Zona Adyacencia – 70%	X	X	X	X

EXECUTIVE SECRETARIAT FOR INTEGRAL DEVELOPMENT	Dept. of Effective Public Management	x	x			X - 10%	X (1 entity)	x		x
	Dept. of Human Development, Educat. and Employment	x	x	x	x	NE	X (more tan two entities)	x	x	x
	Department of Economic and Social Development	x	x	x	x	x – 70%	X (7 entities)	x	x	x
	Dept. of Sustainable Development	x	x	x	x	X – 25%	X (1 entity)	x	x	NR
	Secretariat of the CIP	x	x	x	x	X – 50%	X (1 entity)	x	x	
	YABT	x	x			NS		N/A	x	x
SECRETARIAT FOR MULTIDIMENSIONAL SECURITY	CICAD	x	x	x	NE	NE	X(1 entity)	x	x	
	CICTE		x	x	x	NE	X(1 entity )			
	Dept. of Public Security	x	x	x	x	X – 11.5%	X(3 entities)	x	x	x
SECRETARIAT FOR EXTERNAL RELATIONS	Press and Communication Dept.	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dept. of International Affairs		x	x	x	X – 75%	X(2 entities)		x	
	Art Museum of the Americas		x	x	NE	x		N/A	x	
SECRETARIAT FOR ADMINISTRATION AND FINANCE	Dept. of Human Resources	x	x		x	X – 18%		N/A	x	x
	Dept. of Financial and Administrative Management Services						X(1 entity)			
	Dept. of Information and Technology Services		x					N/A	x	x
	Dept. of Planning and Evaluation	x	x	x	N/A	X – 25%		N/A	x	x
	Dept. of Procurement				NE		x			
	Dept. of General Services							N/A		NR

AUTONOMOUS AND DECENTRALIZED AGENCIES	CIDH	x		x		x		x		X – 100%		X (1 entity)		x		x		x	
	IIN			x		x		x		X – 50%		X (1 entity)		x		x		x	
	CITEL	x		x		x		x		X – 30%		X (1 entity)		x					x
	IICA	x		x		x		x		NS		X (7 entities)		x		x		x	
	PAHO	x		x		x		x		X – 100% en Unid. Género		X		x		x		x	
	PAIGH	NE		NE		NE		NE		NE		NE		NE		NE		NE	
	Office of the Inspector General	NR		NR		NR		NR		NR		NR		NR		NR		NR	
	Retirement and Pension Fund							NE		N/A				N/A		x		x	
	The Trust for the Americas			x		x		x		X – 75%				N/A					
	CIM	x		x		x		x		X – 100%		X (2 entities)		x		x		x	
TOTAL	Yes	Sect. 11	Org. 5	Sect. 19	Org. 7	Sect. 15	Org. 7	Sect. 11	Org. 7	Sect. 11	Org. 6	Sect. 15	Org. 6	Sect. 10	Org. 6	Sect. 16	Org. 6	Sect. 11	Org. 7
	No	15	3	7	1	11	1	10	7	7	2	9	2	7	6	8	2	11	1
	NR	3	1	3	1	3	1	3	1	3	1	4	1	4	1	4	1	6	1
	NE		1		1		1		2		1		1			1		1	
	N/A							1			1			8	2				
	N/S									3		1							

### OAS Country Offices

LEGEND X – Yes – No NR – No response NE – Does not specify N/A – Not applicable	2) The Office has a strategy to integrate a rights-based and gender equality approach into its activities	3) The Office has (a) policy (-ies), program (s) and/or project(s) to promote gender equality and women's rights	4.b) Promotion of a human rights and gender equality in reports published by the OAS	5) The Office has the technical capacity available to implement a rights-based and gender equality approach	6) Personnel participated in gender-related training workshop or activity
Antigua and Barbuda	NR	NR	NR	NR	NR
Bahamas	NR	NR	NR	NR	NR
Barbados	NR	NR	NR	NR	NR
Belize	NR	NR	NR	NR	NR
Bolivia	NE	NE	NE	NE	NE
Costa Rica		X	X	NE	X
Dominica	NR	NR	NR	NR	NR
Ecuador	NE		NE	X	X
El Salvador		X	NE		
Grenada		X		NE	X
Guatemala	X	X			X
Guyana	NR	NR	NR	NR	NR
Haiti	NR	NR	NR	NR	NR
Honduras	NR	NR	NR	NR	NR
Jamaica	NR	NR	NR	NR	NR
Mexico					
Nicaragua	NR	NR	NR	NR	NR
Panama	NR	NR	NR	NR	NR
Paraguay	X			X	
Peru	X	X	NE	X	X
Dominican Republic	NE	NE	NE	NE	NE
Saint Kitts and Nevis	X	X			
Saint Vincent and the Grenadinas	X		NE		X
Saint Lucia	NR	NR	NR	NR	NR
Suriname	NR	NR	NR	NR	NR
Trinidad and Tobago	X				
Uruguay	NR	NR	NR	NR	NR
Venezuela	NE			NE	NE
<b>TOTAL</b>	Yes No NR NE	6 6 14 2	1 7 14 6	3 6 14 5	6 5 14 3

**ANNEX 2: Strategies to integrate a rights-based and gender equality approach  
Responses of the OAS Country Offices**

<b>LEGEND</b> X – Yes – No NR – No response NE – Does not specify	<b>The Office has a strategy</b>	<b>Description of the Strategy of the Country Office</b>
Antigua and Barbuda	NR	NR
Bahamas	NR	NR
Barbados	NR	NR
Belize	NR	NR
Bolivia	NE	NE
Costa Rica		NE
Dominica	NR	NR
Ecuador	NE	NE
El Salvador		NE
Grenada		The Office indicates that the government's priorities focus on a fiscal and economic balance as that is where the government's interest lies. It expresses the need to foster active participation in the policy design process. Government agencies must work together more closely to achieve results. The Royal Grenada Police Force is willing to collaborate, given its involvement in training with the U.S. Embassy on gender-based violence.
Guatemala	X	Among the various GS/OAS activities (programs and projects) promoted in Guatemala are learning about and understanding the principal concepts and categories of gender theory so that they may be included as a permanent cross-cutting issue.
Guyana	NR	NR
Haiti	NR	NR
Honduras	NR	NR
Jamaica	NR	NR
Mexico		The OAS Office in Mexico reports that, given the number of its personnel, it does not have a strategy for implementing gender equality. However, the behavior of its staff reflects their interest in maintaining a positive work environment.
Nicaragua	NR	NR
Panama	NR	NR
Paraguay	X	The Office indicates that it has female staff on its payroll and participates in events related to this issue, both through the National Government's Ministry for Women and other institutions, as well as activities of the International Cooperation Sector Forum on Gender, UN Women, etc.
Peru	X	The Country Office promotes gender equality and women's rights through workshops, conferences, seminars, and meetings.
Dominican Republic	NE	NE
Saint Kitts and Nevis	X	The Office strives to mainstream a gender and rights-based perspective in OAS programs, projects, and activities. Specifically,

		parties or partners participating in OAS programs must show how these objectives will be achieved. Efforts are made to monitor this work as it takes place.
Saint Vincent and The Grenadines	X	Although the Office does not have a written strategy, it looks for opportunities to collaborate with local partners to promote the matter.
Saint Lucia	NR	NR
Suriname	NR	NR
Trinidad andTobago	X	The Office adheres to the principles of gender equality and to mainstreaming of that perspective.
Uruguay	NR	NR
Venezuela	NE	NE

ANNEX 3

**Type of technical support required from CIM/OAS for advancing the implementation of the IAP**

**Responses from GS Offices and Autonomous and Decentralized Agencies**

LEGEND		Type of technical support required from CIM/OAS to implement the IAP
NR - No response NE - Does not specify		
OFFICE OF THE SECRETARY GENERAL	Summits Secretariat	Continue to rely on technical assistance and training from the CIM to mainstream the gender perspective. The SAS hopes to maintain smooth coordination with the CIM in the follow-up phase of the Sixth Summit of the Americas to ensure that the commitments made on gender will be adequately addressed and implemented, as well as during preparations for the Seventh Summit, to ensure that a gender perspective is incorporated into the corresponding discussions.
	Dept. of Legal Services	N/E
	Office of Protocol	N/E
	Coordinating Office for the Offices and Units of the GS in the Member States	NR
OFFICE OF THE ASSISTANT SECRET. GENERAL	Office of the Secretariat of the GA, the Meeting of Consultation, the Permanent Council, and Subsidiary Organs	NR
	Dept. of Conferences and Meetings Management	NR
	Columbus Memorial Library	N/E
SECRETARIAT FOR LEGAL AFFAIRS	Office of the Executive Secretary	<i>Inter-American Program of Judicial Facilitators (IPJF):</i> A new CIM course on gender for the Program's personnel. Consumer protection: Technical advice services to identify strategic lines of action through which gender equality and women's rights can be promoted in the area of secure consumption. <i>Older persons:</i> The CIM has participated actively in the Working Group on Protection of Older Persons (GT/DHPM) from the outset and hopes that it can continue to rely on the Working Group's invaluable support.
	Dept. of International Law	It would be very useful to have a roster of NGOs and individual experts that identifies, by country and theme, who these institutions and individuals are, with a view to strengthening cooperative relations by inviting them to our events and sharing knowledge and experiences. With regard to the indigenous, it would be interesting to see the rate data the CIM has compiled on indigenous women.
	Dept. of Legal Cooperation	The Department indicates that it does not need technical assistance on gender and rights.
SECRETARIAT FOR POLITICAL AFFAIRS	Dept. of Electoral Cooperation and Observation	NR
	Dept. of Sustainable Democracy and Special Missions	MAPP- Colombia: Continued support from the CIM. Steps are being taken for a possible training session to be held in Bogotá in 2014, to be offered by the CIM.  The Office of the OAS in the Adjacency Zone says that its personnel require further training and skills upgrading.
	Dept. of Effective Public Management	Although the Department has a work plan on inclusion of the cross-cutting gender perspective in its activities, it does not have the know-how or detailed knowledge about the topic to enable it to draw up innovative proposals and activities. It hired an expert in the field to raise the awareness of and train the DEPM staff in the area and also to receive advice on how to incorporate a gender perspective into the different work areas. To date, the Department has integrated a gender perspective through the promotion of equal participation by women and men in the different training

		sessions that are part of the technical assistance it offers to the member countries. In this connection, it would be very helpful for the Department to receive advice from CIM experts in project/program design, especially in the development of indicators for monitoring and evaluating the activities carried out, so as to ensure equal opportunity in the public institutions to which the DEPM provides technical support
S EXECUTIVE SECRETARIAT FOR INTEGRAL DEVELOPMENT	Dept. Human Development, Education and Employment	<ul style="list-style-type: none"> <li>- <b>Rowe Fund</b> – Up-to-date training in the use of necessary strategies, other than the compilation of statistics and reporting, for continuing to include the gender perspective.</li> <li>- <b>Education Area</b> – Advice from the CIM on the development of educational materials and proposals for training educators and policymakers in civic education, as well as the preparation of publications to promote dialogue among the different stakeholders and provide tools to educators and policymakers for integrating a gender equality and rights-based perspective in education for democratic citizenship, in formal and nonformal education.</li> <li>- <b>Institutional Capacity Strengthening and Development Area</b> – Continue receiving valuable technical assistance and advice from the CIM in the framework of projects and other activities, in order to continue integrating a gender and rights-based perspective in them.</li> </ul>
	Dept. of Economic and Social Development	The Office of the Director of the DESD and the Executive Secretariat of the CIM are in constant contact on how to advance the implementation of the IAP objectives. They consult and provide one another with feedback on initiatives and projects to guarantee inclusion of a gender perspective. Continue to receive technical assistance and advice from the CIM.
	Dept. of Sustainable Development	NR
	Secretariat of the CIP	Continue benefiting from the participation and support of the Inter-American Commission of Women in such initiatives as training on the matter at the hemispheric level.
	YABT	Support for dissemination of the opportunities that the YABT offers young women to create businesses and become entrepreneurs.
SECRETARIAT FOR MULTIDIMENSIONAL SECURITY	CICAD	We have spoken with the CIM on several occasions about how to include more relevant elements in our projects.
	CICTE	To become more inclusive, it would be very useful to receive technical assistance from the CIM through courses on awareness raising and guidance at all levels. This course could be offered to all the CICTE Secretariat's staff.
	Dept. of Public Security	<ul style="list-style-type: none"> <li>- Promote cooperation among the SMS units in order to effectively include the topics of gender, women, and security in ongoing and planned agendas and initiatives. It is recommended that a specialized unit on gender and security be established.</li> <li>- Extend support to the member states in their struggle to ensure women's security in the region and prevent specific crimes.</li> <li>- Continue to promote open, constant dialogue and cooperation between the CIM and the DPS, in order to continue strengthening initiatives in security and the prevention of violence.</li> <li>- Continue the training offered by CIM, extending it to other members of DPS.</li> </ul>
SECRETARIAT FOR EXTERNAL RELATIONS	Press and Communication Dept.	NR
	Dept. of International Affairs	NE
	Art Museum of the Americas	NE
SECRETARIAT FOR ADMINISTRATION AND FINANCE	Dept. of Human Resources	The DHR considers it essential to review and follow up as a whole on the actions suggested in the "Workshop on Gender for the Department of Human Resources" in order to determine future actions and continue moving forward on the topic of gender within the GS/OAS.
	Dept. of Financial and Administrative Management Services	NE
	Dept. of Information and Technology Services	NE
	Dept. of Planning and Evaluation	Joint coordination and work with the CIM is essential to encourage the teams from different areas to include the gender approach in their project design. The CIM provides its comments and recommendations through the Working Group and the Project Evaluation Committee.
	Dept. of Procurement	Training on measures that other international organizations have taken in the procurement area to ensure incorporation of the gender perspective.
	Dept. of General Services	NR

AUTONOMOUS AND DECENTRALIZED AGENCIES	CIDH	The IACHR considers its collaboration with the Inter-American Commission of Women to be very important to the different activities carried out by the Rapporteurship on the Rights of Women.
	IIN	The entire team would require training in the area.
	CITEL	Continue raising awareness about the subject. To this end, it would like to hold two-hour-long online tutorials in such topics as the promotion of ICT use by women and children. Based on the responses to the questionnaires, it would ask experts from the member states to present their initiatives so as to publicize them at the regional level. It requests technical support and advice from the CIM to put together the agendas for the tutorials, coordinate their organization, and invite the national mechanisms for the advancement of women in the member states. For its part, the CITEL Secretariat would provide the platform for holding them, take charge of registration and administrative aspects, and invite the policy and regulatory bodies that deal with telecommunications/information and communication technologies (ICTs) in the region. These tutorials would not entail any cost for the CIM. The meeting of Permanent Consultative Committee I will be held in Lima, Peru, from April 29 to May 2, 2014, to examine the future program and structure of this committee, which has as one of its topics promotion of the use of ICTs by women and children.
	IICA	Training courses or workshops on gender, equity, and inclusion; technical cooperation networks for mainstreaming a gender perspective in agricultural and rural development institutions.
	PAHO	1. Jointly conduct (continue and increase) high-profile regional events, for example International Women's Day or Women's Health Day. 2. Participate in selected forums the CIM convenes with ministers of women in order to advocate for women's health issues. 3. Join in efforts to eliminate violence against women. 4. Sponsor regional events to share experiences on the measurement and valuation of unpaid home health care and the establishment of satellite accounts for unpaid work. In addition, PAHO can work in conjunction with the CIM on the SDGs.
	PAIGH	NE
	Office of the Inspector General	NR
	Retirement and Pension Fund	Despite being a small office (5 individuals including the Director), there would be interest in having the office's staff participate in training courses on integrating gender policies.
	The Trust for the Americas	Receive advice from the CIM in the preparation of project.
	CIM	CIM requires an increased budget in order to dedicate more resources to the provision of technical advice and assistance to the SG/OAS departments and entities that request this collaboration, as well as to strengthen capacity of its personnel.

### Responses of OAS Country offices

OAS Country Office	Type of technical support required from CIM/OAS to implement the IAP
Antigua and Barbuda	NR
Bahamas	NR
Barbados	NR
Belize	NR
Bolivia	NE
Costa Rica	NE
Dominica	NR
Ecuador	NE
El Salvador	Technical advice and training to become familiar with implementation of the IAP and have access to information and materials for disseminating it; workshops/information seminars on the subject, etc.
Grenada	Training on gender equity and equality in general. It would be helpful to include agencies like the Royal Grenada Police Force.
Guatemala	- Frequent feedback on initiatives carried out by the CIM in Guatemala: instruments for technical cooperation and/or assistance, objectives, progress, results. - Refresher course on the mandate of the CIM.
Guyana	NR
Haiti	NR
Honduras	NR
Jamaica	NR
Mexico	The OAS Office in Mexico is interested in implementing the IAP and will therefore require technical and theoretical assistance from the CIM to enable its staff to become involved in the corresponding activities.
Nicaragua	NR
Panama	NR
Paraguay	The Office will provide necessary specific support for whatever program the CIM agrees to with the Government of Paraguay, through its Ministry of Women's Affairs.
Peru	NE
Dominican Republic	NE
Saint Kitts and Nevis	Technical and financial assistance is needed to hold workshops and seminars to promote gender equality and women's rights in this country.
San Vicente y las Granadinas	Training, promotional materials, and support for initiatives in the country.
Saint Lucia	NR
Suriname	NR
Trinidad and Tobago	Training in integrating a gender equality and rights-based perspective; information about the IAP; access to promotional materials on the IAP and to financial and technical resources to implement it, perhaps through a specific project with the <i>Network of NGOs for the Advancement of Women</i> in Trinidad.
Uruguay	NR
Venezuela	NE

**ANNEX 4**

**Questionnaire sent to the Departments and other Entities of the General Secretariat and Autonomous and Decentralized Agencies**

Information Required for the Preparation of the Report on Implementation of the IAP  
Contribution to the Annual Report of the Secretary General

- 1 Name of the department/unit/organ: \_\_\_\_\_  
Name of the Secretariat or other entity of which it is part: \_\_\_\_\_  
  
If it is an autonomous and decentralized agency, indicate the name: \_\_\_\_\_
2. In addition to the IAP, which was approved in 2000, please indicate if you have other specific mandates to advance gender equality and women's rights in the areas of the department/unit/organ under your responsibility.
  - a) Yes \_\_\_\_\_ If you have other specific mandate(s), proceed to question 3.
  - b) No \_\_\_\_\_ If you don't have other specific mandate(s), proceed to question 4.
3. In case you have other specific mandate (s), please indicate, for each case, the following.  
*If there is more than one case, add the necessary additional rows.*

Mandate (textual) and date of adoption	Source of the mandate <sup>8</sup> .	How it is being fulfilled	Observations

4. Does your department/unit/organ have any strategy to integrate a rights-based and gender equality approach in its activities? If there is such a strategy, please elaborate. If there is not one, please indicate the reason. *Use all the necessary space in your answer.*
  - a) Yes \_\_\_\_\_
  - b) No \_\_\_\_\_
5. ¿Does your department/unit/organ have any policy(ies), program(s) and/or project(s) that promote gender equality and women's rights?
  - a) Yes \_\_\_\_\_
  - b) No \_\_\_\_\_
6. a) Si su respuesta a la pregunta 5 fuera afirmativa, proporcionar en cada caso (se trate de política, programa y/o proyecto), nombre, objetivo, fecha de inicio y duración, logros/resultados más importantes, alianzas y entidades participantes, monto de recursos financieros, etc. *Para más de un caso, agregue las filas necesarias.*

Name of the program/project/policy	Starting date and duration	Objective(s)	Achievements/results	Partnerships and participating agencies	Amount financial resources

b) Has integration of women's human rights and a gender equity and equality perspective been promoted in the reports published by your department/unit/agency?

<sup>8</sup> Source of the mandate: It refers to those mandates from the General Assembly, the Permanent Council, Summits, Ministerial Meetings and from Inter-American Commissions/Committees and the like.

- i) Yes \_\_\_\_\_
  - ii) No \_\_\_\_\_ If you answered no, please indicate your reason(s) (*use the necessary space*).
- 

7. Indicate an estimated percentage of the 2013 Operational Goals approved for your department/unit/agency that integrate a gender and/or rights-based percentage.

- a) Percentage (%): \_\_\_\_\_
- b) Not integrated: \_\_\_\_\_
- c) Unknown \_\_\_\_\_

8. Indicate if your department/unit/organ acts as Technical/Executive Secretariat for any Inter-American Commission(s)/Committee(s), Ministerial Meeting(s) or the like

- a) Sí \_\_\_\_\_
- b) No \_\_\_\_\_

9. If you answered yes to question 7, please indicate if the question of gender equality and women's rights is present within this body (Inter-American Commission(s)/Committee(s), Ministerial Meeting(s) or the like).

- a) Yes, it is present: \_\_\_\_\_ Name of the body(ies): \_\_\_\_\_

Explain how (*use all the necessary space in your answer*):

---

- b) No, it is not present: \_\_\_\_\_ Name of the body(ies): \_\_\_\_\_

b) No se encuentra presente: \_\_\_\_\_ Nombre de la(s) instancia(s): \_\_\_\_\_

10. Does your department/unit/organ have the necessary technical capacity to implement a rights-based and gender equality approach?

- a) Yes \_\_\_\_\_ In case of a positive answer, also answer c)
- b) No \_\_\_\_\_

c) Describe the technical capacity that your department/unit/organ has. *Use all the necessary space in your answer.*

---

11. Has anyone from your department/unit/organ ever participated in any gender-related training workshop or activity?

- c) Yes \_\_\_\_\_ In case of a positive answer, also answer c)
- d) No \_\_\_\_\_

c) Specify the name(s) of the aforementioned officers and the activities in which they have participated. *Use all the necessary space in your answer.*

---

12. Specify the type of technical support that your department/unit/organ requires from the CIM/OEA in order to advance with the implementation of the PIA. *Use all the necessary space.*

---

### Questionnaire sent to the Country Offices of the General Secretariat

Information Required for the Preparation of the Report on Implementation of the IAP  
Contribution to the Annual Report of the Secretary General

1. OAS Country Office  
Country: \_\_\_\_\_
2. Does your office have any strategy to integrate a rights-based and gender equality approach in its activities? If there is such a strategy, please elaborate. If there is not one, please indicate the reason. *Use all the necessary space in your answer.*
  - a) Yes \_\_\_\_\_
  - b) No \_\_\_\_\_
3. Does your office have any policy(ies), program(s) and/or project(s) that promote gender equality and women's rights??
  - a) Yes \_\_\_\_\_
  - b) No \_\_\_\_\_
4. a) If you answered yes to question 3, please provide for each case (policy, program or project), name, objective, starting date and duration, most important achievements/results, partnerships and participating agencies, financial resources available, etc. *If there is more than one case, add the necessary additional rows*

Name of the program/project/policy	Starting date and duration	Objective(s)	Achievements/results	Partnerships and participating agencies	Amount financial resources

- b) Has integration of women's human rights and a gender equity and equality perspective been promoted in the reports published by your office?
  - i) Yes \_\_\_\_\_
  - ii) No \_\_\_\_\_ If this is your answer, please indicate the reason(s) *(use the necessary space)*.  
\_\_\_\_\_  
\_\_\_\_\_
5. Does your office have the necessary technical capacity to implement a rights-based and gender equality approach?
  - a) Yes \_\_\_\_\_ In case of a positive answer, also answer c)
  - b) No \_\_\_\_\_
  - c) Describe the technical capacity that your office has. *Use all the necessary space in your answer.*  
\_\_\_\_\_
6. Has anyone from your Office ever participated in any gender-related training workshop or activity?
  - a) Yes \_\_\_\_\_ In case of a positive answer, also answer c)
  - b) No \_\_\_\_\_
  - c) Specify the name(s) of the aforementioned officers and the activities in which they have participated. *Use all the necessary space in your answer.*  
\_\_\_\_\_
7. Specify the type of technical support that your office requires from the CIM/OAS in order to advance implementation of the IAP. *Use all the necessary space.*  
\_\_\_\_\_