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ACTIVITY REPORT OF THE PRESIDENCY AND EXECUTIVE SECRETARIAT OF THE CIM (August 2020 to May 2021)

This report details the activities of the Presidency and Executive Secretariat of the CIM, as of the Second Regular Session of the Executive Committee of the CIM 2019-2022, held virtually on August 4, 2020.

1. Presidency of the CIM

Faced with the change of authorities in the Dominican Republic and in accordance with Article 19 of the CIM Statute, the Government of the Dominican Republic, through the Permanent Mission of the Dominican Republic to the Organization of American States (OAS), informed the Executive Secretariat of the CIM of its intention to continue exercising the Presidency of the CIM and accredited Mayra Jiménez, the Minister for Women of the Dominican Republic, as the Principal Delegate, and the Director of International Relations, Naomi Arboleda, as Alternate Delegate..

2. Introduction

Pursuant to the multiple mandates issued by the OAS General Assembly to the General Secretariat with regard to strengthening the CIM,¹ during the period under review, the Secretary General and the OAS member states provided significant political support to the CIM. From the Presidency of the CIM, the Dominican Republic² has advocated in important spaces such as the OAS General Assembly and Permanent Council; the United Nations Commission on the Status of Women (CSW); the Regional Conference on Women in Latin America and the Caribbean; and other spaces created specifically to highlight the gender dimensions of COVID-19 and the leadership of women in response to it. Likewise, the vice presidencies of the CIM, Canada, Colombia, and Panama, have provided key support and political leadership to the process of strengthening the Commission and raising awareness about it.

During this period the CIM—and the OAS as a whole—showed an incredible capacity to adapt to change and to the challenges of this “new normal.” The immediate strategy was to generate knowledge and then to

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

2. During the period covered by this report, the CIM presidency has been exercised by the Principal Delegate of the Dominican Republic to the CIM—Janet Camilo Hernández (05/19-08/20) and Mayra Jiménez (08/20-present).

disseminate that content via a series of virtual spaces. Because of these approaches and the large number of requests made to the CIM to participate in spaces of reflection, during this process, the CIM's target audience was vastly diversified and expanded, leading to new partnerships with civil society, academia, other international and regional organizations, other less gender-aware government entities, other secretariats of the OAS, the private sector, etc. Of course, the aim was to further strengthen the role of the Ministers for women and/or senior gender authorities in the context of the pandemic, broaden the spectrum of opportunities for these Delegates of the CIM, and guarantee women's rights.

A key contribution has been the support provided by the CIM Delegates, the women vice presidents from the region—particularly Colombia, Costa Rica, and Uruguay—and a significant number of women leaders from different areas who have supported the Commission in raising awareness around the gender dimensions of COVID-19 and the need for more leadership by women in the response.

An increasing number of States have expressed support for the CIM's work and have requested assistance and technical support from the Commission in different areas. Likewise, in the context of the OAS's current financial situation, marred by a deep crisis and a series of significant budget cuts, States have agreed to protect the CIM as much as possible. The budget cut forced the CIM to put more emphasis on mobilizing specific funding, and in this regard, the governments of Canada, Spain, Italy, Liechtenstein, Mexico, Trinidad and Tobago, Chile, France, and Nicaragua, as well as EUROsociAL+, the Spotlight Initiative, and the Pan-American Development Foundation (PADF) have provided support crucial to strengthening the Commission and its work in different areas.

Compliance with the mandate to strengthen the CIM entails enhancement of internal coordination across all areas of the organization and continued participation in its activities to ensure the incorporation of a perspective of gender equality, diversity, and rights in the context of full implementation of the Institutional Policy on Gender Equality, Diversity, and Human Rights of the General Secretariat (Executive Order No. 16-03).³ Of particular note is collaboration with the Department of Electoral Cooperation and Observation (DECO) and the Mission to Support the Peace Process in Colombia (MAPP) of the Secretariat for Strengthening Democracy (SSD), the Department for Effective Public Management (DEPM), and the Summit of the Americas Secretariat (SAS) of the Secretariat for Hemispheric Affairs (SHA), the Inter-American Committee against Terrorism (CICTE), and the Inter-American Drug Abuse Control Commission (CICAD) of the Secretariat for Multidimensional Security (SMS), the Department of Human Development, Education and Employment (DHDEE), and the Department of Economic Development (DED) of the Executive Secretariat for Integral Development (SEDI) and the Secretariat for Access to Rights and Equity (SARE), all of which has produced substantive and important outcomes in terms of enhancing the OAS' capacity to advance the agenda for gender equality in the Americas.

3. Mandates of the OAS General Assembly at its Fiftieth Regular Session⁴

The fiftieth regular session of the General Assembly of the OAS was held virtually on October 21-22, 2020, due to the restrictions imposed by the COVID-19 pandemic. After hearing presentation of the CIM's Annual Reports⁵ by the CIM President,⁶ the Assembly adopted resolution AG/RES. 2961 (L-O/20), "Promotion and Protection of Human Rights," which, in its section xx on "Strengthening of the

3. Available at: <https://www.oas.org/en/cim/docs/GPAP-EN.pdf>

4. Details on compliance with the mandates adopted by the General Assembly of the OAS can be found in Section 6 of this report.

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

6. The full comments of the CIM President can be found at: [http://www.oas.org/es/CIM/docs/M.Jimenez-AsambleaGeneralOEA\[Oct.2020\]-ES.pdf](http://www.oas.org/es/CIM/docs/M.Jimenez-AsambleaGeneralOEA[Oct.2020]-ES.pdf)

Inter-American Commission of Women for the promotion of gender equity and equality and the human rights of women,” reiterated the commitments of member states to strengthening the CIM and assigned a series of mandates pursuant to the IAP and on key issues of representation and the leadership of women, the economic autonomy of women, and addressing the global care crisis, as well as the strengthening of national machineries for the advancement of women.

The States also asked the CIM to expand on its analytical work and address the differentiated economic, social, and political impacts of the COVID-19 pandemic from a gender and human rights approach to produce knowledge, build capacity, and establish spaces for dialogue and exchange of information and experiences among States and with other stakeholders to strengthen the response to the pandemic.

4. Fulfillment of the Mandates adopted by the CIM Executive Committee 2019-2022

On August 4, 2020, the Executive Committee of the CIM 2019-2022 held its Second Regular Session, virtually due to the restrictions imposed by the COVID-19 pandemic. During the session, the Committee adopted a series of agreements, fulfillment of which is detailed as follows:

Agreement		Status of fulfillment
1	In the framework of the efforts advanced by the CIM Executive Secretariat to identify and make visible the gender dimensions of COVID-19, to request that the Executive Secretariat: <ol style="list-style-type: none"> a. Continue to generate knowledge and practical recommendations on the situation of women in the pandemic and the response from a gender and inter-sectional perspective; and b. Continue generating spaces for dialogue and awareness raising with the National Machineries for the Advancement of Women and other key stakeholders. 	Fulfilled Details on fulfillment of this agreement can be found in Section 7.1 of this report
2	To request that the Executive Secretariat of the CIM continue its work towards strengthening the inter-American legal framework on the economic rights of women, giving value to unpaid work, and promoting the leadership and participation of women in productive life.	Fulfilled Details on fulfillment of this agreement can be found in Section 7.3 of this report
3	Recognizing the urgent need to highlight the differentiated needs of women in the context of COVID-19 during the debates of the Fiftieth Regular Session of the OAS General Assembly, to adopt the Concept Note and Preliminary Agenda, contained in document CIM/CD/doc.8/20, and request that the Executive Secretariat of the CIM: <ol style="list-style-type: none"> a. Transmit a letter from the CIM President to the President of the OAS General Commission, Ambassador Luis Fernando Cordero Montoya, Permanent Representative of Honduras to the OAS, requesting spaces for the President of the CIM to present these topics b. Follow up and keep Delegates informed on this issue, and c. Proceed with the organization and dissemination of the space that is granted. 	Partially fulfilled The letter requested (CIM-08-045-2020) was sent to the Office of the of the General Committee with an agenda proposal. Although the States gave the go-ahead for organizing the event, it was for a parallel session and not, as had been requested, part of the regular agenda. In view of the restrictions on time and space in the virtual General Assembly meeting, it was decided not to proceed with organizing the session.
4	Pursuant to the evaluation begun by the CIM Executive Secretariat of its technical assistance to the National Machineries for the Advancement of Women, to support the Executive Secretariat in the	Partially fulfilled

Agreement		Status of fulfillment
	mobilization of regular and specific funds for this work, and request that it present a proposal to the Delegates on the new lines for technical assistance, for consideration and approval.	Details on fulfillment of this agreement can be found in Section 7.4 of this report
5	Adopt the Position Paper of the CIM before the Generation Equality Forum, contained in document CIM/CD/doc.9/20, with the modifications proposed by the Delegates, and request that the CIM Executive Secretariat: <ul style="list-style-type: none"> a. Circulate the modified version to the CIM Delegates (CIM/CD/doc.9/20 rev.1) b. Transmit the final version to the organizers of the Generation Equality Forum and the steering group of each of the six action coalitions, and c. Identify specific spaces of incidence for the CIM in the process of the Generation Equality Forum and other events in the framework of the twenty-fifth anniversary of the Beijing Declaration and Platform for Action and mobilize the corresponding participation. 	Partially fulfilled Details on fulfillment of this agreement can be found in Section 6.2 of this report
6	Regarding the CIM Program-Budget for the year 2021, request that the Executive Secretariat keep the Delegates informed of the results of the negotiations of the OAS Committee on Administrative and Budgetary Affairs (CAAP) and, with the agreed total budget, send the Executive Committee a Work Plan for its information.	Fulfilled The Program of Work was sent to the CIM Executive Committee in April 2021.

5. Strengthening the CIM

5.1. Strategic Planning and Results-based Management

Considering the challenges in securing the full exercise of the rights of women, in 2016, the Thirty-Seventh Assembly of Delegates of the CIM adopted the Strategic Plan 2016-2021 to:

- i) Strengthen and consolidate the CIM's position as a hemispheric forum and point of reference for building full citizenship for women from a human rights perspective
- ii) Coordinate and harmonize the CIM's actions with those of the OAS, and
- iii) Institutionalize the rights and gender equality approach in all the activities of the Organization.

In addition to providing a roadmap for the CIM's work, the Strategic Plan 2016-2021 aims to strengthen the Commission's results-based management by establishing a series of specific indicators against which progress can be measured and reported. The aim of this document is therefore to report on the progress made based on the indicators established for each of the CIM's strategic lines of work, with the goal of continuing to further results-based management and showing the impact of the CIM's work in the region.

As the Strategic Plan proposes, the CIM's work has been carried out through the participatory production and management of knowledge; the building of partnerships and dialogue; and raising awareness and building capacity to bring the agenda for gender equality to the center of the political debate and the day-to-day business of formulating and implementing public policy.

5.2. Coordination, Partnerships, and Advocacy

During 2020, the CIM made important efforts to increase coordination with the representatives of OAS member states, the Ministers for women and senior gender authorities, and other relevant political actors,

international organizations, domestic public entities, legislatures, civil society, academia, and sectors not sensitive to gender.

The year 2020 saw the launch of the Generation Equality Forum process,⁷ a global mass movement to commemorate the 25th anniversary of the adoption of the Beijing Declaration and Platform for Action of the Fourth World Conference on Women (Beijing, 1995). The Forum is organized around six Action Coalitions, each one dedicated to a specific issue: i) Gender-based violence; ii) economic justice and rights; iii) bodily autonomy and sexual and reproductive health and rights (SRHR); iv) feminist action for climate justice; v) technology and innovation for gender equality; and vi) feminist movements and leadership. In consultation with the Delegates, during 2020, the CIM decided to join the Action Coalition on Economic Justice and Rights in order to use that space to strengthen its analysis and dialogue on the legal framework and persistent gaps.

At the invitation of the OAS member States, the CIM took part a number of times in the OAS Permanent Council to commemorate the Day of Women in the Americas, International Women's Day, and the International Day for the Elimination of Violence against Women. In this space, it also emphasized the importance of reaching gender parity in all areas of life; presented its work to identify and address the gender dimensions of COVID-19; and presented the Commission's Annual Report 2019. Within the framework of the OAS Committee on Juridical and Political Affairs (CAJP), the Executive Secretary presented the 2020 Annual Report of the CIM⁸ (May 6, 2021), thus reporting on progress in compliance with Resolution AG/RES.2961 (L-O/20) of the OAS General Assembly. Likewise, the Executive Secretary of the CIM and several members of the team met regularly and consistently with member and observer states to address different aspects of their work, including the organization of activities within those States, although such activities are virtual for the moment.

In recognition of the need to rebuild the bridge between the CIM and the CARICOM States, in the last period the CIM has devoted significant time to analyzing the presence and impact of the Caribbean in the history of the CIM and has generated spaces for dialogue and articulation with the main partners - the Delegates from the National Machineries for Women, the Permanent Representatives to the OAS, the OAS Offices in the Member States, the counterparts in other regional and international agencies, and the women's and feminist organizations in the region. This broad and participatory consultation process seeks to ensure that the next CIM Strategic Plan reflects the priorities and demands of its partners in all the countries of the region, is articulated with the new strategic planning process of the OAS, also about to begin, and harmonizes with the efforts of international counterparts to ensure that our efforts complement each other. To this end, an Engagement and Communication Strategy has been sent to the Caribbean States to initiate the dialogue process.

In this regard, and to follow up on the Strategy for Strengthening Coordination between the CIM and Civil Society (CIM/CD/doc.6/13 rev. 3),⁹ the CIM has also enhanced coordination and established new partnerships with civil society organizations, particularly in the context of the impacts of COVID-19 on the lives of women and the need to establish partnerships to rethink the discourse and priorities in the framework of feminist thought anchored in human rights and gender equality.

In this regard, the CIM has called together a group of 10 prominent feminist leaders with strategic vision to create a space for sharing reflections on the role of feminism during the current historic moment and in the context of the pillars of the CIM's work: human rights and violence against women; democracy and

7. For more information: <https://forum.generationequality.org/forum>

8 Available at: <http://www.oas.org/es/cim/informes.asp>

9. Available at: <https://www.oas.org/en/cim/committee.asp>

political participation; economic empowerment and the global care crisis; security; and gender mainstreaming. Additionally, meetings have been held with a growing group of women’s and feminist organizations from the region on the gender dimensions of COVID-19, gender equality as a good of humanity, and the CIM’s thematic lines of work.

In recognition of the importance of producing and standardizing evidence to support advocacy for the agenda for gender equality in the region, the CIM has established partnerships with several academic institutions in the region. Likewise, the CIM held regular meetings with key representatives from several international organizations to increase collaboration and identify synergies to maximize its comparative advantage as a hemispheric political forum in a context in which resources and time are increasingly scarce.

Table 1: Meetings of the CIM by sector during 2020

Sector	Meetings in 2020	Comments
OAS (internal)	132	Internal CIM meetings and meetings to coordinate with other OAS offices and institutional work groups
Member and observer states	112	Presentations before the Permanent Council and other bodies, Committee sessions, bilateral meetings, and public meetings held with a national authority
Civil society	50	Closed coordination meetings and public meetings held with one or more organizations
International organizations	34	Closed coordination meetings and public meetings held with one or more bodies; meetings of the Inter-American Task Force on Women's Leadership
Academia	18	Closed coordination meetings and public meetings held with an institution; lectures given as part of a class/coursework
Media	17	Individual and/or group interviews
Other	30	Meetings with coordinating agencies and/or donors

5.3. Communications Strategy

The CIM has a communications and branding strategy aimed mainly at increasing the visibility of its core strategies and aligning its discourse with the four central pillars of the OAS, with the aim of improving outcomes and increasing its reach on various platforms. During 2020, the content of its communications focused on publicizing partnerships, producing content, and the CIM’s work on the differentiated impacts of COVID-19 on women’s lives by conducting communications campaigns, releasing communications, holding internal and external events, conducting interviews, publishing articles, and securing a presence in the media, both internally and externally throughout the region.

In 2020, the CIM/OAS Goodwill Ambassador mission launched with the naming of Fanny Lu by the Secretary General during the 2019 General Assembly of the OAS in Medellín, Colombia. Using the #NosotrasSomosCIM [WeAreCIM] social media campaign,¹⁰ Instagram Live streaming events, and media appearances, the CIM has sought to promote and empower the leadership of girls and young women and “sorority” and partnerships among women to secure a more equal world, as well as to disseminate the content created by the CIM in the context of COVID-19.

10. See: https://twitter.com/search?q=%23NosotrasSomosCIM&src=typed_query to explore the campaign

These efforts are made through a number of communications channels, mainly mass messaging, institutional email, social networks, and the website. The CIM has a virtual network with over 4,600 participants composed of women interested in gender issues, women ministers and senior gender authorities, representatives of various State sectors, civil society organizations, academia, research centers, media outlets, and other regional and international agencies, among others.

The pandemic has restricted opportunities to hold in-person events and meetings at headquarters and in country, and the CIM has therefore prioritized and increased the use of information technology and social networks to publicize its issues. This move toward the digital world represents a paradigm shift that opens up an array of opportunities for forging new alliances, increasing visibility and impacts, and optimizing the use of limited resources. This process has entailed intensifying the dissemination of CIM products; participation in online activities; the production of content on social media; and the use of videoconferencing, podcasts, and videos to foster other forms of interaction.

In terms of reach, it is estimated that through the 15 events held on the GoToWebinar platform, more than 2,100 people were reached directly, along with an additional significant subsequent impact of those viewing the webinars asynchronously and the reach of participation in multiple external events. In terms of presence in the region, the CIM participated in 17 interviews with different media outlets and 107 virtual events, both in the region and in Europe.

As a result of the increase in its virtual activities, there has been an important growth in the CIM’s network of contacts and followers through its multiple distribution channels:

Cuenta	Messages sent 2020-21	Followers 2018	Followers May 2021	Views
Twitter (@CIMOEA)	956	6,000	11,600 (+93.3%)	Average of 115 people per day
Facebook	480	15,000	23,524 (+56.8%)	Average of 1000 people per day
YouTube	68 videos	N/A	444	Total of 2,848 views
Red CIM de Mujeres Políticas [CIM Network of Women in Politics]	215	N/A	151	Average of 20 views per day

To standardize CIM communications, provide visual coherence, and contribute to the CIM’s branding, a Style Manual was produced in 2020 to set graphics standards. Likewise, in order to standardize online work and the CIM’s presence in different digital spaces, an internal protocol was established for coordinating and organizing virtual meetings and events.

6. Activities of the CIM General Secretariat in Compliance with its Mandates and the CIM Strategic Plan 2016-2021

6.1. COVID-19 in Women’s Lives

The period covered by this report has been marred by a health, social, and economic crisis that is unprecedented in living memory. The COVID-19 pandemic has highlighted and intensified the gender

inequalities that persist in our societies despite more than 40 years of steady progress in the recognition, protection, and guarantee of the rights of women.

From the start of the global pandemic, the CIM has warned that its impacts were not going to be gender-neutral, and that therefore the response could not be either. The CIM has also indicated that the pandemic has put a focus on the health of humankind as an integral and crucial component of sustainable development and made it a priority on the global agenda. Nevertheless, the pandemic has other implications that are being revealed and addressed, highlighting the interconnectivity between not only all aspects of life but all human persons: poverty, the economy, recession, international orders and structures, among which the CIM has set a goal of including gender pacts, agreements, and commitments. The core of this work has been raising awareness of the fact that there is no gender-neutral policy, and all public policies and laws have differentiated impacts.

In response to this new reality, the CIM has built knowledge on the gender dimensions of the pandemic and practical recommendations for addressing them in multiple spaces and forums.

- One of the CIM's first efforts was a general document describing and analyzing the gender dimensions of the pandemic: "COVID-19 in Women's Lives: Reasons to recognize the differential impacts,"¹¹ which brought together the knowledge generated during previous health emergencies; evidence and analysis from the current emergency; and the information collected on the reality in the region during a series of meetings held by the CIM with key actors.
- As a multilateral organization, the CIM has given voice to women throughout the region, particularly to the National Machineryes for the Advancement of Women. From the start of the pandemic, the CIM has underscored the importance of continuing to strengthen the region's agenda on gender parity and the effective participation of women in decisions on addressing the pandemic and designing recovery policies. These issues have been addressed in different areas including electoral governance and women running for office, legislative work, political parties, the operations of local governments, community leadership, etc.
- This initial effort made clear the need to delve further into two subjects in particular: i) violence against women and State responses to it; and ii) the care crisis.
 - o In "Violence against Women and the Measures to Contain the Spread of COVID-19,"¹² the CIM and the Mechanism to Follow up on Implementation of the Convention of Belém do Pará (MESECVI) brought together evidence gathered over the course of a number of meetings, with media coverage and other analyses to describe how the "other pandemic" was developing—the pandemic of violence against women—and examine the measures taken and not taken by the governments of the region, concluding with a series of specific recommendations.
 - o "COVID-19 in Women's Lives: The Global Care Emergency"¹³ analyzed how COVID-19 has increased the burden of unpaid care work, which continues to fall mainly to women. New care patterns causing an emergency in this area were identified, with the objective of revealing the silent and normalized crisis that mainly affects women. The document analyzes how the pandemic produced an enormous deficit: without care, political and economic life is impossible, but the

11. CIM (2020). COVID-19 in Women's Lives: Reasons to recognize the differential impacts,

<https://www.oas.org/es/cim/docs/ArgumentarioCOVID19-EN.pdf>

12. CIM (2020). Violence against Women and the Measures to Contain the Spread of COVID-19,

<https://www.oas.org/en/cim/docs/COVID-19-RespuestasViolencia-EN.pdf>

13. CIM (2020). COVID-19 in Women's Lives: The Global Care Emergency, <https://www.oas.org/es/cim/docs/CuidadosCOVID19-EN.pdf>

inelasticity of women's time requires other urgent actions. It also issued a series of specific recommendations in several areas based on five core concepts: care as a crosscutting concept; care as a right; care as work and in productive chains and value chains; care in social protection systems; and including men as an essential part of the solution.

- In an initial approach to the topic, the CIM drafted the document “COVID-19 in Women’s Lives: Care as an Investment,”¹⁴ which seeks to place care at the center of strategies for economic recovery and reactivation to ensure that women are not left behind in these processes and to take advantage of the visibility during the pandemic of the issue of care. The fundamental purpose is to view citizens as an investment in economic growth and an integral part of public policies and recovery measures, as well as to secure the economic return associated with these decisions.
- Parallel to this, a dialogue process has been conducted with strategic actors and sectors to better understand the pandemic's impact on economic sectors where women are concentrated and that have been particularly impacted by the crisis: the informal economy, domestic work, the private sector/MSMEs, the rural sector, and tourism. Likewise, two cross-cutting issues of the sectors and the economic reality of women were examined: access to social security in a context of increasing insecurity; and access to technology in a context of increasing digitalization.
- In this same regard, the CIM published the position paper “Rural Women, Agriculture and Sustainable Development in the Americas in the Context of COVID-19,”¹⁵ underscoring that although rural women, in their capacity as farmers, laborers, heads of household, and community leaders, face a series of challenges with the COVID-19 crisis, the pandemic is an opportunity to change the consumer paradigm through new gender agreements that strengthen small-scale local producers as a measure to improve food security and sovereignty.
- All this analysis was brought together in the “CIM Repository: COVID-19 in Women’s Lives,”¹⁶ which aims to raise awareness on promising public policy practices for responding to the pandemic with a gender approach, emphasizing effective and innovative efforts and sketching out a roadmap for States to follow.
- Likewise, since the start of the pandemic, the CIM has been undergoing a socialization and training process with key actors in the region through a series of webinars to disseminate and continue exploring the conclusions and recommendations of each of these initiatives.

Just as the COVID-19 pandemic has given the CIM the opportunity to produce knowledge from a gender perspective and raise awareness of the leadership of women in multiple areas, it has also meant the reorientation of planning and a change of priorities in terms of compliance with the targets in the CIM Strategic Plan 2016-2021. In this regard, the following sections describe the progress in many of the areas set forth in the Strategic Plan from 2016 to the present. It also reflects that, in many areas, particularly the economic rights of women, CIM’s work has been reoriented over the last two years of execution of this five-year plan, producing outcomes not provided for in the original plan.

14. CIM (2020). COVID-19 in Women’s Lives: Care as an Investment, <https://www.oas.org/en/cim/docs/CuidadosCOVID19-EN-Corto.pdf>

15. CIM (2020). Position Paper: Rural Women, Agriculture and Sustainable Development in the Americas in the Context of COVID-19, <https://www.oas.org/en/cim/docs/DocumentoPosicion-MujeresRurales-FINAL-EN.pdf>

16. Available at: <https://www.oas.org/en/CIM/COVID-19.asp>

6.2. Women's political rights for democratic governance

For the fulfillment of the commitments in the area of women's political rights for democratic governance, regular and specific funds have been mobilized, with which it has been possible to advance the goals contemplated in the Strategic Plan of the CIM.

Budget (in US\$)		
<i>Program 04: Women's political rights for democratic governance</i>		
	2020	2021
Personnel funds	255,100	242,510
Non-personnel funds	77,969	31,550
ICR	0	20,000
Total:	\$333,069	\$294,060

Final objective
The full exercise of women's political citizenship and parity in political representation supported as essential conditions for governance and a citizens' democracy in the countries of the Americas, within the framework of agreed international and inter-American commitments on women's human rights.

Immediate objective 1			
Increased comprehension of leaders of major political parties and electoral bodies of the impacts of gender inequalities in the political sphere, women's political rights and gender parity, including the application of existing quota laws or other laws/ measures, in selected countries of the Americas			
Expected output	Indicator	Status of compliance with target	Means of verification
a. Betting on Parity II: Case studies conducted and published	Study published and policy briefs distributed in the appropriate formats	Surpassed (the original target was two countries, but studies were published about three countries: Argentina, Mexico, and Nicaragua)	CIM website
b. Good practices on gender parity collected and analyzed	Number of good practices identified and analyzed Good practices organized and presented online	Surpassed (the original target was 10 practices, but 15 have been identified)	CIM website Videos and documents from CIM events
c. Parity toolkit: Guidelines drafted and disseminated	Manual published and distributed Manual used during political party activities and other types of activities	In progress	N/A
d. Subregional workshops held on the toolkit	Workshops held (number of men and women participants) Greater awareness of the importance of gender parity and	Surpassed (The original target was 300 people, but nearly 1,000 have been trained) Not measured	CIM reports to authorities CIM social media

	existing legal and regulatory tools	(pending design of a survey to measure this indicator)	
Immediate objective 2			
Institutional capacity of political (parliaments and political parties) and electoral authorities built in OAS member states to mitigate political violence and harassment against women			
Expected output	Indicator	Status of compliance with target	Means of verification
a. Manual of policy guidelines for preventing, punishing, and eradicating political violence and harassment against women drafted, published, and disseminated	Manual published and distributed Manual used during political party activities and other types of activities	Surpassed (The original target was one manual sent to two political parties per country; three manuals have been published and broadly disseminated)	CIM website CIM social media
b. Guide to effective response by electoral institutions to political violence and harassment against women in the context of their functions prepared, published, and disseminated	Guide published and distributed Guide for use in activities related to organizing and managing elections	In progress (The guide is undergoing review and will be published in 2021)	CIM website CIM social media
c. Recommendations of the MESECVI Committee of Experts on political violence and harassment drafted, published, and disseminated	Recommendations adopted and disseminated Number of recommendations implemented by States or that have served as a basis for State actions	Complied	CIM reports to authorities National MESECVI reports CIM social media CIM website
d. Model protocol for political parties on political violence and harassment against women drafted, published, and disseminated	Protocol published and distributed Protocol used during political party activities and other types of activities	Complied Complied	CIM reports to authorities CIM social media CIM website
e. Political and electoral authorities trained on the use of the instruments produced by the project	Workshops held (number of men and women participants)	Surpassed (The original target was 300 people, but at least 500 have been trained) Not measured	CIM reports to authorities CIM social media

	Greater awareness on political violence and harassment	(pending design of a survey to measure this indicator)	CIM website
Immediate objective 3			
Increased understanding of the quality and impact of training for women in political parties and strengthened institutional capacity to provide effective training to empowering women in electoral contests			
Expected output	Indicator	Status of compliance with target	Means of verification
a. Guide to strengthening the political leadership of women in political parties through training activities	Guide published and distributed Guide used to design training programs for women within political parties	Complied (Of the original target, a series of seven training modules were produced through the Electoral Candidates Course)	CIM reports to authorities CIM social media Website of the OAS School of Governance
b. Personnel from the women's secretariats of political parties trained through subregional workshops	Workshops held Greater awareness on the need for better formulation of training programs to empower women	Complied (The original target was 200 people; more than 600 were trained through the Electoral Candidates Course)	CIM reports to authorities CIM social media Website of the OAS School of Governance

Building a regional agenda on gender parity in political life

The CIM has positioned the issue of gender parity as a matter of justice with three aspects: (i) equal participation of men and women (50/50) in decision-making positions in the public and private sector, from the international to the local level; (ii) the exercise of power on an equal footing—that is, free from gender- and/or sex-based discrimination and violence; and (iii) the incorporation of the women's rights agenda with the gender equality agenda.

Based on this definition, the CIM has worked to promote and raise awareness on gender parity throughout its work as a fundamental crosscutting element and a required precondition for achieving full gender mainstreaming in States' work. In March 2020, in commemoration of International Women's Day, the Permanent Council of the OAS held a special meeting on the importance of gender parity in all spaces.¹⁷ As a result of the meeting, the Council adopted resolution CP/RES. 1149/20, "Women's Representation and Participation in the OAS,"¹⁸ which, among its mandates, charges the General Secretariat with preparing a plan to "... progressively increase women's participation and representation in decision-making positions within the Organization, as well as in all the commissions, missions, panels, and collegiate groups, including electoral observation missions, with the aim of attaining parity, the latter being understood as the equal and active participation of women in their leadership and composition." A proposal for the plan was

17. The full video of the session is available at:

https://www.facebook.com/415081041866343/videos/2553199144997670/?_so=_channel_tab&_rv=all_videos_card

18. OAS (2020). CP/RES. 1149/20 "Women's Representation and Participation in the OAS," adopted by the Permanent Council at its special meeting of March 12, 2020. Available at: http://scm.oas.org/doc_public/english/HIST_20/CP42142e03.docx

prepared by the CIM based on guidelines provided by the Secretary General and with the support of the OAS Department of Human Resources and the Department of Legal Services. It is currently under internal review.

Likewise, in multiple meetings and public events, the CIM has highlighted gender parity and the leadership of women as the *sine qua non* for effective democratic governance, comprehensive sustainable development, and effective post-COVID recovery and reactivation. During 2020, the region took a series of steps forward in terms of substantively changing quota laws toward parity. Along with the countries that had already adopted gender parity—Argentina, Bolivia, Costa Rica, Ecuador, Mexico, and Nicaragua—in 2020, Colombia adopted gender parity as part of its reform of the Electoral Code; Peru adopted a parity and rotation law for the 2021 elections; and Honduras made its parity law effective with rotation. Likewise, Chile became the first country in the world to adopt a constitutional assembly process with gender parity, which made it clear that parity is the floor to guarantee the participation of women. This process brought down the historical myths that women do not want to compete, that their candidacies are not competitive, or that citizens do not vote for them.

Strengthening women's leadership and participation in political life

In 2017-2018, the CIM launched an Course for Electoral Candidates with three objectives: 1) improve the performance of participants in electoral campaigns, with sessions on campaign strategy and political communications; 2) enhance their response to the different forms of discrimination and violence that they may face for being women candidates, with sessions on leadership, political violence, and physical and digital security; and 3) commit the participants to promoting the women's rights agenda in the Americas and participation in women's political networks. The course was launched in Mexico in April 2018, and as of 2020, nine in-person sessions had been offered in several countries of the region, including Mexico (federally, in Chiapas, and in Aguascalientes), Peru, the Dominican Republic, Panama, Bolivia, Colombia, and Costa Rica, all in collaboration with the National Women's Machinery and/or the electoral body.

In this context, in 2020, the CIM launched the Inter-American Program on Democratic Strengthening and Women's Leadership, aimed at women candidates, political leaders, and the general public. The initiative, the first of its kind regionally, seeks to promote the political leadership and empowerment of women with a comprehensive approach through actions to politically empower women, produce knowledge, and create a regional network that, through ideological and partisan plurality, coordinates women in promoting the agenda for gender equality. The program's elements include: (1) the Course for Electoral Candidates; (2) a Specialization in Leadership and Public Policy; (3) research on the political leadership of women; (4) the CIM Network of Women in Politics; and (5) research and training on women's leadership for crisis and conflict management.

In the framework of the program and the context of the pandemic, three virtual sessions of the Course for Electoral Candidates have already been held: in Ecuador (November 16-20, 2020),¹⁹ Honduras (November 30 to December 4, 2020), and Mexico (April 12-23, 2021).²⁰ On the one hand, the virtual modality is more flexible for participants. For the hosting entities, the financial and coordination costs related to the in-person section are eliminated. However, the COVID-19 situation raises new challenges regarding the time availability of participants, forcing the coordination team to adjust schedules and shorten the length of the

19. The video of the inaugural public session of the course in Ecuador is available at:

https://www.facebook.com/415081041866343/videos/366534211123113/?so=channel_tab&rv=all_videos_card

20. More information (in Spanish) at: <http://www.oas.org/es/sap/dgpe/escuelagob/Convocatorias/Candidatas-proxima-edicion2020.pdf>

El video de la inauguración del curso esta disponible en: <https://www.youtube.com/watch?v=cjvQZbc6Yck>

course because of the limitations of the virtual format. Additionally, there was a need to improve the use of technology to ensure that the dynamic between the participants—a crucial element of the courses—could be kept the same in the virtual format.

In the framework of the program, a closed Facebook group called the “Red CIM de Mujeres Políticas” [CIM Network of Women in Politics] also brings together the women who have been trained in the different editions of the Course for Electoral Candidates. This group, which today has 151 active users, aims to coordinate women political leaders throughout the region and serve as a platform for exchanging information, experiences, and new resources among women politicians and with the CIM, thus providing a strategic space for forging new alliances and new agreements based on the sorority among women who seek to promote the agenda for gender equality.

Promoting electoral governance from a gender perspective

In the framework of the COVID-19 pandemic and to analyze its specific impacts on the political-electoral rights of women, the CIM has been monitoring elections and focusing on the challenges facing women—particularly women candidates—from the negative gender impacts of the pandemic. In this framework, the CIM has underscored the need to observe the impact of the pandemic on the guarantee of gender equality laws in the area of elections; it has warned of an increase in cyber violence against women politicians associated with the increasingly digital nature of campaigns; and it has pointed to the risk of becoming separated from support and campaign-finance networks as a result of confinement policies, which could have a greater impact on women candidates; among other issues. On June 11, 2020, CIM held a webinar entitled “Electoral Guarantees in Times of COVID-19,”²¹ which more than 20,000 people followed. The dialogue was organized jointly with International IDEA and the Universidad de Buenos Aires and included the participation of 10 electoral authorities from Mexico, Colombia, Ecuador, Costa Rica, Brazil, and Argentina.

Legislative advocacy on preventing and addressing violence against women in political life

To follow up on the Inter-American Model Law on the Prevention, Punishment and Eradication of Violence against Women in Political Life,²² in 2019, the CIM launched the “Model Protocol for Political Parties: Preventing, Addressing, Punishing, and Eradicating Violence against Women in Political Life,”²³ which aims to support the efforts of political parties to establish new rules and adopt measures of prevention to eradicate this violence, as well as draft clear procedures for punishing those responsible and providing redress to the victims, all with the aim of eliminating impunity and establishing safe conditions within a party.

Based on this, and in collaboration with the Follow-up Mechanism to the Belém do Pará Convention (MESECVI) and UN Women, in the framework of the Spotlight initiative, the CIM has conducted workshops in El Salvador, Ecuador, the Dominican Republic, and Guatemala, along with public events to raise awareness and strengthen the capacity of political party members and staff. Likewise, a dissemination

21. The full video of the event is available at:

https://www.facebook.com/415081041866343/videos/340886640241516/?so=channel_tab&rv=all_videos_card

22. MESECVI (2017). Inter-American Model Law on the Prevention, Punishment and Eradication of Violence against Women in Political Life, <https://www.oas.org/en/mesecvi/docs/LeyModeloViolenciaPolitica-EN.pdf>

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

campaign was launched,²⁴ and in 2020, two documents were published: "Violencia contra las mujeres en política en América Latina: Mapeo legislativo y proyectos parlamentarios,"²⁵ and "Standards for the Protection of Human Rights of Women: Necessary tools for the defense of women's political participation,"²⁶ which aim to enhance identification of standards and the visibility of good practices on the subject to provide States and other relevant actors with specific tools. The protocol has been received with interest and the CIM has channeled numerous requests for training on its implementation, particularly among women from the political parties of the region. Responses to these requests are planned for 2021.

Inter-American Task Force on Women's Leadership

An initiative encouraged and supported by the Government of Canada, the Inter-American Task Force on Women's Leadership²⁷ was launched in the framework of the Eighth Summit of the Americas (Peru, April 13-14, 2018). The Task Force seeks to join forces and strengthen the different Inter-American and international institutions that work on empowering women and women's leadership from different perspectives.

Since its establishment, the task force has—through the CIM as its Technical Secretariat—coordinated a series of interagency working meetings. The collective outcome has been the production of key spaces for advocacy in high-level forums like the CSW, the CIM's Assembly of Delegates, the Annual Conference of the CAF, and the Regional Conference on Women in Latin America and the Caribbean.

In the context of the pandemic, the Task Force has positioned women's leadership as one of the keys for an egalitarian, effective, and sustainable recovery, and reactivation. The campaign #WomenLeadAgainstCOVID19 was launched, including an inter-agency statement²⁸ calling on States to ensure equal participation of women in decision-making on crisis mitigation, along with a series of social media posts. Along with this campaign, the stories were published of 25 anonymous women who are leading the response to COVID-19 from their own environments and realities.²⁹ Along with this, a series of high-level conversations has been held in the form of webinars,³⁰ and a podcast³¹ called "Elevating the voices and leadership of women" was launched—with 13 episodes posted—to highlight women's leadership in addressing the pandemic from different environments and contexts. All these tools are available on the Task Force's website: <http://www.taskforcewomenleadership.org>.

24. See for example:

https://www.facebook.com/415081041866343/videos/1175567259444483/?_so=_channel_tab&_rv=_all_videos_card

25. CIM/MESECVI/UN Women (2020). Violencia contra las mujeres en política en América Latina: Mapeo legislativo y proyectos parlamentarios, <http://www.oas.org/es/mesecvi/docs/ViolenciaPoliticaMapeoLegislativo-ES.pdf>

26. CIM/MESECVI/UN Women (2020). Standards for the Protection of Human Rights of Women: Necessary tools for the defense of women's political participation, <https://www.oas.org/es/mesecvi/docs/MESECVI-EstandaresProteccion-EN.pdf>

27. The task force is comprised of the Economic Commission for Latin America and the Caribbean (ECLAC), the Inter-American Development Bank (IDB), The OAS - Inter-American Commission of Women (CIM) and the Inter-American Commission on Human Rights (IACHR), the Pan American Health Organization (PAHO), ParlAmericas, the United Nations Development Program (UNDP), UN Women, and the International Institute for Democracy and Electoral Assistance (International IDEA), and the Ibero-American Secretariat General (SEGIB). Additionally, two civil society organizations are permanent members of the task force: Caribbean Women in Leadership (CIWiL) and the Latin American and Caribbean Committee for the Defense of Women's Rights (CLADEM). The CIM serves as the task force's secretariat and is responsible for its general functioning and daily operations.

28. Inter-American and international institutions call on States to ensure equal participation of women in decision-making throughout the COVID-19 crisis: <https://www.oas.org/en/taskforcewomenleadership/docs/statement-crisis-covid19.pdf>

29. Stories of women leading the fight against COVID-19: <http://www.oas.org/es/taskforcewomenleadership/blog/Historias-de-Mujeres-liderando-la-Lucha-contra-la-Crisis-COVID-19.asp>

30. More information: <https://www.oas.org/en/taskforcewomenleadership/>

31. Podcast of the Inter-American Task Force on Women's Leadership, "Elevando las voces y el liderazgo de las mujeres": <https://www.oas.org/es/taskforcewomenleadership/podcasts/>

6.3. Women's economic rights for integral development

To fulfill the commitments in the area of women's economic rights for integral development, regular and specific funds have been mobilized, with which it has been possible to advance the goals contemplated in the Strategic Plan of the CIM, especially in the context of COVID- 19.

Budget 2021 (in US\$)	
<i>Program 05 Women's economic rights for integral development</i>	
Personnel funds	\$261,210
Non-personnel funds	20,070
ICR	21,700
Total:	\$302,980

Final objective
A hemispheric agenda for women's economic rights established on the basis of existing gaps

Immediate objective 1

Monitoring of the exercise of women's economic rights carried out			
Expected output	Indicator	Status of compliance with target	Means of verification
a. Matrix of indicators on the economic rights of women and collection of information on the exercise of these rights	Information compiled from OAS member states and other sources	In progress	N/A N/A
b. Preparation of a hemispheric report on the exercise of the economic rights of women, with specific recommendations on policies and programs to close the gaps observed	Report drafted and published	Partial compliance The CIM documents on the global care crisis and care as investment partially meet this target The series of technical webinars on COVID-19's impacts on the economic empowerment of women in the Caribbean partially meet this target	CIM website CIM social media

Immediate objective 2

Labor and competitiveness policies imbued with a gender and rights perspective have been promoted and strengthened in selected countries in the Americas and in the framework of the Inter-American Conference of Ministers of Labor (IACML)			
Expected output	Indicator	Status of compliance with target	Means of verification

a. Established community of practice and learning on policies and strategies to accelerate the elimination of gender inequalities and produce new opportunities for decent work for women	Community of practice established Good practices exchanged Mentoring conducted	Progress has been made on this work in the framework of the Inter-American Conference of Ministers of Labor (IACML), with advisory support from the CIM	Documents and IACML website
b. Conduct participatory gender diagnoses in select ministries of labor and the draft plans of action for institutionalizing a gender and rights-based approach.	Evaluations conducted Plans of action formulated	Partial compliance (The original target was 12, and 1 diagnosis has been conducted)	CIM reports to authorities CIM website
Immediate objective 3			
Tools provided to States to Foster co-responsibility between women, men, the State, and the private sector for social reproduction, including care			
Expected output	Indicator	Status of compliance with target	Means of verification
a. Search for, standardization of, and dissemination of good practices on public and private policies and programs to strengthen care infrastructure, raise awareness on unpaid domestic labor, and support the work-life balance for men and women.	Good practices found and disseminated	Complied	CIM reports to authorities CIM social media CIM website
b. Preparation of model laws, policies, and other instruments for strengthening the care infrastructure and supporting the work-life balance for men and women	Model laws and other instruments/recommendations produced	Complied	CIM reports to authorities CIM social media CIM website
Immediate objective 4			
Policies have been promoted in selected countries in the Americas to provide comprehensive support and social protection from a gender and rights perspective to women engaged in economic activities in the informal sector			

Expected output	Indicator	Status of compliance with target	Means of verification
a. Inventory of the social protection policies and services available to women employed in the information economy	Inventory conducted and gaps noted	Partial compliance The CIM's work on the gender impacts of COVID-19 partially meets this target	CIM social media CIM website
b. Search for and dissemination of policies and other good practices	Good practices found	Partial compliance The CIM's work on the gender impacts of COVID-19 partially meets this target	CIM social media CIM website
c. In cases where there are gaps, preparation of model laws and other instruments	Instruments prepared and disseminated	In progress	CIM social media CIM website

In 2019, pursuant to the Declaration of Lima on Equality and Autonomy in the Exercise of Women's Economic Rights, adopted by the Thirty-Seventh Assembly of Delegates of the CIM in 2016, the CIM launched an initiative to conceptually and politically position: (i) the need to strengthen the Inter-American legal framework in terms of the economic rights of women; and (ii) the importance of reconceptualizing “work” to raise awareness of unpaid domestic care work and encourage social co-responsibility for care among women, men, the State, and the private sector.

In this regard, in 2020, the CIM worked with the Governments of Mexico and France to organize a series of meetings. The first, "Women's Economic Rights and Empowerment in the Americas"³² (March 2020), was to identify persistent gaps in the full exercise of the economic rights of women, with an emphasis on the private sector and with an aim to issue specific recommendations for closing these gaps. Then, in the context of the pandemic, a virtual meeting was held on “COVID-19: Recommendations to Mitigate Its Impact on the Economic Rights of Women”³³ (September 2020), along with a subsequent experts meeting to further analyze the impact of COVID-19 on economic sectors where women are concentrated that have been struck particularly hard by the crisis: care work, the informal economy, domestic work, the private-sector/SMEs, the rural sector/agriculture, technology, and tourism.

As part of its program on the Economic Rights of Women for Integral Development, which seeks to strengthen the legal framework and give value to the unpaid labor that women do, the CIM has identified the issue of care as a fundamental accelerator and necessary precondition for gender equality. In the context of the COVID-19 pandemic, which, as mentioned previously, has led to a crisis in care, the CIM worked with the European Union Program to Promote Social Cohesion in Latin America (EUROSociAL+) to place this issue firmly at the center of the debate on policies and measures for mitigating and recovering from this crisis. The aim has been for States, the market, and families—men in particular—to take to this issue as an investment, not only in the economic recovery but also in future efforts to promote sustainable development, strengthen early childhood, and advance gender equity and equality.

In follow-up to this work, and with a view to developing a series of recommendations and policy guidelines related to care, and to avoid setbacks such as the impoverishment of women, their permanent return to domestic tasks, their departure from the formal labor market, and a greater increase in inequality in general,

32. The full video of the event is available at: <https://www.youtube.com/watch?v=n5rAiqebQds>

33. The full video of the event is available at: <https://www.youtube.com/watch?v=tTnXz8wrUc&t=6375s>

a Meeting of Experts on care issues was held in April 2021. The objectives of the meeting were: 1) Share experiences and lessons learned on the design of public policies and their implementation; 2) Identify challenges/obstacles and advantages/opportunities; 3) Propose a way to advance public policies in those countries that have not yet adopted them, under the leadership of CIM-EUROsocial +, with a focus on sharing good practices and extending horizontal cooperation ties; and 4) Identify concrete and successful advocacy strategies in terms of prioritizing the issue of care in national agendas. The results of this meeting will be part of a broader process of consultations with the States and interested parties to advance towards concrete proposals for the States, the productive sector and families in terms of public care policies with a gender perspective and social co-responsibility. This process of consultation and monitoring of the work carried out will continue to be carried out with the support of EUROsocial + in the course of 2021.

In November 2020, the CIM worked with the Executive Secretariat for Integral Development (SEDI) to launch a series of technical webinars on the impacts of COVID-19 on the economic empowerment of women in the Caribbean, with an emphasis on the sectors that have been particularly impacted by the pandemic, such as tourism and private-sector entrepreneurship. The objective of this series of dialogues, conducted over 2020 and 2021 with the National Machineries, other relevant sectors of government, civil society, academia, and international organizations, is to: i) conduct an assessment of the situation of the economic rights of women in the Caribbean in the context of the pandemic; and ii) identify specific recommendations and programs to ensure gender mainstreaming and the participation and leadership of women in the economic reactivation process.

In November 2020, in collaboration with the Pan American Development Foundation (PADF), the CIM began work on the rights of domestic workers, which consists of an analysis of legal standards and advances in the regulatory environment at the national level to produce: i) a series of recommendations for public, programmatic, communication and other relevant policies; and ii) a communication campaign with a view to closing the gap between regulatory advances and their implementation in the exercise of the rights of domestic workers. To date, the draft hemispheric analysis has been shared and discussed in a series of virtual consultations with the States (Ministries of Women and Labor), with relevant civil society groups, and with unions representing domestic workers. The inputs from these consultations will be incorporated into the analysis, which will guide the design of the communication campaign.

In the area of labor, the CIM has continued to coordinate with the Department of Human Development, Education and Employment (DHDEE) to follow up on the “Strategic Guidelines of the XV IACML for Advancing Gender Equality and Non-Discrimination within a Decent Work Framework” (2007). This collaboration is reflected in the consolidation of the gender perspective and rights of women in the technical and policy agenda of the Inter-American Conference of Ministers of Labor (IACML). In the framework of the implementation of the IACML’s Work Plan 2018-2020, during 2020, a virtual dialogue was held with the individuals responsible for the gender areas or units of the ministries of labor of the Americas in order to discuss emerging issues and challenges to this institutionalization and to gender equality during COVID-19, with the aim of offering recommendations and steps to take in this regard. These recommendations were used to put together the study on “Institutionalization of a Gender Approach in the Ministries of Labor of the Americas.”³⁴ As its second action to follow up on the IACML’s Work Plan 2018-2020, and in preparation for the meeting of ministers to be held in 2021, progress was also made on developing a virtual course, in collaboration with the Educational Portal of the Americas, aimed at the people leading gender offices or units in the ministries of labor with the objective of promoting, through collaborative work, capacity building among the participants to identify, address, and counteract gender violence in the workplace, in line with international human rights standards.

34. A preliminary version of this document is available on the website of the Inter-American Network for Labor Administration (RIAL): http://rialnet.org/sites/default/files/documents/GenderStudy_VersionNov2020.pdf.

Within the framework of this same collaboration, the CIM and the RIAL, with the support of the Government of Canada, organized the “Second Dialogue between OAS Ministries of Labor” (May 26), placing women and teleworking and co-responsibility in care as central issues. This meeting sought to exchange experiences between States on how to ensure that working from home does not continue to deepen the existing gaps between women and men in the labor market and within homes, and on the contrary, contributes to achieving joint responsibility for caregiving and promoting gender equality in the region.

6.4. Institutionalization of the human rights and gender equality approach in the work of the OAS

To fulfill the commitments in the area of institutionalization of the gender equality approach, regular and specific funds have been mobilized, with which it has been possible to advance the goals contemplated in the Strategic Plan of the CIM.

Budget (in US\$)		
<i>Programs 03, 05, and 06: Institutionalization of the human rights and gender equality approach in the work of the OAS</i>		
	2020	2021
Personnel funds	558,660	330,690
Non-personnel funds	90,070	90,330
Personnel funds	20,000	0
Total:	\$668,730	\$421,020

Final objective
Gender and human rights concerns are a central component of the policy and programmatic work of the OAS and its Member States

Immediate objective 1			
Capacity of OAS Member States developed/strengthened to effectively integrate gender and human rights concerns into their policy and programme work			
Expected output	Indicator	Status of compliance with target	Means of verification
a. Methodology of the participatory gender diagnoses for incorporating a gender perspective adapted to the needs of the national women's advancement mechanisms	Methodology of the participatory gender diagnoses adapted, translated, and published as a manual	Partial compliance	CIM reports to authorities CIM website
b. Methodology transferred to the national mechanisms for the advancement of women so they can conduct participatory gender diagnoses and	Transfer activities conducted with the national women's advancement mechanisms Number of men and women who have received training on	Complied (Of the target of 75 people trained, 75 people have been trained)	CIM reports to authorities CIM website

follow up on them in the sector ministries of their own countries	the methodology for participatory gender diagnoses		
c. Monitoring and follow-up on project activities	Good practices found and lessons learned Document published with the outcomes of the transfer activities held	Complied	CIM reports to authorities CIM website
Immediate objective 2			
The OAS institutionalizes a gender equality and human rights approach in its internal and external operations			
Expected output	Indicator	Status of compliance with target	Means of verification
a. Gender policy drafted, adopted, and disseminated	Policy adopted and published Number of men and women aware of the gender policy and its implications	Complied Surpassed	CIM reports to authorities CIM website
b. Personnel trained on gender analysis and planning and budgeting techniques	Evaluation conducted Outcomes analyzed and disseminated Corresponding actions in the plan of action included	Complied Complied Complied	CIM reports to authorities CIM website
c. Action plan prepared to guide implementation of the policy	Action plan prepared with the corresponding budget	Complied	CIM reports to authorities CIM website
d. OAS personnel trained to effectively integrate gender and human rights concerns into their normative and programmatic work	Personnel trained on gender analysis and planning and budgeting techniques	Surpassed (Of the goal of 300 people, more than 450 people have been trained)	CIM reports to authorities CIM website

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

Twenty-one years ago, the OAS member states adopted the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP)³⁵ with the objective of i) systematically integrating the gender perspective in all organs, bodies, and entities of the inter-American system; and ii) encouraging OAS member states to relate public policies, strategies, and proposals aimed at promoting the human rights of women and gender equality in all areas of life. The PIA laid the groundwork for sustained, constant, and strategic work throughout the organization, led politically by the General Secretariat of the OAS (GS/OAS) and technically and strategically by the CIM. The PIA offered the gender perspective as a crosscutting tool for addressing the identities of men and women, power relations, and asymmetries arising from this context that negatively impact the access that women and girls have to opportunities and rights.

During 2020, an evaluation was carried out of the 20 years since the implementation of the PIA within GS/OAS to identify concrete progress and good practices as well as the persistent challenges and areas that still require focused efforts. The Final Report³⁶ of this evaluation was presented to the States by the President of the CIM during the fiftieth regular session of the OAS General Assembly.³⁷

In general, the report highlights the OAS's political commitment to raising women on the agenda in all areas and subjects of work, leading to the adoption of several instruments, such as the OAS General Secretariat's Institutional Policy on Equity and Equality, Diversity, and Human Rights" (2016) and specific mandates on gender equality for the large majority of OAS programs and other initiatives. It likewise highlights the greater visibility of gender in the OAS's work, including not only the enhancement of the CIM's technical assistance for other areas of the OAS but also the intensification of the work in other parts of the OAS to promote the participation of women and eliminate discrimination and violence against them. The evaluation also found a persistent gap in terms of the full institutionalization of the focus on gender, diversity, and rights, setting forth new areas of intervention and the need to continue strengthening the CIM to achieve these objectives.

The General Secretariat's Institutional Policy on Gender Equality, Diversity, and Human Rights

On March 7, 2016, the General Secretariat of the OAS adopted the Institutional Policy on Gender Equity and Equality, Diversity and Human Rights in the General Secretariat of the OAS (Executive Order No. 16-03).³⁸ The aim of the policy is to advance equality and equity in the exercise of rights, equal opportunity, and equal treatment for men and women in all the GS/OAS's work by strengthening its administration, culture, and institutional capacity. The policy includes a plan of action for its implementation, a document that was approved in October 2017 and is currently being executed.

35. OAS (2000). Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (PIA), available at: [https://www.oas.org/en/CIM/docs/PIA\[EN\].pdf](https://www.oas.org/en/CIM/docs/PIA[EN].pdf)

36. CIM (2020). PIA +20: Evaluation and implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (PIA), <http://www.oas.org/es/cim/informes.asp>.

37. The full video of the presentation is available at:

https://www.facebook.com/ComisionInteramericanaDeMujeres/videos/presentaci%C3%B3n-de-la-presidenta-de-la-cim-en-la-asamblea-general-de-la-oea-2020/2748457178725753/?so_channel_tab&rv_related_videos

38. OAS (2017). Gender, Rights and Diversity in the General Secretariat of the OAS, <https://www.oas.org/en/cim/docs/GPAP-EN.pdf>

During the period covered by this report, the main accomplishments of the execution of the Action Plan included:

- Ongoing training of OAS and member State personnel on implementing a gender, diversity, and rights-centered approach through a series of specific tools designed in collaboration with the Educational Portal of the Americas: i) a Massive Open Online Course (MOOC) on Gender Equality, Diversity and Human Rights at the GS/OAS; ii) a “Virtual Course on the Rights-based Approach and Gender Equality in Policies, Programs, and Projects,”³⁹ adding over 100 people to the over 1,000 people trained since the launch of the course in 2013; and iii) the “Virtual Course on Strategic Planning with a Gender Approach,”⁴⁰ adding over 50 people to the total of over 200 people trained since the launch of the course in 2016, both in collaboration with the Educational Portal of the Americas.
- The launch of the pilot version of a MOOC on Gender-Based Analysis Plus (GBA +)⁴¹ in Spanish and English, with the support of the Government of Canada. Originally developed by Women and Gender Equality Canada (WAGE), GBA+ is an analytical process used to assess how different groups of women, men and people with diverse gender identities can experience policies, programs and initiatives differently. This pilot version is an adaptation of the version of the course aimed at Canadian public officials, in which OAS staff and Canadian embassies in the region participated to provide comments and suggestions. These are being incorporated into the final version of the course to be launched in the second semester of 2021.
- The Communications, Gender, and Human Rights Certificate, offered in collaboration with the Asociación Civil Comunicación para la Igualdad (Argentina), adding 30 people to the total of 140 people trained since the launch of the course in 2015.⁴²
- The Specialization in Gender-Based Violence, Participation and Public Policies offered in collaboration with the Asociación Civil Comunicación para la Igualdad (Argentina), adding 30 people to the total of more than 100 people trained since the launch of the course in 2018.⁴³
- In collaboration with the Department of Press and Communication and the Department of Social Inclusion of the OAS, and with support from the Government of China, the CIM completed the Guide to Inclusive Communication for the GS/OAS in Spanish,⁴⁴ which aims to orient external and internal communications to institutionalize the use of inclusive and non-sexist language, images, and other forms of communications. Between April and May 2021, the CIM held orientation workshops with OAS staff on the use of this guide, which is currently being prepared in English.
- During 2020, the CIM worked with the Department of Human Resources and a consulting company—and with support from the Government of China—to review the GS/OAS’s institutional framework on human resources management from a gender, rights, and diversity-based perspective, with the aim of presenting a report with recommendations on how to close gaps. The final report will be presented in 2021.

Part of the CIM’s work to advance gender equality in the work of the OAS includes ongoing efforts to (i) collaborate with the Department of Planning and Evaluation (DPE) through technical assistance and recommendations; and (ii) grant any technical and theoretical assistance and support needed to other OAS

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

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

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

42. For more information (in Spanish), see: <http://www.comunicarigualdad.com.ar/diploma-de-comunicacion-y-genero/>

43. For more information (in Spanish), see: <https://comunicarigualdad.com.ar/especializacion-en-violencia-de-genero-participacion-y-politicas-publicas/>

44. OAS (2021). Guía de Comunicación Inclusiva de la SG/OEA, <http://www.oas.org/es/cim/docs/GuiaComunicacionInclusivaOEA-ES.pdf>

secretariats and departments, including inter-American commissions and their secretariats, to move forward on the rights of women and gender equality through the formulation and implementation of policies, projects, and initiatives.

Strengthening National Machineries for the Advancement of Women to move forward with gender mainstreaming

Women ministers face numerous structural, institutional, and political challenges to fulfilling their roles as the guiding forces behind national equality/gender plans. The CIM is therefore evaluating the strategic axes to offer an enhancement program that addresses the needs and realities of the new normal.

Since 2014, the CIM has carried out Participatory Gender Assessments (PGAs) to mainstream gender in all policies, at all levels, and at all stages, by the actors normally involved in the adoption of such policies, concluding with the drafting of an action plan. Following up on this work, in 2014, the CIM prepared a project that facilitates transfer of the PGA methodology to the National Women's Machineries in the region, to be replicated in other sectors and public institutions. Since then, the project has received funding from the Government of Liechtenstein to implement the transfer of the methodology in Paraguay (2015), Costa Rica (2017, at the municipal level), and the Dominican Republic (2018 and 2019, at the interagency level), in collaboration with the Principal Delegates and the National Machineries of these countries.

Based on this experience and the significant demand for technical assistance from the CIM from National Machineries, in June 2020, the CIM launched a technical and political dialogue process with the representatives of select Machineries to identify the main steps forward, challenges, and needs of the National Machineries as far as the effective operationalization of their roles as the guiding forces behind national equality/gender policy. The results of these dialogues, together with the valuations of the IAP +20 and the process to implement the PGAs, have laid the groundwork for preparing a new CIM Support Strategy to States for the Integration of the Gender and Diversity Approach in Public Policy.

7. Operational continuity and the financial and human resources situation as of December 31, 2020

The financial and human resources situation of the OAS in recent years is far from encouraging, and any cut in the CIM's regular budget would impact the Commission's capacity to fulfill its mandates.

The CIM has placed a priority on the essential activities set forth in its legal instruments, such as holding the Executive Committee's regular meetings, drafting the CIM and MESECVI annual reports, following up on implementation of the IAP, and providing technical assistance to the OAS internally to ensure the mainstreaming of an approach that prioritizes gender, diversity, and rights in the Organization's projects.

Table 2: Budget execution of the Regular Fund of the CIM 2020 and 2021 (05/31/21)

Onject of expenditure	2020	2021
	Budget execution (USD \$)	Budget execution (USD \$)
CIM Staff	1,340,464	574,500
Inter-agency assistance	4,557	-
Documents	8,591	-
Supplies and equipment	7,126	-
Contracts and conference services	195,070	38,404

Other expenses	16,439	9,018
Total	1,572,247	621,922
Total (Personnel)	1,340,464	574,500
Total (Non-personnel)	231,783	47,422

In 2020, the CIM appreciated and confirmed that the Executive Secretariat personnel were its most important and limited resource. Therefore, in response to the 5.14% budget cut applied for 2021, no personnel were cut; rather, the cut was taken entirely from the CIM’s “non-personnel” funds. This meant a 24.45% reduction in available funds.

Right now, the CIM Executive Secretariat personnel includes an executive secretary, seven professional-grade officials, and one administrative-grade official. The Secretariat also has a fluctuating number of consultants, depending on the regular and specific funding available for executing programs and projects, along with interns provided by the OAS Internship Program.

Table 1: Budgetary situation of the CIM Executive Secretariat

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
OAS Regular Fund	\$85,350,800	\$83,870,500	\$82,978,100	\$84,324,100	\$84,300,000	\$73,500,100	\$81,575,000	\$82,700,000	\$82,700,000	\$79,000,000
Regular Fund - CIM	\$1,254,000 (1.5%)	\$1,295,100 (1.5%)	\$1,355,400 (1.6%)	\$1,353,600 (1.6%)	\$1,413,600 (1.7%)	\$1,261,600 (1.7%)	\$1,726,800 (2.12%)	\$1,726,800 (2.01%)	\$1,659,000 (2.00%)	\$1,573,800 (1.99%)
	\$237,000 (Non-personnel)	\$237,000 (Non-personnel)	\$223,500 (Non-personnel)	\$223,500 (Non-personnel)	\$285,500 (Non-personnel)	\$218,500 (Non-personnel)	\$410,800 (Non-personnel)	\$381,100 (Non-personnel)	\$258,100 (Non-personnel)	\$195,000 (Non-personnel)
OAS officials (Regular Fund)	464	431	435	405	389	412	412	400	375	373
CIM officials (Regular Fund)	6 (1.3%)	8 (1.9%)	8 (1.8%)	8 (2.0%)	8 (2.0%)	7 (1.7%)	9 (2.18%)	9 (2.25%)	9 (2.4%)	9 (2.4%)

OAS specific funds	\$77,815,621	\$79,338,917	\$84,454,396	\$82,930,757	\$78,374,693	\$75,485,200	\$64,914,600	\$52,732,000	\$47,839,400	\$47,438,000
Specific funds- CIM	\$746,203 (0.96%)	\$433,427 (0.55%)	\$558,119 (0.66%)	\$638,505 (0.77%)	\$225,937 (%0.28)	\$85,000 (0.11%)	\$203,300 (0.31%)	\$85,000 (0.16%)	\$208,900 (0.43%)	\$360,000 (0.76%)