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## INTER-AMERICAN COMMISSION OF WOMEN

THIRTY-SEVENTH ASSEMBLY  
OF DELEGATES OF THE CIM  
Lima, Peru  
May 24 and 25, 2016

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### MINUTES OF THE THIRTY-SEVENTH ASSEMBLY OF DELGATES OF THE INTER-AMERICAN COMMISSION OF WOMEN

#### 1. INTRODUCTION

The Thirty-Seventh Assembly of Delegates of the Inter-American Commission of Women (CIM) was held in the city of Lima, Peru, on May 24 and 25, 2016.

The Secretary General of the Organization of American States (OAS) forwarded the convocation to the member state governments in accordance with the procedure established in the relevant legal provisions.

The President of the CIM, Alejandra Mora Mora, Principal Delegate of Costa Rica, presided over the informal meeting of Heads of Delegation and the inaugural session, pursuant to Article 9 of the Rules of Procedure of the Assembly of Delegates of the Inter-American Commission of Women,<sup>1</sup> which provides that at Regular and Special Assemblies held away from headquarters, the President of the CIM shall preside provisionally over the Assembly, until the President of the Assembly is elected at the first plenary session (Article 10).

The Executive Secretary of the CIM, Carmen Moreno, served as Technical Secretary of the Assembly, pursuant to Article 16 of the Rules of Procedure of the Assembly of Delegates.

#### 2. PROCEEDINGS

The Assembly held one informal meeting of Heads of Delegation, one inaugural session, four plenary sessions, including one thematic panel, and one closing session.

##### a. Informal meeting of Heads of Delegation

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<sup>1</sup> Available at: <http://www.oas.org/en/cim/docs/CIMRulesofProcedureAoD-2012-EN.doc>

At the informal meeting, held on May 24, 2016, from 8:30 a.m. to 9:00 a.m., consisting of the President of the CIM and the heads of delegation, the procedures for the proceedings of the Assembly were considered and adopted, including the candidacies for the officers of the Assembly (President, Vice-President, Rapporteur), the composition of the Committee on Credentials and General Committee, and the order of precedence (starting with Canada).

Immediately after the informal meeting, the first plenary session was held, followed by the inaugural session.

#### **b. First plenary session**

The President of the CIM, Alejandra Mora Mora, at 9:00 a.m. declared open the first plenary session of the Thirty-Seventh Assembly of Delegates. In her remarks, she welcomed those present and expressed the CIM's appreciation to the host country and the Executive Secretariat for their support in organizing the meeting.

Subsequently, in accordance with Article 21.f of the Statute of the CIM, and Articles 9 and 10 of the Rules of Procedure of the Assembly of Delegates, the meeting ratified the agreements reached at the informal meeting of heads of delegation (see preceding section).

- i. Election of the officers of the Assembly of Delegates. The following officers of the Assembly were elected by acclamation at the first plenary session:

President:	Marcela Huaita Alegre, Principal Delegate of Peru
Vice-President:	Esther Ayuso Ramírez, Principal Delegate of Belize
Rapporteur:	Bernarda Pérez, Alternate Delegate of Chile

- ii. Adoption of agenda. The meeting adopted the agenda for the Thirty-Seventh Assembly of Delegates of the CIM, published as document CIM/doc.4/16 rev.1.
- iii. Adoption of the schedule. The meeting adopted the schedule for the Thirty-Seventh Assembly of Delegates of the CIM, published as document CIM/doc.5/16 rev.1.
- iv. Composition of the Committees of the Assembly:

##### **Committee on Credentials**

President:	Ana María Baiardi, Principal Delegate of Paraguay
Member:	Irene Sandiford Garner, Principal Delegate of Barbados
Member:	Liriola Leoteau, Principal Delegate of Panama
Secretary:	María Celina Conte (Executive Secretariat of the CIM)

##### **General Committee**

The following were elected as the officers of the General Committee, which was open to participation by all interested countries:

President:	Ana Lucía Nieto, Alternate Delegate of Peru
Secretary:	Hilary Anderson (Executive Secretariat of the CIM)

The President of the Assembly declared installed the General Committee, which had been open to all accredited delegations. She reported that the draft documents were now at an advanced stage

of negotiation through the efforts of the informal working group to prepare for the Thirty-Seventh Assembly of Delegates of the CIM, which had held five meetings from February 19 to May 19, 2016, at OAS headquarters.

- v. Period for presentation of draft resolutions: The meeting set May 24, 5:00 p.m. as the period for presentation of new draft resolutions.
- vi. Order of precedence of the delegations. In accordance with the provisions of the Rules of Procedure of the Assembly of Delegates of the CIM (Article 7), the following order of precedence was established by lot:

1.	Canada	19.	Peru
2.	Chile	20.	Dominican Republic
3.	Colombia	21.	Saint Kitts and Nevis
4.	Costa Rica	22.	Saint Lucia
5.	Dominica	23.	Saint Vincent and the Grenadines
6.	Ecuador	24.	Suriname
7.	El Salvador	25.	Trinidad and Tobago
8.	United States	26.	Uruguay
9.	Grenada	27.	Venezuela
10.	Guatemala	28.	Antigua and Barbuda
11.	Guyana	29.	Argentina
12.	Haiti	30.	Bahamas
13.	Honduras	31.	Barbados
14.	Jamaica	32.	Belize
15.	Mexico	33.	Bolivia
16.	Nicaragua	34.	Brazil
17.	Panama		
18.	Paraguay		

### c. **Inaugural session**

The inaugural session opened at 9:30 a.m., on May 24, 2016.

At the outset, the President of the CIM, Alejandra Mora Mora, took the floor and thanked the Government of Peru for hosting the Assembly. She referred to the importance of the Assembly of Delegates of the CIM as a forum that brought together the national machineries for the advancement of women of the OAS member states and enabled them to pool their experiences and reflections on the international law on women's rights and gender mainstreaming in national governments. She referred to the theme of the Assembly, "Equality and autonomy in the exercise of women's economic rights," as a strategic theme, including the international level in the United Nations framework. She emphasized that women's economic autonomy was essential to their physical and sexual autonomy and that recognition of women's work, paid and unpaid, enabled them to position themselves differently in negotiating their families and their bodies. She further emphasized the importance of economic autonomy, not only for themselves but also for their societies and economies – incorporation of women's talent was essential to national economic development and growth. She underscored some strategic thematic areas for discussion during the Assembly, including: (i) care and gender-based division of labor; (ii) the role of the States in encouraging women's labor and entrepreneurship; and (iii) women's ongoing participation in public life.

Next, the Principal Delegate of Peru and President of the Thirty-Seventh Assembly of Delegates of the CIM, Marcela Huaita Alegre, took the floor. She emphasized the importance of the Assembly of Delegates as a leading forum for reflection on progress and challenges, and for the adoption of work plans and programs and agreements designed to ensure that women's rights and gender equality were guaranteed in the region. She briefly summarized the history of the Inter-American Commission of Women, especially its role in establishing the inter-American legal framework on women's rights, beginning in 1933, with the Convention on the Nationality of Women, through the adoption of the world's first treaty on the issue of violence against women, the Convention of Belém do Pará (1994). She emphasized the lead part played by the Americas region in advancing women's rights and explained that despite the achievements of recent decades, progress was still uneven, with a highly patchy picture among and within countries. She pointed especially to the challenges faced by women suffering different forms of discrimination, such as girls, rural women, indigenous women, Afro-descendant women, women with disabilities, and LGBTI women. She referred to the problem of femicide in the region, emphasizing the urgency of State action to address and end all forms of violence against women that still marked women's presence in the public and private spheres. She emphasized the adoption, by the Conference of States Parties to the Convention of Belém do Pará (October 2015), of the Declaration on Political Harassment and Violence against Women, in the context of their persistent underrepresentation in the political sphere. She announced the holding, in June 2016, of the Asia-Pacific Economic Community (APEC) Women and the Economy Forum, and noted the parallels with the Assembly of Delegates of the CIM and the importance of bringing the experience of the Americas to this Forum.

Lastly, the Executive Secretary of the CIM, Carmen Moreno, took the floor, expressing special appreciation to the Government of Peru for its efforts to organize the Assembly. She conveyed the greetings of the Secretary General of the OAS, Luis Almagro. She noted that the OAS of the 21st century was committed to achieving "More rights for more people," and announced that the OAS Secretary General had launched six strategic initiatives within the four pillars of the Organization: democracy, human rights, development, and security. She emphasized that the gender approach in these initiatives was key in contributing, through justice and social inclusion, to the well-being of our peoples and to equality and autonomy for the women of the Americas in the exercise of their economic rights. The initiatives were: (i) the School of Governance; (ii) the Inter-American Education System; (iii) Natural Disaster Prevention and Management in the Caribbean and Central America; (iv) Prevention of Social Conflict; (v) Interconnectivity in the Caribbean; and (vi) the OAS Strategic Initiative for More Life and More Health for More Women and Children in the Americas: Towards a Plan for Reducing Maternal Mortality and Illness. She briefly described each initiative and invited the Delegates of the CIM to play an active part and to spearhead these initiatives in order to further the 2030 Agenda and build fairer and more inclusive and egalitarian societies for the benefit of the entire region.

Attending the inaugural session were the delegations accredited to the Assembly, as well as representatives of inter-American, international, and civil society organizations, and special guests. Document CIM/doc.3/16 contains the List of Participants of the Thirty-Seventh Assembly of Delegates of the CIM.

#### **d. Second plenary session**

This session was held on May 24, at 11:30 a.m., and included a panel on the theme of the Assembly: *Equality and autonomy in the exercise of women's economic rights*. The panel was moderated by the Principal Delegate of Peru and President of the Assembly, Marcela Huaita, and composed of Eliana Villar, Programme Officer, UN Women in Peru, Hilary Anderson, Principal Specialist of the CIM, Louise Williams, Principal Associate, Trade, Nathan Associates, UnaMay Gordon, Coordinator, Caribbean

Institute of Women in Leadership (CIWiL), Martin Valdivia Huaranga, Senior Researcher, Group for the Analysis of Development (GRADE), and Cecilia M. Flores Castañon, President, WomenCEOPeru.

In her intervention, Eliana Villar presented UN Women's report *Progress of the World's Women 2015-2016: Transforming Economies, Realizing Rights*, which discussed both major progress and persistent challenges in achieving full women's economic citizenship. She referred to the policies and measures needed for improved functioning of economies to bridge the substantive equality gaps between men and women. Substantive equality, she explained, did not mean only bridging formal gaps, but also de facto inequality in everyday life. In that regard, the gender imbalance in the distribution of domestic tasks and care was the main obstacle to women's participation in the economy. She referred to the demands on women's time created by this unpaid work and the obstacle it constituted to devoting time to their own training and development, and their well-being and aspirations – "time poverty."

Hilary Anderson presented the CIM's efforts to fortify comprehensive monitoring of the exercise of women's human rights – project launched in 2012 with support from the Government of Canada. Based on the main inter-American and international legal and political instruments, the CIM had established two systems of indicators: the system of progress indicators for measuring the implementation of the Convention of Belém do Pará and the Integrated System of Women's Human Rights Indicators (SISDEHM). SISDEHM aimed to have impact on public policy formulation, implementation, and evaluation based on a human rights approach and to move from measuring activities carried out (legislation adopted, training organized, meetings held, etc.) to determining the impact of these activities on women's capacity to exercise their rights. The structural indicators, of process and of results, were grouped into seven conceptual categories: (i) incorporation of law; (ii) public gender equality policy; (iii) financial and budgetary commitment; (iv) State capacity; (v) access to justice; (vi) accountability (access to information); and (vii) participation in design, implementation, monitoring, and evaluation. The set of indicators were presented in six modules: the right to education; economic rights; the right to work and to social security; the right to health; sexual and reproductive rights; and political rights. The economic rights module aimed in particular to move from the assumption that the economy and economic policy were gender neutral or gender-blind to the recognition that women and men did not have the same economic behavior and, in the economic sphere, were not impacted by State action in the same way. Another aim was to make human survival the core element of economic analysis, rather than economic growth or wealth accumulation.

In her intervention, Louise Williams presented APEC's Women in the Economy "Dashboard." She began with further reflections on the persistent scarcity of data on women in the economy, especially their unpaid work, and the challenges posed by that scarcity for the formulation of appropriate public policies and programs. She especially underscored the need for more and better data on women's use of time. She went on to describe APEC and the important role of the private sector in this forum, as well as its emphasis in recent decades on women's economic empowerment. In particular, APEC had established five priorities to ensure that empowerment: (i) access to capital (including elements such as inheritance rights, the ability to secure a job or have a savings account); (ii) access to markets (not only of goods and services, but also labor markets) for women entrepreneurs); (iii) skills and capacity-building (women's capacity to work and to remain and develop themselves in the workplace); (iv) women's leadership and agency (from registration of women's births to their participation in the leadership of different areas); and (v) innovation and technology. She pointed to challenges in terms of how to measure and, especially, how to demonstrate change in these five priority areas—given the discrepancies among the 21 APEC economies in terms of data compiled. She especially noted the lack of data on women's access to and use of infrastructure. The APEC Dashboard included 75 indicators of these five priorities, and she invited the audience to visit the Dashboard online. The Dashboard model was now being applied to economies

outside the APEC group, and she cited the specific examples of Honduras, Peru, and Haiti, and the tool's potential to strengthen knowledge, measurement, and formulation of policies on women's economic empowerment.

UnaMay Gordon noted the special challenges faced by women of the English-speaking Caribbean in terms of their economic autonomy. She began with a presentation on the Caribbean Institute of Women in Leadership (CIWiL), which served as a network of organizations in the English-speaking Caribbean whose core mission was to strengthen the capacities of and participation by Caribbean women in leadership. It worked with different organizations at the national and regional levels to promote an agenda of gender equality and women's empowerment, including training for women leaders and mentoring of young women. CIWiL's vision of transformational leadership was linked to its vision that the economic and social progress needed by the region would only be achieved if women were economically empowered and socially respected—with special emphasis on valuing women's work. She underscored the importance of the Sustainable Development Goals adopted by the world's governments and the need to move from word to deed if the goals of poverty eradication and gender equality were to be achieved. She reflected on the different priority action areas, including the rights to earn, consume, and access resources, and the degree to which progress in each of these spheres afforded women greater autonomy. She pointed to some of the progress made in the Caribbean, but also noted the persistent gender gaps, including school enrollment, access to land and inheritance, capital, and information, responsibility for household maintenance and child care tasks, the availability of maternity/parental leave, gender-based division of labor, and the gender pay gap.

Cecilia Flores shared reflections on the situation of women in the economy in terms of both progress and challenges, with special emphasis on women in decision-making posts and areas, where they were still a minority. In Peru, women occupied only 3.2% of management posts, below the 6% regional average. She noted the persistent predominance of male management stereotypes and patterns—among both women and men reaching management levels, and the importance of training programs in many areas to promote alternative approaches to leadership. She explained that WomenCEOPeru had signed a cooperation agreement with CENTRUM Católico in Peru to create these opportunities for training and questioning the stereotypes segregating men and women and limiting women's access to decision-making spaces. She noted some European countries' experience of quota mechanisms for women's participation in management posts and bodies and the lack of mechanisms of this type in the Americas region, where much still depended on self-regulation. She pointed to the Sustainable Development Goals as a window of opportunity for moving towards a virtuous circle among the State, business, and civil society for women's presence and leadership in management posts.

Lastly, Martin Valdivia commented on the mission of the Group for the Analysis of Development (GRADE) to generate rigorous evidence on the inequities underlying the unjust gender inequalities. He pointed to GRADE's work to monitor the gender pay gap in different areas, as well as the persistent gender-based divisions of labor and gender stereotypes underlying this phenomenon. He presented in particular her work on women and entrepreneurship, and how women's increased participation in economies was due in large measure to their own self-employment/entrepreneurship on finding themselves excluded from the formal market. He indicated that, however, even in that context, women's businesses were smaller scale, less profitable, and harder to grow. Therefore, his research had focused on how to adjust the supply of education and training so as gradually to bridge these gaps—including, for example, strengthening networks of women's businesses and developing management capacities.

Following the panel discussion, the plenary engaged in debate, with interventions by different civil society representatives, including women from indigenous and farming groups.

The session adjourned for lunch at 1:00 p.m.

The second plenary session reconvened at 2:30 p.m. with Principal Delegates sharing best practices of the Assembly's theme: Equality and autonomy in the exercise of women's economic rights.

The following delegations took the floor:

The Alternate Delegate of **Peru** shared two best practices that had helped strengthen women's economic autonomy:

- First, the institutionalization of women's economic autonomy within the organizational structure of the Ministry of Women and Vulnerable Populations through the creation of the Department for the Promotion and Development of Women's Economic Autonomy,<sup>2</sup> whose mission was to promote women's economic autonomy and coordinate actions with relevant partners;
- Second, the adoption of an Intersectoral Plan of Action for Women's Empowerment and Economic Autonomy,<sup>3</sup> whose aim was coordination with multiple areas (ministerial and the National Institute of Statistics and Information Technology) of a set of specific actions to improve women's labor and economic situations. The Plan of Action was also one of the operating instruments of the *National Gender Equality Plan 2012-2017*.

She also noted specific actions to strengthen, through entrepreneurship, the economic autonomy of women victims of violence to ensure that they did not, through financial need, fall back into the vicious circle.

The Principal Delegate of **Panama** shared the results of the "Hemispheric Seminar on Corporate Social Responsibility (CSR) and Gender Equality in the Port Sector: From Awareness to Action,"<sup>4</sup> held in Panama, from April 27 to 29, 2016, in the framework of the work of the Inter-American Committee on Ports (CIP) of the OAS. During this seminar, the *2015 Maritime Prize of the Americas* was awarded and, for the first time, the *Outstanding Women in the Maritime and Port Sectors Award* was established, in six categories: (i) Logistics, Innovation, and Competitiveness; (ii) Port Management and Environmental Protection; (iii) Port Protection and Security; (iv) Public Policy, Legislation, and Regulation; (v) Corporate Social Responsibility and Gender Equality; and (vi) Tourism, Ship Services, and Navigation Control.

The Alternate Delegate of **Nicaragua** shared the commitments assumed by its government in the gender equality area and noted women's participation in various cabinet positions as a way to make visible their participation and leadership in all areas. She presented the Government of Nicaragua's Gender Policy and noted in particular the legislation on equality, including the Law on Equal Rights and Opportunities, the General Labor Inspection Law, the Paternal and Maternal Responsibility Law, the Titling Law, and the Access to Credit Law, among others, as measures to bridge the gender equality gap in the workplace. She cited the creation by the government of the Office of Equality and Nondiscrimination, Ministry of Labor, as well as the Interinstitutional Equality and Nondiscrimination Network. She noted the Zero Hunger Program, which aimed to afford rural women an opportunity to enter the economy and make visible their contribution to it, strengthen their economic independence, and fortify their role as producers of values. She emphasized that, in Nicaragua, titling land in women's names had restored their right to

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<sup>2</sup> See: <http://www.mimp.gob.pe/files/direcciones/dgignd/funciones/funciones-dpdaem.pdf>

<sup>3</sup> See: <http://www.vivienda.gob.pe/banners/PLAN%20DE%20ACCI%C3%93N%20INTERSECTORIAL%20-%202015.pdf>

<sup>4</sup> See: <http://portalcip.org/es/events/first-workshop-on-corporate-social-responsibility-and-gender-equality/>

access to credit, as well as Law 717, Creating the Fund for Land Acquisition with Gender Equality. She also cited Comprehensive Law 779 against Violence against Women as a contribution to their development and well-being. She mentioned the Municipalities Reform Law, known as the “50-50 Law,” as a contribution to women’s economic development by affording them decision-making opportunities, noting that over half of the Nicaraguan cabinet members were women, as well as to their inclusion in other decision-making spaces.

The Alternate Delegate of **Argentina** shared the commitment of her government to achieving substantive equality in all areas, and explained that the National Council of Women deemed economic autonomy essential to the full enjoyment of women’s human rights. She noted the process of developing the National Action Plan to Prevent and Help End Violence against Women, which included in particular the creation of entities to provide training and genuine job opportunities as a way out for women in situations of violence, in collaboration with the private sector. She noted the “Ellas Hacen” [Women Do] Program (2013), a new phase of the Social Income with Work program (in implementation since 2009), which aimed to improve the quality of life of families and women in vulnerable situations, including transgender women, and to promote personal and social capacity-building through the formation of cooperatives, personal training, and social and job opportunity creation. The “Ellas Hacen”<sup>5</sup> program now reached over 100,000 female heads of household through cooperatives formed for the execution of public works, such as water supply pipes, beautification of public areas, and restoration of green spaces. For these tasks, they received an income, as well as access to continuing education up to tertiary level, instruction/training, and awareness-raising on subjects such as human rights and sexual and reproductive health, among others. Since April 2015, resource allocations to this program had risen by 25%. Another aim was to coordinate the program with other relevant bodies, including those for social assistance and resource transfers. She underscored the need to deepen and strengthen shared responsibility so that women could participate on equal terms in different types of employment.

The Principal Delegate of **Trinidad and Tobago** explained her government’s efforts to strengthen women’s economic empowerment in four areas: (i) legislation; (ii) training and skills development; (iii) resource allocation; and (iv) compilation and analysis of data for policy formulation. In the legislative area, she pointed to different laws for the protection of women, especially pregnant women, and their right to education. In the training and skills development area, she mentioned training programs for women, particularly in specializations traditionally dominated by men, such as computer science. In the resource allocation area, she noted efforts to institutionalize budgets with a gender focus in all public entities. In the data compilation and analysis area, she noted the launch of a single registry on domestic violence to map trends and identify the place of origin of both victims, so as then to be able to identify appropriate support and training programs to help them escape their situation of violence, and of their aggressors for their placement in rehabilitation programs. In closing, she noted the growing representation of women in political and decision-making bodies.

The Alternate Delegate of **Canada** discussed that country’s history of support for gender equality and the empowerment of women and girls, at both the national level and through its development cooperation. She noted that women’s economic empowerment required their full and equal participation in decision-making spaces. She mentioned different national programs for women’s economic empowerment, including the Women’s Program, which aimed to train women in specializations traditionally dominated by men, such as construction and mining, as well as science, technology, engineering, and mathematics (STEM). She underscored the importance of women’s security in their homes and communities as a precondition for the exercise of their economic rights and announced that the federal government would

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<sup>5</sup> See: <http://www.desarrollosocial.gob.ar/ellashacen>

develop an integral strategy against gender-based violence. She noted that Canadian cooperation would continue to invest in programs to promote women's participation and leadership in decision-making and cited the example Prime Minister Trudeau's parity cabinet. She indicated that the priorities of Canadian cooperation included ending gender-based violence, ending child and forced marriage, improving maternal and child health, and gender mainstreaming. She announced that, as in earlier years, this year Canada would lead, in the framework of the United Nations Human Rights Council, a resolution on ending violence against women and that this year, said resolution would focus on violence against indigenous women. She invited the other Delegates to join in this effort to ensure the success of this resolution in the June session.

The Principal Delegate of **Colombia** shared the Job Equity Seal Program "EQUIPARES,"<sup>6</sup> a certification program to recognize companies that effectively implemented the Gender Equality Management System, thus achieving cultural transformations and bridging gender gaps within the company. In implementing this program, the Ministry of Labor and the Presidential Office for Women's Equity worked in coordination, with support from the United Nations Development Programme (UNDP). The initiative aimed to make gender gaps visible and serve as a tool for cultural and organizational change for their elimination. The Seal Program had reached over 75,000 in more than 100 companies—transforming company institutional culture through analysis and awareness-raising. The program was based on the correlation, now widely recognized, between a company's level of gender equality and its levels of productivity, competitiveness, and market innovation. Companies received different levels of certification in accordance with their fulfillment of a set of targets established by the program, including specific elements, such as shorter Friday working hours, nursing rooms, the presence of women in non-traditional jobs, voluntary extension of maternity leave, "time checkbooks" [chequeras de uso del tiempo], specific days for fathers to devote time to child care, and telework, among others. She concluded by emphasizing that recently the EQUIPARES seal had been expanded to rural areas, based on an employability and entrepreneurship approach for people in rural areas who were victims of the internal conflict. She also noted the Quotas Law (581) in Colombia as an important contribution to gender equity legislation. Law 1475 stipulated that women make up 30% of slates of candidates for popularly elected office and that the government was now working on a draft law on parity, alternation, and universality in Congress.

The Alternate Delegate of **Chile** noted that women's participation in politics, the economy, and society was a necessary condition for sustainable development and fulfillment of the 2030 Agenda. The core aim of the government's gender agenda was women's physical, economic, and political autonomy. The + Capaz [More Capable] Program<sup>7</sup> of the National Training and Employment Service (SENCE) was designed to support access to and continuance in the labor market by women, youth, and persons with disabilities living in situations of social vulnerability, through technical training, cross-cutting skills, and job placement services to promote their employability. She also cited data on women's entrepreneurship and their access to services for greater formalization and growth of their businesses. She noted Public Contracting Directive No. 20, "Gender approach in public procurement,"<sup>8</sup> of ChileCompra (institution managing the public procurement system), which aimed to give preference in contracting to women in procurement of high social impact. She also referred to BancoEstado's Crece Mujer Emprendedora [Businesswomen: Grow]<sup>9</sup> program, which aimed to increase access to credit by women entrepreneurs and encourage, educate, and provide guidance for women wishing to start or improve a business, through financial services, training, and creation of a development network. She further noted the Capital Abeja

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<sup>6</sup> See: <http://equipares.org/>

<sup>7</sup> See: <http://www.sence.cl/portal/Oportunidades/Capacitacion/+Capaz/>

<sup>8</sup> See: [http://www.chilecompra.cl/index.php?option=com\\_phocadownload&view=category&id=12&Itemid=375](http://www.chilecompra.cl/index.php?option=com_phocadownload&view=category&id=12&Itemid=375)

<sup>9</sup> See: <https://www.crecemujer.cl/>

Emprende [Bee Capital Undertakes] Program,<sup>10</sup> a grant fund of the Technical Cooperation Service (SERCOTEC), which provided support for new business startups led by women, with market participation opportunities. The Labor Reform law in force stipulated that companies had to report their gender pay gaps. She mentioned the Iguala-Conciliación [Equalize-Conciliation] Seal,<sup>11</sup> awarded by the National Women's Service to different institutions certified under Chilean Standard 3262, "Gender equality management and conciliation in working, family, and personal life." Law 20.761 established the right of working parents to feed, during their working hours, their children under age two and improved maternity protection rules. The Adelante Mujer Rural [Forward Rural Women] program<sup>12</sup> of the Ministry of Agriculture aimed to finance working and investment capital needs of rural women in Chile for carrying out economic and productive activities.

The Principal Delegate of **Haiti** noted the Plan of Action 2014-2020, prepared as a specific measure for full implementation of the National Gender Equality Policy 2014-2030, to systematize progress in the area of women's rights and create new outlooks. She emphasized the importance the government had accorded to ending violence against women through the preparation of the draft Law on the Prevention, Punishment, and Elimination of Violence against Women and Girls, now before Parliament. She explained that the 2010 earthquake and the recurrent political crises impacting the country in recent years had exacerbated the situation of poverty of women in Haiti, especially rural women. In consequence, a large part of the population was now dealing with dire food insecurity. The Ministry for the Status of Women and the Rights of Women (MCFDF) had worked to increase access to credit by women, especially women farmers, as a way to promote entrepreneurship in rural areas. Thanks to the constitutional quota of 30% of women in public institutions, Haitian women had greater opportunity for job placement and achieving a degree of economic autonomy. The stipulation of at least one woman in the membership of all municipal territorial councils was also having impact on women's access to land.

The remarks by the Principal Delegate of **Costa Rica** featured three actions on shared social responsibility for care: (i) the Ministry of Labor's "My First Job" program,<sup>13</sup> under which the government had hired over 30,000 people, with emphasis on women and persons with disabilities, in collaboration with the private sector, with which it had shared contracting costs. At the same time, they were offering training programs for employers on shared social responsibility for care to change perceptions regarding the hiring of women; (ii) an inspection manual on shared responsibility for care, and training for inspectors on evaluating oversight of traditionalism in this area, an experience that had been shared with the International Labour Organization (ILO) as a best practice; and (iii) a nonreimbursable production fund for women, especially indigenous and Afro-descendant women and women with disabilities, for innovation and technology, industry and organizations, and (soon) care, envisaging partnerships among women for care in situations where companies or the State did not provide support, which would allow other women to go out to the job market. She also emphasized the "Equity Seal" (Gender Equality and Equity Management System), based on the ISO Standards models and whose implementation entailed similar processes. She explained that despite the adoption in the country of the parity norm, it had not been implemented in the most recent elections because it had not been ensured that women would head the electoral lists, but that the Constitutional Court had instructed that, by the next electoral process (2018), both gender parity and women's heading of the lists had to be implemented. In late 2015, the Satellite Account Law had been enacted, to be implemented based on a national survey on time usage for

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<sup>10</sup> See: [http://4w.sercotec.cl/Productos/CapitalAbejaEmprende\\_Regi%C3%B3nMetropolitana.aspx](http://4w.sercotec.cl/Productos/CapitalAbejaEmprende_Regi%C3%B3nMetropolitana.aspx)

<sup>11</sup> See: <http://sernam.zeke.cl/sernam/sello-igualaconciliacion/>

<sup>12</sup> See: <http://www.indap.gob.cl/servicios-indap/plataforma-de-servicios/financiamiento/!k/programa-adelante-mujer-rural-programa-de-financiamiento-credificio-para-mujeres-del-campo-de-chile>

<sup>13</sup> See: <https://www.miprimereempleo.cr/>

better analysis of women's unpaid work and for allocation of resources where need was greatest. A specific result of this initiative was that the Social Security Fund had now changed the name "indigence pensions" to "reproduction pensions."

The remarks of the Alternate Delegate of **Mexico** featured the Directory of Institutional Supports for Productive and Employment Projects for Women,<sup>14</sup> enriched through its supplementation by training programs and activities, expanding access to the programs to include the least prepared. She also noted a certification program, Mexican Standard NMX-R-025-SCFI.2015 on Job Equality and Nondiscrimination<sup>15</sup> for company certification for specific practices, such as the incorporation, including in management posts, of at least 40% of women. She mentioned the Women's SME Fund,<sup>16</sup> a program aimed at the development and consolidation of micro, small, and medium sized businesses headed by women, with preferential access to financing and business development tools. This program also was supplemented by a program for access to credit without a mortgage guarantee requirement. She referred to the structural issue of care as an obstacle to women's insertion in the job market and emphasized the need to strengthen social infrastructure, i.e., national care services. She announced that the National Equality System, which promoted the Gender Policy, had been raised to ministerial rank, meaning that all ministers had to give account of their efforts to implement the National Program for Equal Opportunity and Nondiscrimination against Women (PROIGUALDAD 2013-2018). She referred to the enactment in Mexico of the Parity Law, which, although it had made possible some progress, had also highlighted obstacles, especially harassment of and violence against women seeking or holding an elected office. She concluded by emphasizing the importance of the CIM and the MESECVI as roadmaps and commitments that could be assumed by countries as a group and enabled gender agendas to be fortified at the national level.

The Principal Delegate of **Paraguay** acknowledged the importance of a forum for pooling best practices in the framework of the hemispheric meetings, since it enabled countries to benefit from one another's experiences and innovations. She pointed to a program to provide funds for low-income rural women's committees, which afforded them an opportunity for some economic autonomy by creating access to credit, and sought to strengthen social cohesion at the community level. In Paraguay, 80% of women inmates had been deprived of liberty for micro drug trafficking, often at the insistence of their partners, and the Delegate referred to a Ministry of Justice program to build self-esteem in women deprived of liberty so that, upon release, they would not return to drug trafficking networks. She emphasized the relationship with the private sector and cited the example of a supermarket chain that had given vouchers to women to purchase basic products. She announced the preparation of an initial survey on time usage and the importance of this data for better public policy guidance. She mentioned the Rural Women's Law and efforts to disseminate it directly to rural women and raise their awareness of their rights and how to assert them. She then gave the floor to Expert Line Barreiro for her to share another practice. Ms. Barreiro explained the process of inter-party development of a legislative agenda for women's rights, with international cooperation support. The agenda aimed to reform and develop the legal framework in specific areas, especially violence against women and jobs for women living in poverty. Despite this progress, pay parity had not yet been achieved, but this would be resubmitted to Congress. The draft Democratic Parity Law, based on a comprehensive approach to parity, i.e., 50-50 in all State and government institutions, had a strong coalition backing it and was now before Congress for consideration. Lastly, she referred to the Maternal Breastfeeding Law, which had been enacted over the objection of much of the private sector.

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<sup>14</sup> See: [http://cedoc.inmujeres.gob.mx/documents\\_download/101254.pdf](http://cedoc.inmujeres.gob.mx/documents_download/101254.pdf)

<sup>15</sup> See: [http://www.conapred.org.mx/userfiles/files/Dossier%20Norma\(1\).pdf](http://www.conapred.org.mx/userfiles/files/Dossier%20Norma(1).pdf)

<sup>16</sup> See: <http://empresarias.inmujeres.gob.mx/>

The Principal Delegate of **Belize** shared experiences of her country, including the national consultations for the formulation of the National Gender Policy to which, in 2015, following its approval by the Cabinet, the churches had objected. After a long negotiation process, the Policy had ultimately reached the stage of implementation with the different Ministries. She indicated that in Belize, quotas or parity were far from being achieving, since only in the last elections had the first woman been elected to Parliament. She noted the importance of infrastructure development, especially in a country where hurricanes and storms were a constant threat, and of government efforts since 2008 to expand infrastructure and lessen the burden on rural women, especially of transport and of access to utilities such as water and electricity.

#### **e. Third plenary session**

The third plenary session opened at 9:30 a.m. on May 25, under the chairmanship of the President of the Assembly, Marcela Huaita Alegre.

#### Report of the President of the CIM

In accordance with item 3.a of the adopted agenda, President of the CIM Alejandra Mora Mora presented her report on the implementation of the mandates of the 2013-2016 Executive Committee of the CIM, in implementation of its Triennial Program of Work 2013-2015 and the Strategic Plan 2011-2016.

In her intervention, the President noted the fulfillment of these mandates and the preparation, adoption, and dissemination of instruments, reports, and tools, as well as forums held:

- Declaration on Political Harassment and Violence Against Women
- Declaration on Violence against Women, Girls and Adolescents and their Sexual and Reproductive Rights
- Belém do Pará +20 Hemispheric Forum: “Good practices in the prevention of violence.” (Pachuca, Mexico, May 14-16, 2014)
- The study *Women and drugs in the Americas: A policy working paper*
- The guide *Women, Drug Policies and Incarceration: A Guide for Policy Reform in Latin America and the Caribbean*
- *Manual for Strengthening the Exercise of the Human Rights of Women Living with HIV in Latin America*
- *Institutional Policy on Gender Equality, Diversity and Human Rights of the General Secretariat*

#### Report of the Executive Secretariat of the CIM

In accordance with item 3.b of the adopted agenda, Executive Secretary of the CIM Carmen Moreno presented a report on the implementation of the Triennial Program of Work 2013-2015 and the Strategic Plan 2011-2016.

The Executive Secretary noted specific results of the implementation of the Strategic Plan, including:

- The book *Women’s citizenship in the democracies of the Americas* (CIM, UN Women, and IDEA International, 2013)
- The study *Betting on Parity: The Democratization of Political Systems in Latin America* (IDEA International and CIM, 2013)
- The OECS panel discussion on violence against women (Saint Lucia, 2014)
- The report *Human Rights of Women Living with HIV in the Americas* (CIM and UNAIDS, 2016)

- The first methodological transfer of Participatory Gender Diagnostic Assessments in the Ministry of Women of Paraguay (2015)
- The social network campaign #MoreRightsforMoreWomen
- The virtual course on Gender and Communications

Next, at the request of the Executive Committee 2013-2016, different specialists of the Executive Secretariat of the CIM took the floor to present specific initiatives of the CIM:

- Yasmin Solitahe Odlum presented an overview of the situation of gender parity in policy in the English-speaking Caribbean, a heterogeneous region in that in three countries, participation by women in Parliament exceeded 30%, whereas in the majority of the countries, it remained under 20%. She shared a “political capital” analysis of women in the Caribbean, who were still concentrated in the executive branch, with less presence in the legislative and judicial branches. She noted that women in ministerial positions in the executive branch were still usually responsible for “social” areas, such as social development, health, housing, youth, culture, and welfare, although there were signs of major changes in some States, where women were leading areas such as foreign affairs, economy and finance, trade.
- Marta Martinez presented the progress made in preparing the inter-American model law on gender parity in public life and to end political violence against women, including the need for a comprehensive approach to parity that addressed the different dimensions of women’s political exclusion. She shared the results of the implementation of parity in the seven countries of the region that had adopted it and its potential for transforming political structures and conditions for the exercise of women’s political rights, free from discrimination and violence, as an essential precondition for strengthening full, fair, and legitimate democracies. She defined the concept of parity used by the CIM as equal access in all State institutions (legislative, executive, and judicial), from international to local, in all areas of public life, and set out the main challenges in achieving parity and the full exercise of women’s political rights. She closed by summarizing the next steps to be taken in preparing the model law.
- Nischa Pieris presented “*Women, Drug Policies and Incarceration: A Guide for Policy Reform in Latin America and the Caribbean*,” published by the CIM in conjunction with the Washington Office on Latin America (WOLA), the International Drug Policy Consortium (IDPC), and DeJusticia, in February 2016. She emphasized that the use of prison to address the drug problem had had disproportionate impact on women, who were increasingly subject to incarceration. Although they received the brunt of punitive policies, these women were rarely a genuine threat to society. Most were arrested for performing low-level but high-risk tasks (small-scale drug distribution or transportation) as a way of dealing with poverty or, at times, through coercion by a partner or family member. She explained that the Guide aimed to provide a roadmap for policy reform based on public health, respectful of human rights and with a gender perspective.

The Chair then gave the floor to the delegations for questions and comments on the reports of the President and the Executive Secretary.

#### Report of the Summits Secretariat of the OAS

Next, the Director of the Summits Secretariat of the OAS, Jane They, took the floor to explain the Summits of the Americas process. She identified the different actors involved in the process and the role of each, and reviewed the history of gender-related matters in the different Summits, which had focused

on six main areas: (i) the need for gender disaggregated statistics of quality; (ii) promotion of the role of women in leadership positions; (iii) legal protection for equitable treatment; (iv) access to education and training programs; (v) financing in implementation of the commitments adopted; and (vi) laws and their application to end violence against women. She noted in particular the support for the CIM expressed by the Heads of State/Government, and the role of the Commission as an advisory body to the Summit Implementation Review Group (SIRG) on all gender equity and equality-related matters and its importance in following up on the relevant recommendations of the Summits. She reported that the next Summit would be held in Peru, in 2018, and emphasized the importance of participation by all partners from the start of the process to ensure that all their interests were reflected in the process and its results.

#### Adoption of the Strategic Plan 2016-2021 and the Triennial Work Program 2016-2019 of the CIM

In accordance with item 6 of the adopted agenda, the President of the Assembly gave the floor to the Executive Secretary of the CIM, who reported that these documents had now been referred by the General Committee to the Assembly of Delegates.

The President submitted to the Assembly of Delegates for its consideration the draft Strategic Plan 2016-2021 (contained in document CIM/doc.8/16) and draft Triennial Work Program 2016-2019 of the CIM (contained in document CIM/doc.7/16 Rev.1).

The two documents were adopted by acclamation.

#### Adoption of the modification of the legal instruments of the CIM: Process for appointing the Executive Secretary of the CIM

In accordance with item 7 of the agenda adopted, the President submitted to the Assembly of Delegates for its consideration the draft modification of the Statute of the CIM, referring to the process of appointing the Executive Secretary, contained in document CIM/doc.6/16.

The Executive Secretary of the CIM reported that this document had now been referred by the General Committee to the Assembly of Delegates. It was adopted by acclamation.

#### **f. Fourth plenary session**

The fourth plenary session opened at 12:00 p.m. on May 25, President of the Assembly and Principal Delegate of Belize Esther Ayuso Ramírez presiding. At the outset, the meeting took up the report of the Committee on Credentials and the election of the officers of the CIM for the 2016-2019 term, in accordance with item 5 of the adopted agenda.

María Celina Conte, Specialist of the Executive Secretariat of the CIM, reported on the meeting of the Committee on Credentials, composed of the delegations of Barbados, Panama, and Paraguay, the Principal Delegate of Paraguay, Ana María Baiardi, presiding. The report of the Committee was contained in document CIM/doc.17/16. The Committee had examined the credentials of 25 delegations of the member states of the CIM, and found that the credentials of 21 States were in due and proper form, and that they had the right of vote: Argentina, Barbados, Belize, Canada, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, Haiti, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Saint Lucia, Saint Vincent and the Grenadines, Trinidad and Tobago, United States, and Venezuela. She reported that although Bolivia had duly presented credentials, it was absent from the Assembly, and that

Brazil, Guatemala, and Uruguay had accredited representatives to the Assembly of Delegates who were not duly accredited as Delegates to the CIM.

The Vice-President of the Assembly reported on the candidacy received from the Government of Peru for the presidency of the CIM for the 2016-2019 term, information contained in document CIM/inf.1/16. The Principal Delegate of Paraguay requested the floor request the election by acclamation of the candidate of Peru as President of the CIM. The Delegate of Peru was so elected and took the floor to thank the delegations.

The Vice-President of the Assembly reported on the candidacies received from the Governments of Costa Rica, Mexico, and Paraguay for Vice President of the CIM for the 2016-2019 term, information contained in document CIM/inf.1/16. She requested that these candidates be elected by acclamation. They were so elected.

The Vice-President of the Assembly reported on the candidacies received from the Governments of Argentina, Belize, Bolivia, Colombia, and Panama for membership of the Executive Committee of the CIM for the 2016-2019 term, information contained in document CIM/inf.1/16. She asked that these candidates be elected by acclamation. They were so elected.

The officers of the CIM for the 2016-2019 term are:

<u>President</u>	Peru (Marcela Huaita Alegre)
<u>Vice Presidents</u>	Costa Rica (Alejandra Mora Mora) Mexico (Lorena Cruz Sánchez) Paraguay (Ana María Baiardi)
<u>Members</u>	Argentina (Fabiana Túñez) Belize (Esther Ayuso Ramírez) Bolivia (Mónica Bayá Camargo) Colombia (Martha Ordoñez Vera) Panama (Liriola Leoteau)

The session adjourned at 1:00 p.m.

The fourth plenary session resumed at 2:30 p.m. for the presentation of the report of the General Committee and consideration the draft Declaration of Lima and draft resolutions, in accordance with agenda item 8.

#### Report of the General Committee

The President of the CIM and of the Assembly of Delegates, Marcela Huaita Alegre, gave the floor to Ana Lucía Nieto, Alternate Delegate of Peru to the CIM and President of the General Committee, who indicated that the proceedings of the Committee had been satisfactory and that consensus had been reached on the texts of the Declaration of Lima and the five resolutions, distributed by the Secretary in the plenary session.

#### Consideration of draft Declaration of Lima and draft resolutions

The President submitted to the Assembly for its consideration the draft “Declaration of Lima on Equality and Autonomy in the Exercise of Women’s Human Rights,” contained in document CIM/doc.9/16 rev.1.

The Alternate Delegate of Mexico requested the floor to indicate her support for the content of the Declaration and requested that, based on the presentations on the parallel event on the OAS strategic initiative for More Life and More Health for Women and Children in the Americas: A Plan to Reduce Maternal Mortality and Illness, held during the lunch hour on May 25, that the minutes of the Assembly reflect the need to promote said initiative, since it was deemed to have impact on one of the most relevant priorities of the region’s gender agenda. Mexico considered that the subject warranted all attention of the States and requested the Secretary General of the OAS to present the strategic initiative in the framework of the forty-sixth regular session of the OAS General Assembly (June 13 to 15, 2016, Santo Domingo).

The plenary adopted the Declaration in its version agreed in the General Committee.

Next, the President submitted to the Assembly for its consideration the draft versions of five resolutions:

CIM/doc.10/16	Modification of the Statute of the Inter-American Commission of Women
CIM/doc.11/16 rev.1	Venue and Date of the Thirty-Eighth Assembly of Delegates of the Inter-American Commission of Women
CIM/doc.12/16	Adoption of the Triennial Work Program 2016-2019 of the Inter-American Commission of Women
CIM/doc.13/16	Adoption of the Strategic Plan 2016-2021 of the Inter-American Commission of Women
CIM/doc.14/16	Vote of Thanks to the People and Government of Peru

The plenary adopted the resolutions in their versions agreed in the General Committee.

#### Other business

In implementation of the ninth and last item on the agenda adopted, the President of the CIM and of the Assembly of Delegates, Marcela Huaita Alegre, offered the floor to any delegation that wished to discuss any other business.

The Principal Delegate of Colombia requested the floor to announce that, by presidential decree, that day, May 25, in Colombia would mark the *National Day for the Dignity of Women Victims of Sexual Violence in the Context of the Internal Armed Conflict*. She paid recognition to the capacity for resilience of women, many of whom were now leaders in Colombia, whose bodies had been used as weapons of war, and requested the Delegates of the CIM to show solidarity with the day and the issue so that the survivors of this scourge would not feel alone.

The Principal Delegate of Paraguay expressed support for the remarks of the Principal Delegate of Colombia and requested the floor to recognize and congratulate the Executive Secretary of the CIM, Carmen Moreno, and her team, as well as the OAS and the Chair of the General Committee, Ana Lucía Nieto, for their work to prepare and hold the Assembly. She recognized and expressed appreciation to the Government of Peru for its efforts not only to organize the Assembly but also for the hospitality and support received. She concluded by indicating that for her the results of the Assembly were a source of pride and gratification, and that they would contribute to strengthening the CIM.

At 4:00 p.m., the session was declared closed.

**g. Closing session**

At the closing session, Alejandra Mora Mora, outgoing President of the CIM 2013-2016, Principal Delegate of Costa Rica and Vice-President elect of the CIM 2016-2019, offered the new officers of the CIM some remarks of farewell and optimism, congratulated the President-elect for the 2016-2019 term, expressed appreciation to the Government of Peru and Executive Secretariat of the CIM for their efforts to organize the Thirty-Seventh Assembly of Delegates, and invited all Delegates to continue supporting the Executive Committee in the next triennium. During her remarks, she set out three strategic priorities going forward: (i) continued strengthening of the strategic partnerships, especially with civil society; (ii) strengthened political representation within the CIM forum as a complement to the technical representation; and (iii) in prioritizing the activities of the CIM, adherence, to the greatest extent possible, to the work plans and programs adopted by the Delegates.

In closing, Marcela Huaita Alegre, President-elect of the CIM 2016-2019 and Principal Delegate of Peru, offered closing remarks to those present. In her remarks, she reflected on the documents adopted that would serve, going forward, as a roadmap for the CIM for the women of the Hemisphere. She recognized the work headed by the outgoing President of the CIM 2013-2016, Alejandra Mora Mora, her commitment to particular issues, such as political harassment, and her leadership of the CIM at difficult times for the inter-American system as a whole. The Declaration of Lima on Equality and Autonomy in the Exercise of Women's Economic Rights was a step forward in the commitment of the States to women's full citizenship, with special emphasis on social and economic appreciation of women's unpaid work and shared responsibility for care. She expressed appreciation for her election as President of the CIM and reaffirmed her country's commitment to the Commission's mission and work. She pointed to the progress made by the States in formulating laws and public policies for women's rights and the consensus established to end violence against women, reduce maternal mortality and teen pregnancy, and strengthen women's participation in all spheres on equal terms. She also referred to three central challenges going forward: (i) making visible all the different forms of discrimination attending women's identities and recognizing and valuing the existing diversity of women; (ii) empowerment of young women and reducing teen pregnancy, based on a substantive change in gender stereotypes and patterns that treated women's bodies as commodities; and (iii) addressing structural programs in a coordinated manner with a view to achieving economic development with a social conscience and environmental commitment.

At 5:00 p.m., the President declared closed the Thirty-Seventh Regular Meeting of the Assembly of Delegates of the Inter-American Commission of Women.