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TRIENNIAL PROGRAM OF WORK OF THE INTER-AMERICAN COMMISSION OF WOMEN (CIM) 2019-2022

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1. Background

The Triennial Program of Work of the CIM for 2016-2019 enabled the Commission to move ahead with implementation of the *CIM Strategic Plan 2016-2021*,¹ adopted by the Delegates of the CIM in May 2016 and to pursue the priorities established by the XXXVII Assembly of Delegates of the CIM, held in Lima, Peru on May 24th and 25th 2016

These priorities stemmed from the CIM's mandates, including, in particular:

- The *Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women* (Convention of Belém do Pará, 1994);
- The *Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality* (IAP), adopted by the OAS General Assembly in 2000;
- Specific mandates from the resolutions, declarations and other commitments of the Assembly of Delegates of the CIM, the General Assembly of the OAS, and the Summits of the Americas.

In addition to these fundamental mandates of the CIM, both the Strategic Plan 2016-2021 and the Triennial Program of Work 2019-2022 are situated within the framework of commitments, programs of action and consensuses adopted by other inter-governmental forums, in particular:

- The Declaration and Platform for Action of the Fourth World Conference on Women (Beijing, 1995);
- The Agreed Conclusions of the regular sessions of the United Nations Commission on the Status of Women (CSW);
- The Consensuses adopted by the sessions of the Regional Conference on Women in Latin America and the Caribbean; and
- The 2030 Agenda for Sustainable Development.

The starting point of this Triennial Program of Work of the CIM is, on the one hand, an evaluation of the achievements and challenges identified in the implementation of the *CIM Strategic Plan 2016-2021* and the *Triennial Program of Work 2016-2019*, including the continuity of the objectives and goals that were not fulfilled as a result of the financial and human resource limitations of the Commission, a point that will be analyzed in greater detail in sections 3 and 6. On the other hand, this Triennial Program of Work departs from an evaluation of the operational and institutional context of the CIM within the framework of the OAS, and seeks to concretize the goals and objectives put forward in the *CIM Strategic Plan 2016-2021*:²

- i) To strengthen the position of the CIM as the hemispheric political forum and benchmark for forging full citizenship for women, from a human rights perspective;
- ii) To coordinate and harmonize the CIM's actions with those of the OAS; and
- iii) To institutionalize the gender equality and rights approach in all the activities of the Organization.

The Program is built around the achievement of specific objectives under the two strategic goals of the CIM: i) promoting gender equality and eliminating discrimination; and ii) preventing and punishing gender-based violence.

Both the *CIM Strategic Plan 2016-2021* and this *Triennial Program of Work 2019-2022* are guided by a rights and gender equality perspective that takes into account women's human rights in international and

1. CIM/OAS. *Strategic Plan of the CIM 2016-2021*. Washington, D.C.: Inter-American Commission of Women, Organization of American States, 2011. Available at: <http://www.oas.org/en/cim/plan.asp>.

2. CIM/doc.8/16

inter-American legal treaties. It is those agreements that establish a benchmark for harmonizing domestic legislation on women's rights. This approach also has a core focus on the interrelationships between gender identity and expression, class, ethnic origins, age, geographical local, sexual orientation, physical capacity, and other factors that condition and shape people's possibilities and opportunities in the economic, social, cultural, civil and political.

2. Hemispheric Context

Gender equality and the empowerment of all women and girls in the world is an objective of 193 countries, who approved it as the fifth Sustainable Development Goal (SDG) of the 2030 Agenda for Sustainable Development in 2015. All the Member States of the General Assembly of the United Nations decided that this Goal should be taken into account and made effective when working on each of the SDGs – evidence of how much progress has been made on the rights of women in the last 40 years. Likewise, Latin America and the Caribbean have built the Montevideo Strategy,³ which contributes to making gender equality a cross-cutting component of all the SDGs in the region. In fact, the proposal of both documents is framed by international and regional human rights instruments, such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Belem do Pará Convention).

The Agenda for Gender Equality is central at the regional and international levels. It has been demonstrated that the sexual division of labor and women's lack of empowerment and poor representation in political and social life has been to the detriment of the global community as a whole. Knowing that women's rights are human rights and therefore progressive, it is essential to continue supporting these conquests.

Every advance in the guarantee of women's rights has been achieved by overcoming enormous obstacles and inadmissible discourses that justify discrimination, harmful practices, the sexual division of labor, the exclusion of women from public and political power, and even femicide.

The States of the region have gradually committed to ensuring compliance with the rights of women guaranteed by international conventions. These instruments have garnered broad regional and international support, and have even been incorporated into national legal systems. Accordingly, non-compliance with these instruments generates responsibility of the States.

As highlighted in the Triennial Program of Work 2016-2019, the American continent has made important progress in terms of the legal and political framework around the rights of women in the Americas. Legally, women enjoy a wide range of rights on equal terms with men. In the same way, women have made important advances in all spheres of life, particularly in the context of the thematic axis of the 38th Assembly of Delegates of the CIM, "Equality and Autonomy in the Exercise of Women's Political Rights for Strengthening Democracy:"

- In the Americas, the participation of women in national parliaments has tripled in the last two decades, going from 13.35% in 2000 to 30.7% in 2018, and it is the region in the world with the most women parliamentarians, but still far from parity;⁴

3. Available at: <https://conferenciamujer.cepal.org/en/documents/montevideo-strategy-implementation-regional-gender-agenda-within-sustainable-development>

4. Inter-Parliamentary Union. Archive of statistical data on the participation of women in parliaments. Available at: <http://archive.ipu.org/wmn-e/classif-arc.htm>

- Latin America remains the most advanced region in the world in terms of normative regulation and protection of the rights of representation and political participation of women;⁵
- There has been a historic advance in the countries that have adopted or reached parity - Bolivia (53.1%), Mexico (48.2%), Granada (46.7%), Costa Rica (45.6%), Nicaragua (44.6%), Argentina (38.8%) and Ecuador (38%) which clearly highlights parity as the way forward to increase the representation of women;⁶
- The presence of women in municipal councils has also grown at the same rate as parliamentarians from a regional perspective: women represent a regional average of 29.2% in municipal councils;⁷
- In terms of participation at the national executive level, women currently represent 25.7% of ministerial cabinets.⁸

But a general overview of the situation reveals important levels of imbalance in the real exercise of women's rights in the region. Gender inequality and non-application or discrimination in the application of the legal framework result in the persistence of significant gaps:

- With the exception of Bolivia, parity has nevertheless been limited to the national level and that reality is reflected in the number of women in other areas and other levels of government;⁹
- Although data at the regional level are encouraging in terms of women's political representation, at the same time a significant disparity between countries is made invisible by the average: in 18 countries in the region women have not yet reached 30% of women in parliament national;¹⁰
- Regarding municipal mayoralties, in twenty years, in Latin America and the Caribbean, women have gone from 5% to just 14.5% of mayors, which also makes an important disparity between countries invisible;¹¹
- The regional averages of women's participation by type of ministerial portfolio show that gender stereotypes are also reproduced in the political function: most of the ministers are still concentrated in the social area and participate less in the political and economic areas;
- With the exception of Bolivia and Mexico, the quota or parity systems enacted in Latin America do not include articulations for indigenous women, and in no country have quotas been included for Afro-descendant women;
- In the last 40 years, only ten women have been presidents in Latin America and two women prime ministers in the Caribbean, but these advances have not been sustainable. The Americas has gone from being the region in the world with the highest number of Heads of State or Government to having only one, the Prime Minister of Barbados.

Independently of the multiple commitments adopted on the political rights of women in the region, challenges exist to their effective exercise and women continue to face significant barriers such as access to financing political activity and the quantity and quality of media coverage of women in politics.

5. CIM and IDEA (2016). La democracia paritaria en América Latina: los casos de México y Nicaragua. Washington, DC: Inter-American Commission of Women, OAS and International Institute for Democracy and Electoral Assistance, available at:

<http://www.oas.org/en/cim/docs/DemocraciaParitaria-MexNic-ES.pdf>

6. Inter-Parliamentary Union. Women in National Parliaments. Available at: <http://archive.ipu.org/wmn-e/classif.htm>

7. ECLAC. Gender Equality Observatory for Latin America and the Caribbean, "Elected city council members who are female." Available at: <https://oig.cepal.org/en/indicators/elected-city-council-members-who-are-female>

8. ECLAC. Gender Equality Observatory for Latin America and the Caribbean, "Executive power: percentage of women in ministerial cabinet positions". Available at: <https://oig.cepal.org/en/indicators/executive-power-percentage-women-ministerial-cabinet-positions>

9. CIM and IDEA, 2016, op.cit.

10. Inter-Parliamentary Union. Women in National Parliaments. Available at: <http://archive.ipu.org/wmn-e/classif.htm>

11. ECLAC. Gender Equality Observatory for Latin America and the Caribbean, "Elected mayors who are female". Available at: <https://oig.cepal.org/en/indicators/elected-mayors-who-are-female>

In recent years in some countries of the region, democracy has been rethought from the perspective of parity as a general democratic principle.¹² From 2008, the year in which Ecuador became the first country in Latin America to raise parity in the nomination of elected offices to the Constitutional rank, the region has been the stage for dynamic processes of demand, fortunately crystallized in reforms in five countries (Ecuador, Bolivia, Costa Rica, Nicaragua and Mexico). Parity is a constitutional principle, as well as the highest standard to ensure the right of women to be elected on equal terms with men. This standard has become, in addition, an aspiration and political struggle in different countries in which, whether or not they already have affirmative actions such as quotas, reform proposals are being promoted, as well as the parliamentary debate around the need to give greater impetus to the political participation of women through this type of mechanism.¹³

Democracy must generate the conditions for the full inclusion of women and their specific interests in political institutions and the State, guaranteeing the substantive exercise of their rights under conditions of equality. Correcting the democratic anomaly that supposes that half of the population is not adequately represented is a crucial challenge for the consolidation of governance and the quality of democratic systems in the region.

3. Institutional Context

In recent years, the OAS has undergone a strategic realignment and budgetary adjustment process. The Organization is facing a hefty budget deficit that entails significant funding restrictions for CIM plans, programs, and projects, and well as curtailment of the human and financial resources available for its Executive Secretariat.

Full implementation of this Triennial Work Program will depend, to a large extent, on success in obtaining specific funds, which means that the CIM will have to step up its efforts to raise the funding it needs. Those efforts will require the active and resolute support of the OAS member states and Permanent Observers, as well as closer ties with other potential donors.

With that situation in mind, the following section distinguishes between those activities that can be carried out with the CIM's current human and financial resources (regular funds) and those that will require additional financing and human resources (specific funds).

Likewise, the section includes, in each program area, and as one of the CIM's regular and permanent activities, the efforts needed to raise the aforementioned funding, including the preparation and distribution of project or program documents, the forging of partnerships with strategic partners within and outside the OAS, and stepped-up emphasis on disseminating the results of the CIM's work and its image and prominence as a hemispheric political forum for women's rights and gender equality.

4. Strategic Goals and Activities by Results

4.1. Promotion gender equality and elimination of discrimination

12. IDEA and CIM (2013). *La apuesta por la paridad: democratizando el sistema político en América Latina*, Lima: International Institute for Democracy and Electoral Assistance and Inter-American Commission of Women, OAS, p. 138. Available at: <http://www.oas.org/es/CIM/docs/ApuestaPorLaParidad-Final-Web.pdf>

13. CIM and IDEA, 2016, op. cit., p. 11

4.1.1. Institutionalization of a gender equality and rights approach in the work of the OAS

- a. *Continue to implement the Institutional Policy on Gender Equity and Equality, Diversity and Human Rights in the General Secretariat of the OAS in the OAS, its Secretariats and Human Resources:*¹⁴
1. Monitor and evaluate the implementation of the Policy and Action Plan (regular funds).
 2. Collaborate with the OAS Department of Planning and Evaluation to ensure the incorporation of the women's rights and gender equality dimensions in all projects executed by the Organization (regular funds);
 3. Provide specific and ongoing assistance and technical advice to the departments and other bodies in the OAS General Secretariat to support the inclusion of the women's rights and gender equality dimensions in the Organization's projects, programs, forums, and other activities (regular funds);
 4. Provide on-line (regular funds) and in-person (specific funds) training on gender matters for OAS staff and other interested partners in the region;
 5. Continue the OAS Community of Practice on Gender (regular funds);
 6. Support the full implementation of the OAS Guide to Inclusive Communication through its dissemination (regular funds) and periodic training to relevant OAS staff (specific funds);
 7. Implement norms, rules and institutional procedures that guarantee gender equality among OAS staff at all levels (regular and specific funds).
- b. *Methodological transfer to carry out Participatory Gender Assessments conducted with the National Mechanisms for Women:*
1. Systematization and publication of the experiences to date in Paraguay, Costa Rica, and Dominican Republic (specific funds);
 2. Follow-up to the projects implemented to date in Paraguay, Costa Rica, the Dominican Republic and Colombia (specific funds);
 3. Identification of potential donors for the replication of the project in other countries and/or other Ministries of the initial countries (regular funds);
 4. Project replicated in other countries and/or other Ministries of the initial countries (specific funds).

4.1.2. Women's Political Rights for Democracy and Governance

- a. *Promote and support the full and effective integration of women's rights and the gender equality and diversity approach in the legal and public policy framework of the States in a countries that so request it:*
1. In collaboration with regional integration parliaments and regional and sub-regional networks of parliamentarians such as ParlAmericas, the Network of Women Parliamentarians of the Confederation of Parliaments of the Americas (COPA), Parliamentarians for Global Action and other relevant partners, identify demands, tools, and joint actions and strategies to boost the capacity of parliamentary gender commissions and caucuses to influence the policy agenda and legislative processes from a women's rights, gender equality and diversity perspective, as well as the fulfillment of their role in overseeing the budget and public policies for gender equality (regular and specific funds);

14. OAS (2018). Gender, Rights and Diversity in the General Secretariat of the OAS. Available at: <http://www.oas.org/en/cim/docs/GPAP-EN.pdf>

2. Strengthen the capacity of legislative bodies to harmonize domestic laws with binding international conventions and the commitments taken on by States with respect to women's human rights (specific funds);
 3. Support initiatives to reform political-electoral laws and affirmative action measures needed to foster equal treatment of women and men in political representation positions, and advocate for laws and specific measures to ensure the removal of the obstacles that women face in political life and leadership, with special emphasis on the eradication of political violence against women, political parties, electoral campaigns, and access to public financing (specific funds);
 4. Based on existing experience in the region with the introduction of parity and alternation, identify best practices and draft legal and policy Guidelines for promoting parity and alternation between men and women at all levels of the State (national, provincial, municipal), as well as in all democratic institutions (political parties, electoral organs, and so on), in collaboration with UN Women and IDEA International (specific funds); and
 5. Based on the Model Inter-American Law to Prevent, Punish and Eradicate Violence against Women in Political Life, strengthen the capacities of political parties, institutions and electoral tribes and other relevant partners to address the problem (specific funds).
- b. Women's political empowerment*
- a. Strengthen women's skills for political leadership through training initiatives and offer tools to respond to the different forms of gender-based discrimination and violence that women face in the exercise of their political rights, in collaboration with the National Mechanisms for Women, the electoral bodies or other state entities of the Member States, and universities (specific funds);
 - b. Carry out the functions of Secretariat of the Inter-American Task Force on Women's Leadership, including the organization of meetings, preparation of reports and project documents, implementation of the communication strategy and management of the relationship between the members of the Task Force and its partners in the States, the international arena, civil society, academia and the private sector (specific funds);
 - c. Position the issue of women's leadership in the work of the OAS as a key condition of democratic strengthening, guarantee and protection of human rights and sustainable development (regular funds).
- c. Improve the understanding among electoral bodies of women's political rights and of the problems implementing legislation currently in force regarding quotas and parity in countries that so request it and complying with the conventions of women's civil and political rights*
1. Follow-up on the CIM's prior work to promote implementation of laws to support women's political rights, including quota and parity and alternation laws, as well as other special measures to broaden women's political representation and alternation, by strengthening the institutional capacities of electoral bodies in cooperation with IDEA International and with the OAS Department of Electoral Cooperation and Observation (specific funds); and
 2. Develop instruments to strengthen the ability of electoral bodies to respond to political violence against women (specific funds).
- d. Institutionalize a rights-based and gender-equality approach in the most strategically important areas of the OAS Secretariat for Strengthening Democracy:*

1. Technical advice for the OAS Department of Electoral Cooperation and Observation (DECO) on implementing the gender methodology for EOMs and analysis of the outcomes, in cooperation with the electoral bodies in the member states, and with a view to identifying and disseminating already existing best practices (regular and specific funds).

4.1.3. Women's Economic Rights for Integral Development

- a. *Promote and strengthen labor and competitiveness policies with a gender and rights perspective in countries that so request it: in the Americas and in the framework of the Inter-American Conference of Ministers of Labor (IACML):*
 1. Working together with the Department of Human Development, Education and Employment of the OAS, update the study on "Institutionalization of a Gender Approach in the Ministries of Labor of the Americas," to identify progress that the Ministries of Labor have made in this matter, as well as persistent challenges, and provide a solid base to plan new strategies to support their efforts in the most effective way (regular funds);
 2. In collaboration with DDHEE and based on the results of the aforementioned study, formulate a project to provide technical assistance to the States that request it to strengthen the mainstreaming of the gender perspective in the policies of the Ministries of Labor (regular funds); and
 3. Establish a community of practice and apprenticeship on policies and strategies that make it possible to expedite the reduction of gender inequalities and to generate new decent work opportunities for women (specific funds).
- b. *Promote public policies and other concrete measures to close the gender wage gap in countries that so request it: of the Americas*
 1. Conduct a review of existing documents statistical data on the gender wage gap in the countries of the region and publish it as a hemispheric report (regular funds);
 2. Conduct a consultation with experts on public policies and other concrete measures to close the wage gap and incorporate these recommendations in the hemispheric report (regular funds);
 3. Prepare a project document to support the provision of technical assistance to *countries that so request it*: in the region to integrate the measures and strategies proposed by the group of experts (regular funds)
 4. Implement the Project in *countries that so request it*: (specific funds).

4.1.4. Citizen security from a gender and rights-based approach

- a. *Continue to promote awareness of the need for public policy reform on women, drugs and incarceration, from a perspective of human rights:*
 1. Follow up on the study entitled "Women and Drugs in the Americas: A policy working paper and on the project entitled "Women, drug policy, and incarceration: Promoting humane and effective policies and practices" in the states that request it, by promoting the gathering of data and information and the reform of laws and public policies based on existing best practices in the region (specific funds);
 2. Develop a study on women, human rights and incarceration to provide information and recommendations to protect and promote the human rights of women living through or affected by incarceration (regular and specific funds).

4.2. Preventing and punishing gender-based violence

- a. *Continue to support the full implementation of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Convention of Belém do Pará)*):
1. Carry out the function of the Technical Secretariat of the Follow-up Mechanism to the Belém do Pará Convention (MESECVI) in support of the implementation of its Strategic Plan 2018-2023 (regular and specific funds);
 2. Foster the support of the Member States, Observers and other possible contributors to strengthening the MESECVI Solidarity Fund, as well as fostering the support of the OAS General Secretariat for obtaining qualified human resources for the Technical Secretariat of the Mechanism (regular funds);
 3. Regularly update the OAS Website with information from the MESECVI (regular funds);
 4. Carry out activities and initiatives to ensure the visibility and positioning of the work of the MESECVI, as well as the continuous dissemination of information and promotion of its activities (regular and specific funds);
 5. Administer regular and specific funds of the MESECVI and prepare narrative and financial reports in accordance with requests from the General Assembly and specific donors (regular funds);
 6. Organize hemispheric, regional, and national forums to debate, evaluate, and line up strategies for combating violence against women and ensuring their access to justice in the region, with a view to strengthening assessment of the impact of existing initiatives and identifying and disseminating best practices and lessons learned (specific funds);
 7. Post on the www.belemdopara.org platform: i) the findings of the Third Multilateral Evaluation Round; ii) best practices in implementing the Belem do Para Convention; and iii) virtual seminars/Webinars on key issues (progress and challenges with implementing the Convention (regular and specific funds).

4.3. Operational continuity and strengthening of the Inter-American Commission of Women (CIM)

- a. *Ensure the operational continuity of the CIM through its Executive Secretariat:*
1. Provide technical, logistical, and administrative support for the work of the President of the CIM in the performance of her functions (regular funds);
 2. Prepare the preliminary triennial work program of the CIM (regular funds);
 3. Permanently provide assistance, information, and responses to the various interlocutors and bodies involved (Principal Delegates of the CIM, Permanent Missions to the OAS (of member and observer countries), OAS General Assembly, Summit Implementation Review Group, etc.) (regular funds).
 4. Organize the 39th Assembly of Delegates (2022) and the meetings of the Executive Committee of the CIM for 2019-2022 (preparation and distribution of notices, reports, minutes, documents, and translations, etc.) (regular funds).
 5. Represent the CIM and the OAS whenever needed or as requested by the President and prepare the respective presentations or documents (regular funds);
 6. Regularly update the OAS website with information from the CIM (regular funds);
 7. Pursue activities and initiatives to ensure that the work of the CIM is well known and well positioned and that there is continuous dissemination of information and promotion of its activities (regular and specific funds);

8. Administer the regular and specific funds of the CIM, and prepare financial reports as requested by the General Assembly and specific donors (regular funds).
- b. *Prepare project/program proposals for securing specific funds:*
 1. In each thematic area, prepare program and project proposals for distribution to the Executive Committee and, subsequently, to specific donors, in collaboration with the relevant OAS Secretariat and other international, governmental, and civil society partners (regular funds).
 - c. *Strengthen coordination between the CIM and stakeholders in member states, civil society, the academic sector, the international community, and the private sector through cooperation agreements:*
 1. Operationalize the "Strategy to Strengthen Coordination between the CIM and Civil Society" (CIM/CD/doc.6/13 rev.3) in forums and meetings regarded as priorities for the CIM through specific cooperation agreements and joint actions (regular funds);
 2. Encourage civil society organizations to register with the OAS in order to be able to participate in forums coordinated by the Organization and in priority meet (regular and specific funds).
 3. Work with strategic partners to mobilize additional funds (regular funds).

5. Implementation strategy

Both conceptually and methodologically, the focus of this Triennial Work Program is full exercise of human rights, the promotion of gender equality, and the eradication of discrimination and violence.

This approach will also take into account the interrelationships between gender and social class, ethnicity, age, geographical location, sexual identity, physical capacity, and numerous other factors that affect women's ability to exercise their rights and their vulnerability to threats such as those posed by lack of security and by violence.

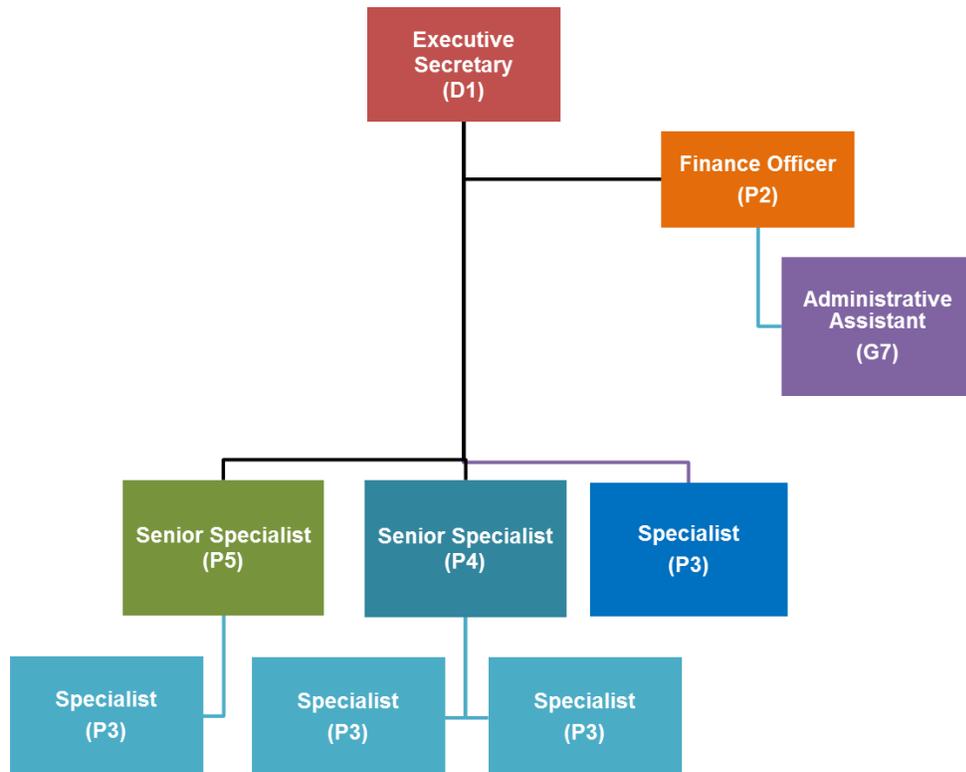
The Program will accord priority to five different but inter-related strategies:

- i) **The strengthening or creation of strategic partnerships** - in a context of increasingly limited financial and human resources, collaborative work and cooperation in the implementation of programs and projects becomes a progressively important priority. Based on alliances already established with key partners such as i) other Secretariats, Departments and autonomous and decentralized organizations of the OAS; ii) other international organizations active in women's rights and gender equality; iii) ministries or relevant government offices in the OAS member countries; iv) organizations and networks of women active in the region; and v) academic and research centers, the CIM will seek to maximize the impact of its resources through the identification of synergies and complementarities.
- ii) **Research and the participatory management of knowledge** - the gathering and/or systematization of the information needed to guide political dialogue and build capacity is an essential first step to ensure that the CIM's work is rooted in evidence, best practices, and lessons learned throughout the region. This strategy will include diagnostic studies, situational analyses, consultations, and the establishment of strategic partnerships within and beyond the OAS with a view to maximizing the impact of the CIM's work;

- iii) **Political dialogue and advocacy** - the purpose of this strategy is to validate the information gathered with a broad and diverse group of stakeholders and to identify concrete public policy measures that will help close the gap between commitments undertaken and the OAS member states and the full exercise of women's rights in those states. Face-to-face political dialogues will be conducted in the form of conferences, seminars and other meetings, as well as on-line dialogues in forums and stakeholder communities.
- iv) **Capacity-building** - based on the findings of research and the outcomes of the political dialogues, capacity-building activities will be carried out with specific stakeholders to ensure that the necessary and sufficient training is provided for those responsible for formulating and implementing public policy on women's rights and gender equality. Within that group, priority will be given to the national mechanisms for the advancement of women in the countries of the region.
- v) **Networking and the dissemination of information/communication** with a view to raising the profile and importance of the CIM as the principal hemispheric forum for the advancement of women's rights and gender equality, as well as generating strategic partnerships that can maximize the impact of the CIM's work and that of civil society organizations on behalf of women's rights and gender equality.

6. Budgetary and human resources situation of the Executive Secretariat of the CIM¹⁵

Figure 1: Human resources situation of the Executive Secretariat of the CIM (2019)



15. See Annex 1 for detail of the CIM budget by year of execution (2012 to 2020)

As mentioned above, the financial and human resources scenario of the OAS over the next few years is not very encouraging, and any cut in the regular budget of the CIM will necessarily have an impact on the Commission's ability to fulfill its mandates. The Commission would give priority to the essential activities that are contemplated in the legal instruments of the CIM, such as the holding of the regular sessions of the Executive Committee, the preparation of the annual reports of the CIM, the MESECVI and the implementation of the Inter-American Program on the Promotion of the Human Rights of Women and Gender Equity and Equality and the provision of technical assistance within the OAS to ensure the incorporation of the gender perspective in the Organization's projects.

The CIM does not contemplate a cut in personnel, so that the entire proposed cut of 5.5% by 2020 will come from the "non-personnel" funds of the CIM, which implies a reduction of almost 40% in the funds available for the execution of this Triennial Work Program 2019-2022. In this context, the Program has been prepared from a perspective of austerity and its full implementation will be possible only with a significant amount of specific funds, or a significant change in the financial situation of the OAS and the CIM that will result in a greater amount of regular funds.

The staff of the CIM Secretariat includes, at this time, an Executive Secretary, seven staff at the professional level and one administrative-level staff member. Additionally, the Secretariat has a fluctuating number of consultants, depending on the regular and specific funds available for the execution of programs and projects, as well as interns, provided by the OAS Internship Program.

Annex 1

Evolution of the financial resources situation of the Executive Secretariat of the CIM (2012-2020)

Table 1: Regular budget

| | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 (proyectado) |
|----------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| OAS Regular Budget | \$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 |
| CIM Regular Budget | \$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%) | \$1,632,500 (1.97%) |
| | \$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) | \$238,000 (Non-personnel) |
| OAS Staff (regular budget) | 464 | 431 | 435 | 405 | 389 | 412 | 412 | 400 | N/A |
| CIM Staff (regular budget) | 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 (N/A) |

Table 2: Specific funds

| | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
|--------------------|----------------------|----------------------|----------------------|----------------------|----------------------|---------------------|----------------------|---------------------|
| 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 |
| CIM Specific funds | \$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%) |