

PERMANENT COUNCIL



OEA/Ser.G  
CP/doc. /15  
27 February 2015  
Original: Spanish

REPORT OF THE SECRETARY GENERAL ON THE IMPLEMENTATION OF THE  
“INTER-AMERICAN PROGRAM ON THE PROMOTION OF WOMEN'S HUMAN RIGHTS  
AND GENDER EQUITY AND EQUALITY” PURSUANT TO RESOLUTION  
AG/RES. 2831 (XLIV-O/14) TO THE FORTY-FIFTH REGULAR SESSION  
OF THE GENERAL ASSEMBLY



Organization of  
American States



**INTER-AMERICAN COMMISSION OF WOMEN**

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## TABLE OF CONTENTS

EXECUTIVE SUMMARY .....	1
I. BACKGROUND.....	3
II. BASIC INDICATORS .....	7
A. Specific mandates on gender equality and rights .....	8
B. Strategies to integrate a rights-based and gender equality approach.....	12
C. Gender and rights-based approach in sectoral meetings at the ministerial and Inter-American committee level.....	17
D. Specific efforts to implement the IAP (policies, programs and projects) .....	18
E. Technical capacity to implement a rights-based and gender equality approach .....	22
F. Type of technical support required to move forward in implementing the IAP .....	24
G. Promotion of the integration of women’s rights and a gender perspective in reports published by the OAS .....	25
H. Operational Goals with a gender and rights-based perspective .....	25
III. ACTIONS TAKEN BY OAS ORGANS, AGENCIES AND ENTITIES .....	25
A. OAS ENTITIES AND AGENCIES .....	25
1. Department of Legal Services .....	25
2. Summits Secretariat (SAS).....	25
3. Secretariat for Legal Affairs (SLA) .....	26
4. Secretariat for Political Affairs (SPA) .....	28
5. Secretariat for Integral Development (SEDI).....	35
6. Secretariat for Multidimensional Security (SMS).....	44
7. Secretariat for External Relations (SER).....	47
8. Secretariat for Administration and Finance (SAF).....	48
B. AUTONOMOUS AND DECENTRALIZED AGENCIES .....	51
1. Executive Secretariat of the Inter-American Commission on Human Rights (IACHR).....	51
2. Office of the Director General the Inter-American Children’s Institute (IIN) .....	52
3. Pan American Health Organization (PAHO) .....	53
4. Secretariat of the Inter-American Telecommunication Commission (CITEL) .....	55
5. Inter-American Institute for Cooperation on Agriculture (IICA).....	56
6. Pan American Institute of Geography and History (PAIGH) .....	57
7. OAS Retirement and Pension Fund .....	58
8. Pan American Development Foundation (PADF).....	58
9. Permanent Secretariat of the Inter-American Commission of Women (CIM).....	59
C. COUNTRY OFFICES .....	59
IV. CONCLUSIONS .....	64
V. RECOMMENDATIONS .....	66
ANNEXES.....	67

## EXECUTIVE SUMMARY

The “Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality” was adopted by the General Assembly of the OAS in Windsor, Canada, in June 2000, pursuant to resolution GA/RES. 1732 (XXX-O/00) “*Approval and Implementation of the Inter-American Program on the Promotion of Women’s Rights and Gender Equity and Equality*,” wherein the Secretary General is asked to submit annual reports to the General Assembly on fulfillment thereof. This report, prepared by the Executive Secretariat of the CIM with input from the departments and other organs of the OAS General Secretariat and Autonomous and Decentralized Agencies, covers the period from March 2014 through February 2015.

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

Regarding the level of response of the instances and Autonomous and Decentralized of the GS/OAS to the questionnaire, it has remained high, reaching 87.8% in 2014. This indicator is slightly higher than in 2013, when it reached 87.2%. However, the trend in the level of response in the past five years has been upward beyond the level of 78.9% in 2010.

The main conclusions of this questionnaire are summarized below:

- a. 16 bodies (9 of the GS departments and 7 autonomous and decentralized agencies), i.e., 39% of all bodies queried (41), responded that they had specific mandates to advance gender equality and women’s rights in the work areas of their department/unit/agency. Similarly, 46.3% (19) said that they did not and 14.6% (6) did not respond.
- b. 26 bodies (19 of the GS departments and 7 autonomous and decentralized agencies), i.e., 63.4% of all bodies polled, responded that that had some strategy to integrate a gender-equality and rights-based approach in their activities; 22% (9) said that they did not have such a strategy; and 14.6% (6) did not respond or offer specifics.
- c. 51.2% (21 bodies) of all GS/OAS departments and autonomous and decentralized agencies surveyed indicated that they acted as the Technical or Executive Secretariat of inter-American commissions or committees and/or ministerial or similar meetings, compared to 46.3% (19) in 2012 and 53.8% (21) in 2013. Of these bodies, all but four responded that the issue of gender equality and women’s rights was present in the inter-American commissions/committees or ministerial meetings.
- d. 61% (17 departments and 8 autonomous and decentralized agencies) responded that they had policy(ies), program(s) and/or project(s) to promote gender equality and women’s rights, which constituted an increase over previous years (48.8% in 2012 and 56.4% in 2013). This question was also put to the Country Offices, 32.1% (9) of which answered in the affirmative, compared to 21.4% (6) in 2013.
- e. 63.4% (26) of the GS departments and autonomous and decentralized agencies responded that they had the technical capacity to implement the gender and women’s rights perspective, compared to 56.4% (22) in 2013; 22% (9) said they did not, and 14.6% (7) did not respond or offer specifics. Of the country offices, 32.1% (9) indicated

- that they had this technical capacity, compared to 10.7% (3) the previous year; 42.9% said that they did not, and 25% did not answer or offer specifics.
- f. The majority of bodies responding to the questionnaire said that they wished to continue receiving technical support and assistance as well as training from the CIM/OAS in order to advance the implementation of the IAP. To date, all of the secretariats have staff members and consultants trained in gender and rights.
  - g. 53.7% (14 departments and 8 autonomous and decentralized agencies) of the bodies that responded said that they had promoted the integration of women's rights and/or a gender perspective in their reports during this period, a higher figure than in 2013 (46.15%).
  - h. 23% (18 departments and 5 agencies) said that the programs, projects, and other activities associated with the 2014 Operational Goals approved for their department/unit/agency included a gender and/or rights-based perspective, 17.1% (5 departments and 2 agencies) indicated that this was not the case, whereas 27.1% did not respond and 10% did not provide specific information.

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

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

## I. BACKGROUND

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

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

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

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

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

The principal strategies of the 2011–2016 Strategic Plan and the recently adopted 2013–2015 Triennial Program of Work of the CIM are the coordination and harmonization of CIM actions with

those of the OAS, and the institutionalization of a rights-based and gender equality approach in the main forums, programs and institutional planning of the Organization.

Noteworthy is the close relationship between the aforementioned resolution AG/RES. 1732 (XXX-O/00) and resolution AG/RES. 1741 (XXX-O/00) “Integrating a Gender Perspective in the Summits of the Americas,” which provides specific recommendations for the Third Summit and recommends that the Meetings of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States be held every four years in order to contribute to the follow-up activities of the Summit. The last Meeting of Ministers (REMIM-IV) was held in November 2011, in San Salvador, El Salvador. At this meeting a resolution (CIM/REMIM-IV/doc.6/11 Rev.1) was adopted that recommends specific language to be included in the document emanating from the Sixth Summit to ensure that women’s needs and demands are considered in the final conclusions of the Summit; such language was forwarded to the Chair of the Summit Implementation Review Group (SIRG) and to the national coordinators in charge of each member state.

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

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

Under heading 2, sections 2.1.3 and 2.1.4, the IAP establishes that it is necessary to adopt the measures needed to integrate a gender perspective into the execution of programs and activities by all organs, agencies, and entities of the OAS and to provide them with the necessary training. In May 2001 the OAS Secretary General signed an agreement with the Canadian International Development Agency (ACDI/CIDA) to carry out a “Project on Integration of Gender Perspective within the OAS,”

to be coordinated by the OAS and the CIM. Two hundred members of the General Secretariat's staff were trained in a first phase of this project from February 2002 to December 2003, particularly those charged with the execution of programs and policies. In a second phase, from October 2005 to August 2006, seven workshops were held in specific areas, in which 125 staff received training. This stage provided tools in response to specific needs in different areas of the Secretariat. A handbook on the integration of a gender perspective was written for the organization's personnel, with tools for gender analysis. Document CIM/doc.13/06 "Report on the Implementation of the IAP," provides details regarding the first two phases of this effort.

Subsequently, in 2008, as part of the 2008–2011 OAS/CIDA Cooperation Plan, Canada approved funding to implement the project "Integrating Gender Analysis and Gender Equality and Equity as Crosscutting Themes and Objectives of all OAS Programs," which constituted the third phase of the prior initiative (OAS Gender Program). Project components include on-site and virtual training, and development of a community of practice and gender indicators. The first three components were to be executed by CIM and the fourth component, by the Department of Planning and Evaluation (DPE).

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

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

Based on on-site training conducted in 2010 and training materials prepared under the program in 2011, with the support of FLACSO, a training guide on gender for participants and facilitators was prepared, which together with the above mentioned DPE manual have been the basis for the preparation of the online course CIM / OAS " Gender equality and human rights-based approach in policies, programs and projects" launched in January 2013, in the virtual classroom of the OAS, whose first edition was aimed at staff of the GS/OAS and contract personnel associated with the formulation and implementation of policies, programs and projects. Participants from the five OAS secretariats took part in the online course, which includes a community of practice.

The online course, from its first edition (January 10–March 13, 2013) to its fifth (October 3–December 5, 2014), provided training to 302 professionals from different areas of the member states.

Of that number, 51 were GS/OAS staff, including teams from OAS headquarters and programs in the field, the Inter-American Program of Judicial Facilitators, the Mission to Support the Peace Process in Colombia (MAPP-OEA), and departments of all the OAS secretariats, including the Department of Planning and Evaluation (DPE). The participation costs for GS/OAS staff members and consultants were defrayed by the CIM/OAS. Likewise, in 2014, 13 professional women from 12 countries of the region were awarded scholarships through the Professional Development Scholarship Program.

A second online course is being developed under the OAS Gender Program. It is called “Strategic Planning with a Gender Focus,” and is based on the methodology with the same name drawn up by the CIM/OAS in the framework of the hemispheric project on gender and decent work (CIDA cooperation 2009–2012), with the participation of national mechanisms for the advancement of women and labor ministries in the region.

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

Noteworthy among the meetings of the CoP in 2014 were an online meeting from June 27 to July 11 in which its members were able to share information on the efforts they had made in their workplaces and on the challenges and opportunities they faced, as follow-up to the knowledge and tools they had acquired online. Similarly, two face-to-face meetings of the CoP were held (July 23 and December 2, 2014) together with the DPE, at which an innovative tool for following up on GS/OAS mandates and goals was introduced, based on indicators that would show the level of gender mainstreaming and the resources allocated to said mandates and goals. This tool, which is available for use by the staff, was developed by the DPE in collaboration with the Department of Information and Technology Services (DOITS) and the CIM.

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

During the period covered by this report, the CIM continued its efforts to provide technical and theoretical advice to the other OAS secretariats and departments, including other bodies of the inter-American system in order to support institutionalization of a human rights and gender equality perspective in the Organization’s work.

## II. BASIC INDICATORS

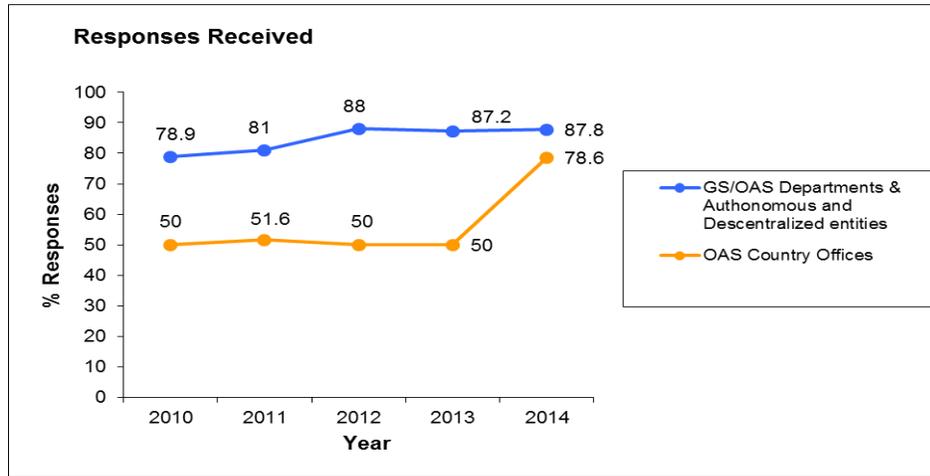
Resolution AG/RES. 2831 (XLIV-O/14), “Promotion of Women’s Human Rights and Gender Equity and Equality and Strengthening of the Inter-American Commission of Women,” adopted by the OAS General Assembly in 2014, urges the Secretary General to continue, with support from the CIM, promoting and working on full implementation of the IAP so as to succeed in mainstreaming women’s human rights and a gender equity and equality perspective in all OAS programs, activities, and policies; to promote the integration of a perspective of women’s human rights and gender equity and equality in the annual operational goals of the departments, units, and offices of the OAS; to promote the inclusion of women’s human rights and gender equity and equality in reports published by the OAS; and to report, through the Permanent Council, to the General Assembly at its forty-fifth regular session on the implementation of that resolution.

On November 3, 2014, the Executive Secretariat of the CIM sent a communication to all the organs, agencies, and entities of the General Secretariat reminding them of the need to comply with the provisions of the General Assembly resolutions, and requesting them to send the information that has allowed the drafting of this report. To this end, as with last five years, the Secretariat attached a questionnaire to this request, prepared by the CIM specifically designed to collect the inputs for this. The questionnaire has remained essentially the same since the first year it was launched, which has made it possible to better identify trends and needs. In the recent period, a question was included about the 2014 Operational Goals approved by the GS/OAS departments/units/agencies and the programs, projects, and other efforts associated with said goals that mainstream a gender and/or rights-based perspective. This was done to promote the mainstreaming of these perspectives in the Organization’s annual operational goals.

As can be seen below, the 12-question questionnaire was sent to the directors of 30 GS departments/ and 11 Autonomous and Decentralized Agencies. Likewise, an abbreviated version with seven questions was sent to the OAS Country Offices. (The questionnaires can be found in Annex 2.) Responses were received from 26 departments and 9 autonomous and decentralized agencies and from 78.6% of the Country Offices.

Body	No. of questionnaires sent					No. of questionnaires returned					% responses				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
GS departments	33	34	32	29	30	25	26	27	25	26	75,8	76,5	84,4	86,2	86,7
Autonomous. & decentralized agencies	5	8	9	10	11	5	8	9	9	10	100	100	100	90,0	90,9
Total questionnaire 1	38	42	41	39	41	30	34	36	34	36	78,9	81,0	88,0	87,2	87,8
Country Offices	30	31	28	28	28	15	16	14	14	22	50,0	51,6	50,0	50,0	78,6
Total questionnaire 2	30	31	28	28	28	15	16	14	14	22	50,0	51,6	50,0	50,0	78,6

As shown below, of the 36 responses received from both the departments and the autonomous and decentralized agencies, 21 indicated that they acted as the Technical or Executive Secretariat of an inter-American committees and/or ministerial or similar meetings. Of these, 16 responded that the issue of gender equality and women’s rights was present in some measure in their work. (See page 18) (Annex 1 contains a summary of all the responses received.).

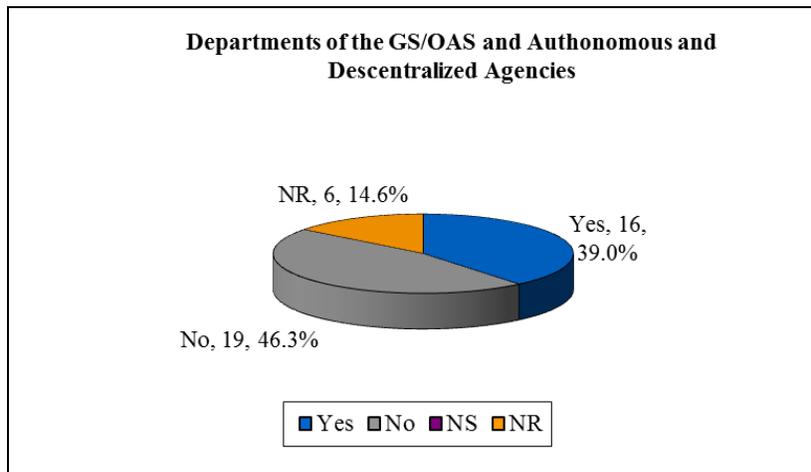


Response rates by OAS bodies to the questionnaire have held quite steady, with an upward trend albeit slightly less pronounced than in the previous year, with rates going from 78.9% in 2010 to 87.2% in 2013 and 87.8% in 2014. The response rate for the Country Offices went from 50% to 78.6%.

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

When asked whether *in addition to the IAP*, they have (a) specific mandate(s) to advance gender equality and women's rights in the areas of the department/unit/agency under their responsibility, 9 of the GS departments and 7 autonomous and decentralized agencies, i.e., 39% of the bodies surveyed (41), answered in the affirmative, i.e., that they had a specific mandate. By the same token, 46.3% (19) said that they did not while 14.6% (6) did not respond. These figures are very similar to the previous years'.

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



The following bodies have specific mandates on gender:

- The departments of the *Executive Secretariat for Integral Development (SEDI)* follow the “Strategic Plan for Partnership for Integral Development, 2006–2009,” in force until December 2015,<sup>1</sup> in which gender equity and equality is a crosscutting theme that, as the plan indicates, must be considered in all development cooperation programming. The plan also addresses the empowerment of women, their full participation in development, and equal opportunities for them to exercise leadership, which are all central to integral development and the elimination of inequalities. In addition to the Strategic Plan, SEDI’s four departments—the Department of Economic Development (DED), the Department of Human Development and Education (DHDEE), the Department of Sustainable Development (DSD), and the Department of Social Inclusion—have more specific mandates on the matter, adopted at ministerial meetings and the OAS General Assembly. Likewise, the Inter-American Committee on Ports (CIP), which is part of this secretariat, has specific mandates.

In 2013, in the framework of the XVIII Inter-American Conference of Ministers of Labor, held in Medellín, Colombia, mandates on gender equality and women’s rights in the labor area were reaffirmed. They involved strong commitments under the Declaration and Plan of Action of the XVIII IACML, designed *inter alia* to mainstream a gender perspective in labor and employment policies; eliminate discrimination, harassment, and violence for reasons of gender or sexual orientation; and strike a balance between labor and family responsibilities. Noteworthy under the area of persons with disabilities are mandates from the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, “Convention of Belém do Pará,” as well as from the Declaration of the First Summit of the Americas (1994), on attention to the needs of the population, in particular women and the most vulnerable groups, including indigenous populations, persons with disabilities, children, older persons, and minorities.

In the context of the CIP, the states, as part of its 2012–2013 Lima Plan of Action, are paying special attention to the topic of Corporate Social Responsibility and Women in Ports, in which significant progress has been made on gender within the CIP. This commitment was reiterated in 2014 in the Action Plan of Cartagena 2014–2016 of the CIP, which reaffirms that the role and participation of women in port operations is of the utmost importance and establishes specific actions to take in that regard.

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

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<sup>1</sup> According to AG/RES. 2817 (XLIV-O/14), the CIDI Strategic Plan 2006–2009 will be in effect until December 2015.

As concerns sustainable development, a number of commitments have been made since 2007 to promote public participation in all sectors of society, including women, which the area has been doing through implementation of the Inter-American Strategy for the Promotion of Public Participation in Decision-Making for Sustainable Development.

- Within the *Secretariat for Multidimensional Security*, the Inter-American Drug Abuse Control Commission (CICAD) has a direct mandate regarding gender since 2010 in its Hemispheric Drug Strategy, adopted by the OAS General Assembly in its 40<sup>th</sup> regular session in Lima: “3. Policies, measures, and interventions to address the world drug problem should take gender issues into account;” this is also the case with regard to treatment models (point 21), which are to consider the needs of different population groups, taking into account factors such as gender, age, cultural context, and vulnerability. Regarding public security, the Meeting of Ministers of this sector (MISPA), for the first time, in their third meeting (Trinidad and Tobago, November 2011), discussed the gender perspective. The “Port of Spain Recommendations for Police Management” were approved, underscoring the need to continue promoting police reform processes in the Americas from a gender perspective; this is a step forward, politically, since the launch of the MISPA process in 2008.
- At the *Secretariat for Political Affairs*, the Department for Effective Public Management references the Inter-American Program for a Universal Civil Registry and the Right to Identity. In response to this Program, efforts of the Department have mainly been through the Universal Civil Identity Program of the Americas (PUICA), into which attempts are being made to integrate the gender perspective.
- At the Secretariat for Administration and Finance, both the Department of Human Resources (DHR) and the Department of Planning and Evaluation (DPE) have specific gender mandates. The DHR mentions General Assembly mandates related, on the one hand, to the amendments to Chapter III of the General Standards (Personnel), adopted in October 2014 [AG/RES. 1 (XLVIII-E/14)], with respect to maintaining gender equity and equality in every phase of the recruitment process; other mandates requesting the GS to distribute to the member states each quarter an up-to-date register of the staff, by dependency, including statistics by gender (CP/doc.5081/14); in addition to those mandates requesting the GS to present quarterly administrative and financial management reports to the Committee on Administrative and Budgetary Affairs (CAAP) that contain information on human resource management, including information on new appointments, trust positions, staff transfers, reclassifications, resignations, and terminations, and the budgetary impact of these changes, as well as gender distribution and geographic representation [AG/RES. 1 (XLII-E/11)]; and the distribution to member states of an up-to-date Register of Staff Members that includes statistics broken down by gender, grade and step, country of origin, duty station, fund and projects financing the post, date of entry, etc. [AG/RES. 2755(XLII-O/12)].

For its part, the DPE places emphasis on GA mandates pertaining to the IAP that call for the systematic incorporation of a gender perspective into international instruments and mechanisms and procedures in the framework of the OAS, and into ministerial agendas; and those in which the GS is urged to continue promoting and working on, with the support of the CIM, the full implementation of the IAP in order to achieve the integration of the gender perspective into all OAS programs, actions, and policies. The DPE also refers to more recent mandates associated with the IAP [AG/RES.2831 (XLIV-O/14)], which urged the GS to continue to carry out the OAS

gender analysis training project, together with the CIM, targeted especially at people in senior management positions and new staff involved in priority areas.

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

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

The Inter-American Telecommunication Commission (CITEL) adopted several mandates on the matter in 2014, which complement those from previous years. The Declaration of Santo Domingo [CITEL RES. 69 (VI-14)] established a Rapporteurship on Broadband for universal access and social inclusion and, in that framework, pledged to pay special attention to women and children, among other people, with the aim of bringing about digital inclusion and ensuring that ICTs facilitate their development. Likewise, the Strategic Plan for CITEL for 2014–2018 includes among its strategic targets “Reduction of the digital divide and inequality, particularly in underserved areas and in regards to gender and to persons with disabilities.” These mandates come on top of the one from the XIX Meeting of Permanent Consultative Committee I, which decided, in connection with the gender issue in the Americas region, to create a “Program for the Inclusion of Women and Girls in ICT” [CCP.I/RES. 194 (XIX-11)], which charges the Secretariat to forward this resolution to international organizations and to other organizations specialized in this area for linkage of this proposal with current and emerging issues in the gender perspective area. This mandate complements the one adopted by the Permanent Executive Committee, which entrusts its Coordination Center for the Development of HR with the organization of the necessary activities, by identifying specific actions, to promote gender equality. Since 2003, the CITEL has had guidelines in place aimed at promoting gender equality [COM/CITEL RES.160 (XIII-03)].

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

The Inter-American Children's Institute (IIN) refers to resolution AG/RES. 2432 (XXXVIII-O/08), in which the OAS General Assembly noted with satisfaction the decision of the Directing

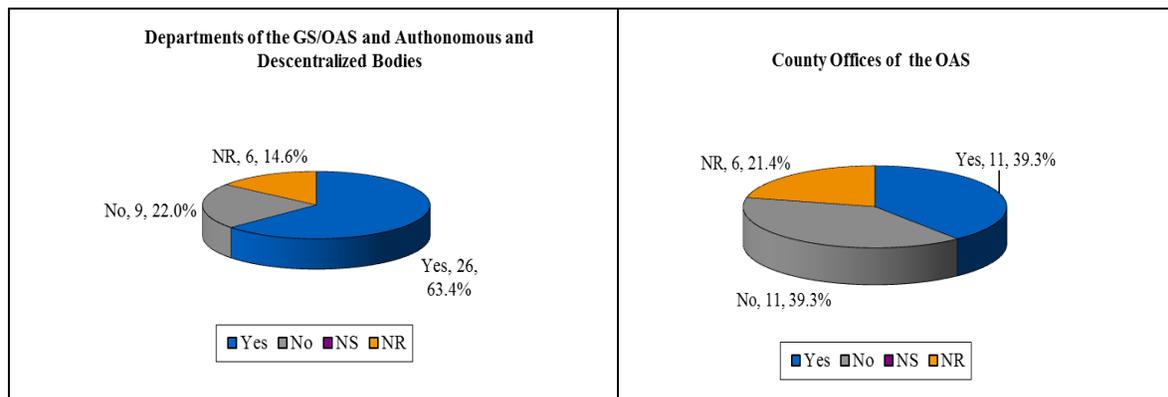
Council of the IIN to establish the *Inter-American Program for the Prevention and Eradication of Commercial Sexual Exploitation and Smuggling of and Trafficking in Children*.

The Pan American Development Foundation (PADF), which responded to the questionnaire for the first time, refers to mandates under its Strategic Plan for 2013–2017. In that Strategic Plan, the gender approach is mainstreamed in projected lines of action and activities and in the program’s implementation.

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

When asked whether their *department/unit/agency has any strategy to integrate a rights-based and gender equality approach in its activities*, as shown in the following graph 26 bodies (19 GS departments and 7 autonomous and decentralized agencies), i.e., 63.4% of all the bodies queried (41), responded in the affirmative, compared to 66.7% (in 2013), 58.5% (in 2012), 64.3% (in 2011), and 60% (in 2010); 22% (9) said that they did not have any, compared to 20.5 percent (8) the previous year, and 14.6% (6) did not answer or give specifics. Of the Country Offices, 39.3% (11) answered in the affirmative, compared to 21.4% (6) in 2013; while 39.3% (11) said that they did not and 21.4% (6) did not answer or provide specific information. It must be clarified that several bodies indicated that their strategies were not formal and were being introduced gradually into their activities.

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



The departments that say they do not have any strategy to integrate a gender and rights-based approach into their activities include: the Office of Protocol, the Columbus Memorial Library, the Department of Information and Technology Services, and the Department of General Services. Actually, the number of departments without a strategy is estimated to be higher since some departments did not respond to the questionnaire and it is not known whether they have a strategy or not.

Of the departments that said they did not have a strategy, only one, the Department of Procurement, answered the question about the technical support it would need from the CIM. It indicated that it would like to hear about the experiences (steps taken) in other international

organizations to mainstream a gender approach in the procurement area and, second, to provide gender training for its personnel.

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

*Country Offices:* 35.7% (10) of the Country Offices during this period, compared to 21.4% (6) in 2013, said that they had a strategy to further gender equality and rights, although their strategies were not formal and were being introduced through the promotion of these matters and the integration of this approach in the projects and activities they were involved in. Of this group, nine (9) Country Offices, compared to four (4) last year, explained how they did so (*see details in Annex 2*).

The responses provided by all bodies are summarized below:

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

in 2012, the Department for Effective Public Management initiated efforts to integrate a gender and right-based approach in all its programming.

- In *SEDI*, every one of its bodies indicated that they had some strategy: the Department of Human Development and Education monitors gender distribution in its education, scholarship/fellowship, and student loan programs in order to ensure equitable distribution. It supports scholarship and education programs that advance the gender perspective in a variety of fields. The Rowe Fund gathers statistics disaggregated by sex and monitors the gender balance among applicants. In the labor area, strategic guidelines were adopted by the Conference of Ministers for the purpose of furthering gender mainstreaming in this sector. The Department of Economic Development is integrating a gender equality and rights-based approach in its programs and projects and has projects specifically targeted at reinforcing the economic empowerment of women through micro, small, and medium enterprises (MSMEs). The Department of Social Inclusion, in an effort to promote social development with equity, emphasizes protection of the rights of groups in vulnerable situations because of age, gender, disability, and/or ethnic or geographic origin. In the labor area, strategic measures have been adopted by the Inter-American Conference of Ministers of Labor to incorporate the gender perspective into that sector's ministries and into the labor agenda. Under consumer protection, as part of the work of the Network for Consumer Safety and Health (RCSS), special attention has been paid to the gender perspective, taking it into account in the design of workshops and training courses.

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

In ports, the strategy of the CIP is set out in the Work Plan of the Technical Advisory Group on Corporate Social Responsibility and Women in Ports, included in the Work Program of the CECIP.

- In the Secretariat for Legal Affairs (SLA), the Department of International Law (DIL) has as a horizontal policy the incorporation of a gender perspective into all its programs, projects, and activities and in the technical advice it provides. The Department's leadership has required all its staff and independent contractors to include the gender perspective as a crosscutting issue in their activities and has promoted training through courses offered by the CIM. Women's participation and effective inclusion of the gender perspective are reflected in all of the Department's activities, courses, seminars, symposia, and workshops. Likewise, gender parity has been emphasized at DLI events. For its part, the Department of Legal Cooperation underscores that OAS efforts against corruption, through the Mechanism for Follow-Up on the Implementation of the Inter-American Convention against Corruption (MESICIC), demonstrates that it promotes gender equality, given that the harmful effects of corruption have a disproportionate impact on the most vulnerable segments of society, including women. It notes that women are involved in MESICIC activities through their participation as principal experts in the Committee of Experts; it does not, however, refer to any specific strategy.

- In the Secretariat for Multidimensional Security, the Inter-American Committee against Terrorism (CICTE) maintains an open policy for the participation of women in all of its courses and programs, recognizing the vital role that women play in States Members' efforts to prevent, combat and eliminate terrorism. CICTE has recently developed a strategy that entails the development of a mechanism for keeping track of, and including in mission reports, all CICTE events, along with the number of participants in them disaggregated by gender and other variables. This will make it possible to produce reports with information on participants by gender, region, country, program, and event for all officials who attend events funded by CICTE. Similarly, CICTE will foster greater participation by women in its activities. In this regard, any invitations CICTE extends to the member states, whether to sponsor or host events in their cities or to appoint national participants to attend international events sponsored by other member states, will include a request to that effect. CICAD has a mandate to draft and evaluate policies and projects based on scientific evidence, in which one of the central parameters is gender, in light of the fact that drug use often follows different trends depending on age, gender, social class, etc. It seeks to advance this approach in its horizontal and international cooperation, and to identify gender gaps, as part of its training follow-up. The Department of Public Security indicates that, although it does not have a specific mandate or formal strategy in the area, it promotes the inclusion of a gender and rights-based perspective as a crosscutting priority in its projects and activities, through the ongoing advisory services of an expert on the matter. Similarly, the DPS is continuing its direct cooperation initiatives with the other units of the Secretariat for Multidimensional Security, specifically in the joint design of proposals and projects focused on violence prevention, participation in specialized workshops and panels, and advisory services on the effective incorporation of issues related to "women's security" and "security and gender."
- In the *Secretariat for External Relations*, the Department of International Affairs (DIA) brings a gender perspective to the Lecture Series of the Americas, the Policy Roundtables, and activities with civil society, promoting the participation of women as panelists/participants as well as inclusion of this subject area in these events. In mobilizing resources with the permanent observers, it endeavors to present CIM projects. In interagency relations, it promotes the integration of gender issues in the Model OAS General Assembly (MOA) and other strategic partnerships. The Art Museum of the Americas holds exhibits of the works of male and female artists of the Americas, focusing, among other subjects, on gender and sexuality. Although the Art Museum does not have a specific strategy to mainstream a gender and women's rights perspective, it reports that it incorporates it into its exhibition planning and reflects it in its work in support of the CIM's cultural programming.
- In the *Secretariat for Administration and Finance*, the Department of Human Resources (DHR) continues its efforts to strike a gender balance by (i) providing the OAS/GS with information on the current status of geographic and gender distribution in its Quarterly Resource Management Reports and the Register of Staff Members; (ii) distributing a report to directors, as part of the internship program, in which information is provided on the current status of geographic and gender representation in their areas, with a view to issuing recommendations on the nationality and gender of future interns; and (iii) providing the areas with a report on gender representation by area as an element to be considered in the recruitment, selection, and appointment process. The Department of Planning and Evaluation, as the department responsible for the development of tools and procedures to facilitate performance-based project management, is tasked with

promoting the incorporation of the gender perspective into the processes of project formulation, design, monitoring and evaluation. In this endeavor, it keeps a strong collaboration with the CIM. The Department of Information and Technology Services said that its strategy was based on recommendations emanating from the DHR but did not provide any details in this regard.

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

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

PAHO, through its Gender and Cultural Diversity Unit (GD), Family, Gender and Life Course (FGL) department, has adopted a new Strategic Plan 2014–2019, which reaffirms gender as a priority (crosscutting) theme for the Secretariat and the member states. In addition to gender, other crosscutting themes have been adopted—human rights, equity, and ethnicity; these are incorporated into the overall planning process, and new mechanisms will be introduced to reinforce monitoring of the themes' incorporation into the health area.

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

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

The ideas expressed in CITELE's mission, as adopted in 2010, and which are based on the principles of universality, solidarity, transparency, equity, reciprocity, nondiscrimination, technological neutrality, and resource optimization, taking into account the environment and sustainable human development to benefit society in every country of the region, permeate all of its activities.

The presence in the United Mexican States of the headquarters of the Pan American Institute of Geography and History and of the offices of the History Commission guarantees compliance with the international and national legal framework on human rights and the promotion of gender equity. In this regard, both the General Secretariat and the History Commission follow the guidelines of the Undersecretariat for Planning and Evaluation of Educational Policy of the Secretariat of Public Education, the institution that represents Mexico in the PAIGH. As such, it endeavors to implement the National Development Plan 2013–2018, a six-year Mexican Government strategy that seeks to make the country inclusive and ensure substantive equality.

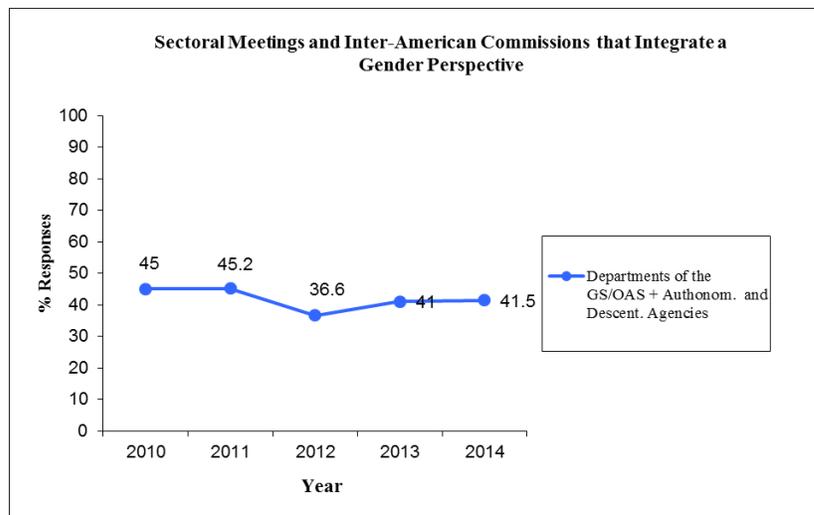
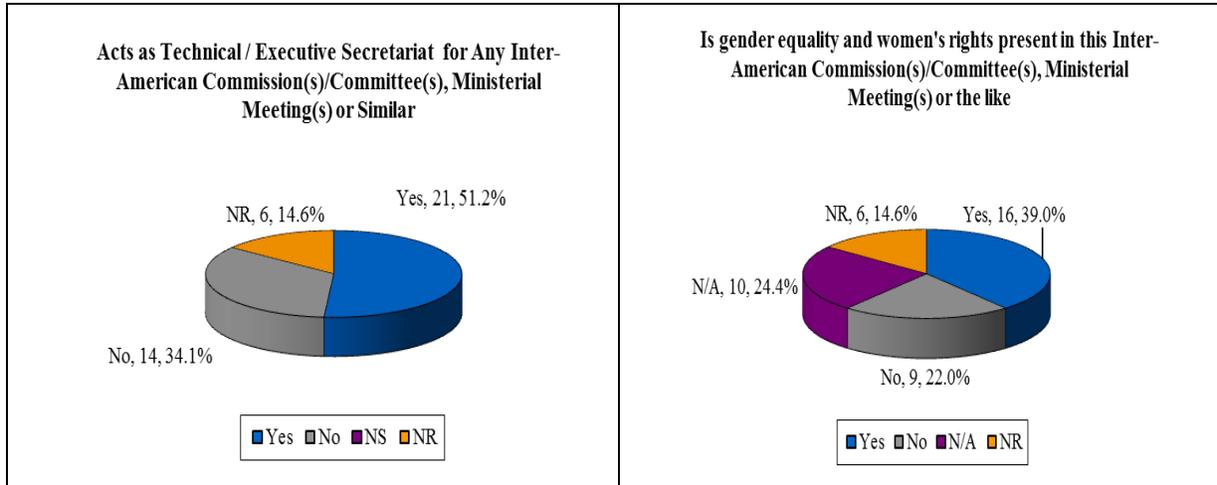
### **C. Gender and rights-based approach in sectoral meetings at the ministerial and Inter-American committee level**

Of all the GS/OAS departments and autonomous and decentralized agencies polled, 51.2% (21 bodies) said that they acted as the Technical or Executive Secretariat of inter-American commissions and/or committees, ministerial meetings, or the like, compared to 53.8% (21) in 2013 and 46.3% (19) in 2012. Noteworthy is the fact that these bodies, with the exception of four of them<sup>2</sup> answered that the theme of gender equality and women's rights was present in the inter-American commissions/committees or in ministerial or similar meetings for which they served as secretariat. Similarly, of the 21 bodies, nine indicated that they served as the Technical/Executive Secretariat of at least two ministerial-level forums. SEDI, through its Department of Economic Development, was the only body to serve as the Technical and/or Executive Secretariat of seven ministerial-level bodies. This aspect shows us the potential impact that the OAS can have at the Inter-American level, through these sector forums, to advance a rights-based and gender approach at the inter-American level. A deeper analysis is required to identify the level at which this has been taking place in each one of these forums.

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<sup>2</sup> These bodies are: the Department of Legal Cooperation, CICTE, the Department of International Affairs, the Department of Financial and Administrative Management Services, and the Department of Procurement and IICA.

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



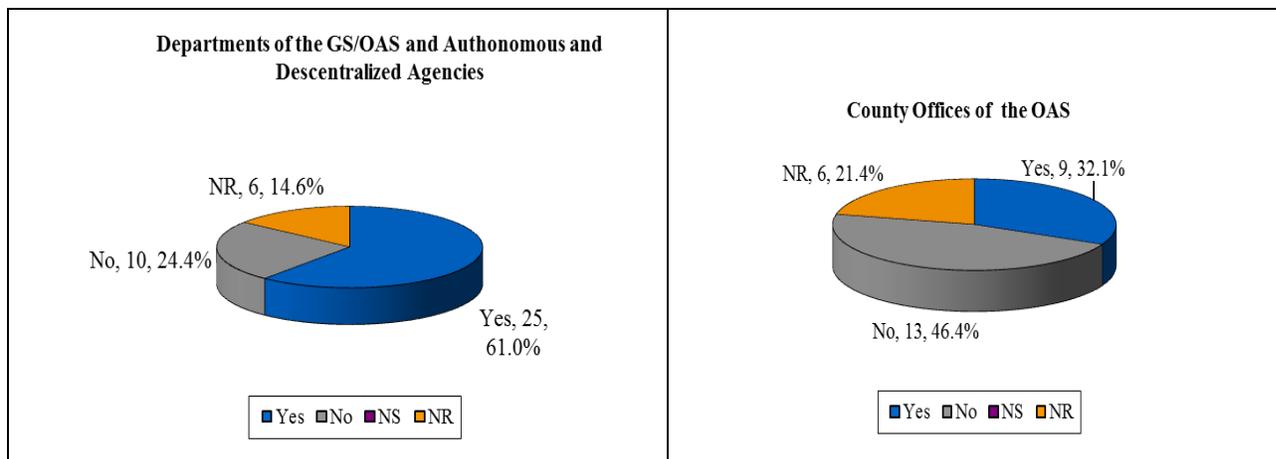
In addition, as shown in the graph above, the number of entities, whether committee or ministerial/inter-American meeting secretariats, claiming to mainstream the gender approach is on the rise.

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

In response to the question the GS/OAS departments and the autonomous and decentralized agencies were asked about whether or not they *have any policy(ies), program(s) and/or project(s) that promote gender equality and women's rights*, 61% (17 departments and 8 autonomous and decentralized agencies) responded that they did, showing an increase over previous years (47.6% in 2011, 48.8% in 2012, and 56.4% in 2013). This question was also put to the Country Offices, of which 32.1% (9) answered in the affirmative. Despite these rates, several of the departments and

autonomous and decentralized agencies clarified, with regard to these efforts, that their projects had not all been necessarily designed for the aforementioned purpose, although the gender and rights-based approach was taken into account in their implementation.

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



Based on the responses that were provided, (*see breakdown in Section III*), the departments and agencies that reported having polices, projects or programs to promote gender equality and women’s rights are listed below. Compared to the previous period, there is notable progress. This report, however, does not include an analysis of the extent to which this is being achieved.

Secretariat	Department	Project/Program
Executive Secretariat for Integral Development (SEDI)	Dept. Economic Development	<ul style="list-style-type: none"> <li>- Economic Empowerment and Trade Program</li> <li>- Establishment of Small Business Development Centers in CARICOM Member States</li> <li>- Training of Trainers in Information and Communication Technologies (ICTs) for MSME Development Centers Program</li> <li>- Expanding the Socioeconomic Potential of Cultural Heritage in the Caribbean. Phase II: Implementation of Project Components</li> <li>- Small Tourism Enterprise Network</li> <li>- The report Signs of Competitiveness in the Americas 2014</li> <li>- Comparative Study-Analysis of Undergraduate Chemical Engineering Programs</li> <li>- GenderInSite–ALC</li> <li>- Meeting on Diversity in Engineering</li> </ul>
	Dept. Human Development and Education	<ul style="list-style-type: none"> <li>- Inter-American Teacher Education Network (ITEN)</li> <li>- Rights-Based and Gender Equality Approach to Policies, Programs, and Projects, in cooperation with the CIM/Educational Portal of the Americas</li> <li>- Online course through the Educational Portal of the Americas, “Gender and Political</li> </ul>

		Leadership in the Latin American and Caribbean Context” (ESAP/EPA) - OAS online course, “Rights-Based and Gender Equality Approach in Policies, Programs, and Projects” OAS Gender Community of Practice, managed by the CIM
	Dept. Sustainable Development	- Environmental Law, Policy, and Good Governance Program – Strengthening Public Participation Mechanisms for Sustainable Development - Sustainable Communities in Central America and the Caribbean Project - Regional Project for Integrating a Gender Equality and Rights-Based Perspective into Comprehensive Risk and Disaster Management (in search of funds) - Integrated Disaster-Risk Management Initiatives, coordinated with the CIM
	Dept. of Social Inclusion	- Pilot Project on Participatory Gender Assessments in Three Countries of the Region - Project: Promotion of the Gender Perspective in Labor Migration Policies in Costa Rica, the Dominican Republic, Haiti, Nicaragua, and Panama - Gender Component Program in the Framework of the Inter-American Network for Labor Administration (RIAL) - Project on Strengthening the Legal and Institutional Framework for Persons with Disabilities - Project on the Inter-American Convention on the Human Rights of Older Persons - Project on Participatory Gender Audits in Ministries of Labor
	Inter-American Committee on Ports	- Hemispheric Seminar on Public Policies and Visibility of Women in the Port Sector in the Americas - Annual Port Woman of the Year in the Americas Award of the Inter-American Committee on Ports (CIP) - Inter-American Port Network of Women - Web Portal of the Technical Advisory Group on Corporate Social Responsibility and Women in Ports - Database of Women in the Port Sector
Secretariat for Legal Affairs (SLA)	Executive Office of the Secretary	- Inter-American Program of Judicial Facilitators - Certification Course in Access to Justice for judicial personnel (gender module)
	Dept. International Law	- Secured Transactions and Equitable Access to Credit Project - Equitable Access to Public Information Project - Role of the Judiciary in the Execution of Judgments and Arbitral Awards Project - Rio de Janeiro Course on International Law
Secretariat for Political Affairs (SPA)	Dept. Electoral Cooperation and Observation (DECO)	- Project on Incorporating the Gender Perspective into OAS Electoral Observation Missions (EOMs) - Methodology for Observing Political-Electoral Financing in Electoral Observation Missions - Women’s Participation as EOM Chiefs - Toolbox for Financing from a Gender Perspective - Methodology for Observing the Electoral Participation of Indigenous Peoples and Persons of African Descent in Electoral Processes - Methodology for Observing Voting Abroad - Electoral Security Methodology - Electoral Dispute Resolution Methodology – Electoral Justice - Methodology for Observing the Participation of Persons with Disabilities in Electoral Processes
	Dept. Effective Public Management	- Strengthening the Hospital Records System in El Salvador and Guatemala Project - Campaigns for the Registry of Persons in Bolivia, Haiti, and Peru - Program to Build Public-Sector Capacity in Latin America and the Caribbean - Civil Service Secretariat of Paraguay – Strengthening Paraguayan Public Institutions

		<ul style="list-style-type: none"> <li>- Latin American and Caribbean Council for Civil Registration, Identity and Vital Statistics</li> <li>- Strengthening of Citizen Identification Systems in the National Registry of Persons (RENAP) and the Supreme Electoral Tribunal (electoral rolls) Ahead of the General Elections in Guatemala</li> <li>- Second Inter-American Prize for Innovation in Effective Public Management</li> <li>- Observatory on Strategies and Mechanisms for Effective Public Management</li> <li>- MuNet – Efficient and Transparent Municipalities</li> <li>- OAS Virtual Campus</li> <li>- “¡Infórmate! y mejora tu vida” contest</li> </ul>
	Dept. Sustainable Democracy and Special Missions	<ul style="list-style-type: none"> <li>- Mission to Support the Peace Process in Colombia (MAPP/OAS)</li> <li>- MAPP/OAS Subcommittee – Women’s Organizations</li> <li>- Initiative on Gender and Mediation</li> <li>- Project to Strengthen Women’s Participation in the Departmental Victims’ Group of Valle del Cauca and Antioquia</li> <li>- Project for Resettlement of the El Retiro I and El Sapote II Communities</li> <li>- Internal Handbook on Analysis Using a Gender Perspective</li> <li>- Special collaboration: Systematization of Focus Groups with Female Ex-combatants</li> <li>- Panel Discussion with Women on Reintegration into Civilian Life</li> <li>- Policy to Strengthen Women Victims and Their Organizations</li> <li>- Policy to Support Women Victims of the Armed Conflict in Colombia</li> <li>- International Seminar on Gender Violence and Femicide in Latin America</li> </ul>
Secretariat for Multi-dimensional Security (SMS)	CICAD	<ul style="list-style-type: none"> <li>- National Drug Strategies and Plans of Action</li> <li>- Drug Treatment Courts</li> <li>- Closing the Gap</li> <li>- Health and Life in the Americas (SAVIA)</li> </ul>
	CICTE	<ul style="list-style-type: none"> <li>- Project on Capacity Building in Travel Document Security and Identity Management</li> <li>- Specific activities, such as the Hemispheric Workshop to Strengthen the Capacities of Women Involved in Security Planning for Major Events under the Critical Infrastructure Security Program</li> </ul>
	Dept. Public Security	<ul style="list-style-type: none"> <li>- Pilot project: Prevention of Gender Violence to Promote Social Inclusion, Province of Limón, Costa Rica</li> <li>- Specific activities, like the workshop “Strengthening Security Forces, Immigration Officers, Prosecutors, and Judges to Prevent and Combat Trafficking in Persons, Especially Women and Children”</li> <li>- Inter-American Network for Police Development and Professionalization</li> <li>- Alertamerica.org project</li> <li>- Inter-American Program for the Prevention of Violence and Crime</li> </ul>
Secretariat for Admin. and Finance (SAF)	Dept. Planning and Evaluation	<ul style="list-style-type: none"> <li>- Project: Strengthening the Capacity of the OAS to Implement Results-Based Management</li> <li>- Ongoing collaboration with the CIM to further the gender equality and women’s rights perspective in projects and programs</li> <li>- Preparation with the DPE in collaboration with the CIM of an innovative tool for measuring the incorporation of a gender approach into GS/OAS mandates and goals</li> </ul>
	Dept. Information & Techn. Serv.	<ul style="list-style-type: none"> <li>- Preparation with the DPE in collaboration with the CIM of the aforementioned innovative online tool</li> </ul>
Secretariat for External Relations	Dept. International Affairs	<ul style="list-style-type: none"> <li>- Promotes gender equality through its programs (Lecture Series, Policy Roundtables, dialogues with civil society, and the MOAS)</li> <li>- Periodic exhibits mounted by the Art Museum of the Americas</li> </ul>

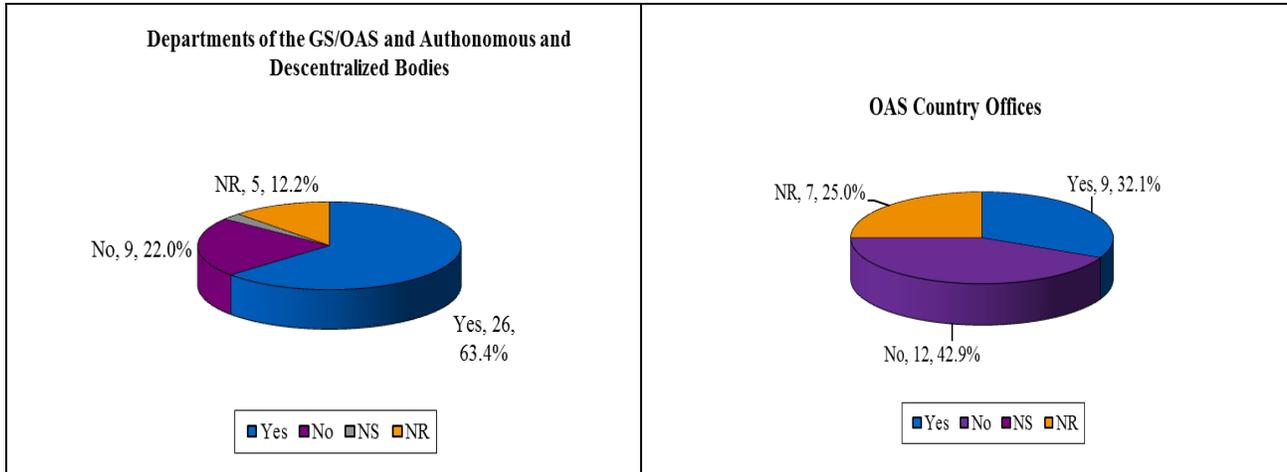
(SER)	Press and Comm. Dept.	- Promotes gender equality through communiqués and press releases
	Art Museum	- Periodic exhibits
<b>Autonomous and Decentralized Agencies</b>		
IACHR	- Carries out important actions through its Rapporteurship on the Rights of Women and, in particular during this period, through the project on indigenous women	
PAHO	- Program on integration of the gender perspective - Strengthening the role of the health system in addressing violence, in particular against women and girls, and against children	
CITEL	-Program for the Inclusion of Women and Girls in ICTs -Initiative: Regional Measures for Including Women and Girls in ICTs - Online meetings with the CIM to promote the participation of women and girls in ICTs	
IIN	Through the various lines of deliverables contained in the framework of the IIN 2011–2015 Action Plan, including: the Inter-American Program for the Prevention and Eradication of Commercial Sexual Exploitation and Smuggling of and Trafficking in Children, as well as the child participation program	
IICA	- Flagship project Inclusion in Agriculture and Rural Territories - The project Renewable Energies and Productive Use and Promotion of Women’s and Youth Organizations in Value Chains in Remote Areas of the Altiplano Region of Peru and Bolivia - Regional Fund Project for the Execution of ECADERT: Inclusion of territorial networks, youths, and women in land management, though the promotion of sustainable management activities and promotion of entrepreneurial activities in the Bahía de Jiquilisco Basin - Exuma Woman project	
PAIGH	- Publication: <i>Historia comparada de las mujeres en las Américas</i> [Comparative History of the Women of the Americas] - Publication: <i>Historia Comparada de las Migraciones en las Américas</i> [Comparative History of Migrations in the Americas]	
PADF	- Road to Prosperity for the Most Vulnerable Women of Colombia - The project Development of Entrepreneurs and Micro Enterprises in the Region of Valparaíso, Chile - Strategy for Psychosocial Care for Women and Children Victims of Sexual Violence in the Context of Armed Conflict	

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

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

Of the GS departments and the autonomous and decentralized agencies, 63.4% (26) answered that they had the technical capacity to implement a gender and women’s rights approach, compared to 56.4% (22) the previous year; 22% (9) said that they did not, compared to 25.6% (10) in 2013; and 14.6% (6) did not answer or offer specifics, compared to 17.9% (7) the previous year. Of the Country Offices, 32.1% (9) said that they had this technical capacity, compared to 10.7% (3) the previous year; 42.9% (12) said they did not; and 25% did not answer or give specifics.

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

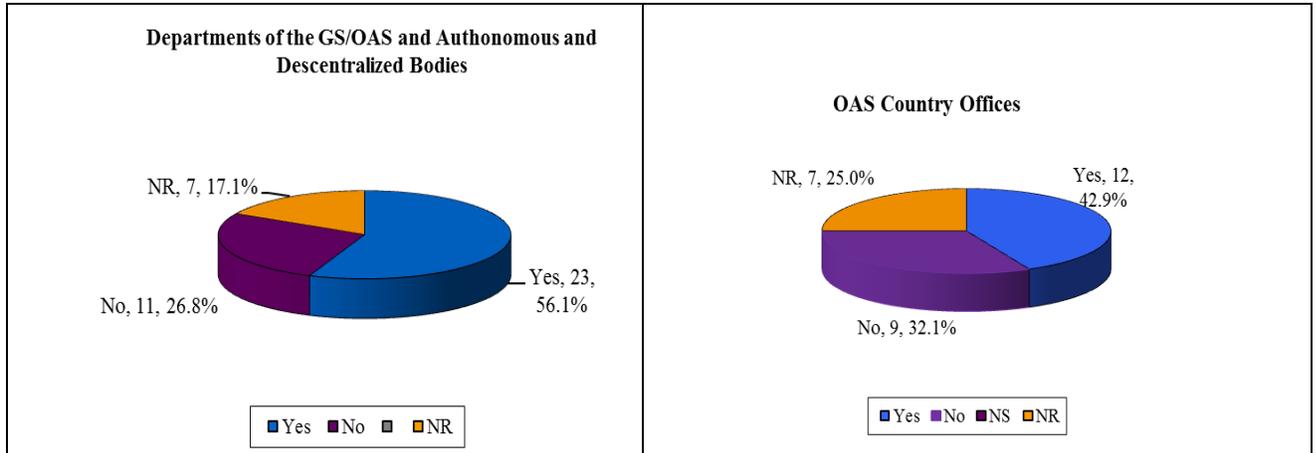


In referring to the nature of their technical capacity, responses included: having professional staff who have been trained on the subject of gender through courses offered by the OAS, personnel that had more in-depth education and greater experience in the field of gender (for example, the Department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

The Country Offices underscore, as part of their capacity in gender issues, the guidance and training they receive from the GS/OAS, the knowledge some representatives had before they were appointed, and access to the experience of local partner institutions. Twelve (42.9%) Country Offices reported that at least one of their staff had participated in gender training or in related courses/seminars, including the offices in Barbados, Belize, Costa Rica, Grenada, Guatemala, Haiti, Jamaica, Peru, Saint Lucia, Saint Vincent and the Grenadines, Suriname, and Venezuela.

During this period, the CIM offered, with support from the Educational Portal of the Americas, a nine-week online course titled “Gender and Equal Rights Approach in Policies, Programs, and Projects” on three occasions. Personnel from all areas of the GS/OAS, including the Country Offices, were invited to participate. Among the staff members trained are the teams of professionals of the Inter-American Program of Judicial Facilitators and the Mission to Support the Peace Process in Colombia (MAPP-OAS).

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



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

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

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

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

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

With a view to learning about the efforts being made by the departments of the GS/OAS and the autonomous and decentralized agencies to promote the inclusion of women’s human rights and a gender equity and equality perspective in reports published by the OAS—an aspect of the IAP emphasized in resolution AG/RES. 2831 (XLIV-O/14)—all of the OAS entities were asked to provide information in this regard. Of the number that responded to the questionnaire, 53.7% (i.e., 14 departments of the GS/OAS and 8 autonomous and decentralized agencies) answered that they had indeed promoted the integration of a women’s human rights and a gender equity and equality perspective in their reports. By the same token, 26.8% (i.e., 9 departments and 2 agencies) said that they had not and 17.1% (7) did not answer the question.

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

As regards the question on programs, projects, and other activities associated with the 2014 Operational Goals<sup>3</sup> approved for their department/unit/agency, 23% (18 departments/units of the GS/OAS and 5 agencies) said that they had them, compared to 17.1% (5 departments and 2 agencies) that said they did not have activities associated with their approved goals that incorporated a gender perspective; 27.1% did not respond and 10% did not give specifics or said that the question was not applicable.

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

Based on the information received from the different bodies, this section covers the specific measures taken between March 2014 and February 2015 to follow up on the IAP.

**A. OAS ENTITIES AND AGENCIES**

**1. Department of Legal Services**

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

**2. Summits Secretariat (SAS)**

The SAS has promoted and disseminated gender-related initiatives and programs of actors in the Summits process, including CIM initiatives and programs, through the “Summits of the Americas Follow-up System (SISCA),” a mechanism that makes it possible to publish the outcomes and achievements of the CIM to an inter-American and global audience. Also disseminated are the national reports of the member states of the JSWG organizations pursuant to the Summit mandates on gender. Lastly, the SCA completed its work on the handbook on the inclusion of gender indicators in the National Summit Reports.

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<sup>3</sup> The 2014 Operational Goals of the OAS General Secretariat are available at: [http://oasconnect/Portals/0/Plan-Ctrl-Eval/Planning\\_&Control/POAs/Informe\\_Costo\\_de\\_Metas\\_2014\\_SPAN\\_V2.pdf](http://oasconnect/Portals/0/Plan-Ctrl-Eval/Planning_&Control/POAs/Informe_Costo_de_Metas_2014_SPAN_V2.pdf).

The SAS is also engaged in ongoing efforts to ensure equal participation by men and women in each of the Summit events and activities with the social actors. This applies to the selection of funded participants and to event speakers and moderators. During the period covered by this report, the following consultations were held: (1) roundtable on drugs, prior to the special session of the General Assembly held in Guatemala in September 2014; (b) virtual consultation on the Meeting of National Authorities on Trafficking in Persons; (c) virtual consultation on the 20<sup>th</sup> anniversary of the Summits process, on the central theme of the Seventh Summit; (d) face-to-face (at the national level in seven countries) and virtual consultations on the central theme of the Seventh Summit; and (e) virtual consultation on the Third Youth Conference of the Americas.

### **3. Secretariat for Legal Affairs (SLA)**

The Office of the Executive Secretary executed various programs, among them programs related to consumer protection, persons with disabilities, and older persons—areas that, since December 1, 2014, come under the new Department of Social Inclusion of SEDI/OAS (Executive Order No. 08-01 Rev. 7, Structure of the General Secretariat, December 1, 2014). Detailed information about these programs may be found in the section on SEDI.

#### **a. Department of International Law**

The *Río de Janeiro Course on International Law* is designed to foster the exchange of ideas and generate open dialogue on matters of special relevance to international law. It serves as a mechanism for promoting study, in-depth analysis, and specialization on these topics. For the first time in 2014, after 40 editions of the course, 67% of the participants were women.

*Secured Transactions and Equitable Access to Credit Project* (2012–2015), carried out in collaboration with the International Labour Organization, the Women’s Entrepreneurship Development Programme (ILO-WED), and the World Bank/IFC. The principal objective of this project is to build the capacity of OAS member states to implement reform in secured transactions systems, including access to equitable credit, on the basis of the corresponding OAS Model Law. The project has resulted in a better understanding of the importance of women’s financial inclusion and economic empowerment through their access to credit through effective implementation of a secured transactions system. It has also made it possible to identify groups committed to the financial inclusion of women and to provide technical knowledge on reforms in the area of secured transactions. The Permanent Secretariat of the Inter-American Commission on Women (CIM) participated in specialized panels in the framework of this project, aimed at bringing about women’s financial inclusion and economic empowerment.

Of note are the international training seminars held in El Salvador, “International Capacity-Building Seminar on Secured Transactions Reform” (San Salvador, May 20–23, 2014), which included a panel discussion on the interrelationship among secured transactions, women’s empowerment through financial inclusion, access to credit, and the entrepreneurial spirit, in which the Inter-American Commission of Women (CIM), the Salvadoran Institute for the Advancement of Women (ISDEMU), and the Salvadoran Guarantee Fund of the Development Bank participated. The analytical report on implementation of the Secured Transactions Law in El Salvador as well as the compendium of recommendations and conclusions of the seminar contain sections on the financial

inclusion of women. Similarly, the “International Seminar on Secured Transactions Reform and Its Impact on Credit Access in Peru” (Lima, November 23–26, 2014) featured a panel on financial inclusion and the potential implications of reform of the secured transactions law for economic empowerment. Taking part were the CIM, the Ministry of Women and Vulnerable Populations, the Office of the Chair of the Committee on the Economy, Banking, Finance, and Financial Intelligence of the Congress of the Republic of Peru, and representatives of the General Directorate for Productive Development of the Ministry of Production of Peru.

The third international event, the “Capacity-Building Workshop on Secured Transactions and Asset-Based Lending,” was held in Jamaica from February 10 to 12, 2015. Earlier, a team of project consultants had held in-depth meetings with a group of entities, including the Bureau of Women’s Affairs, to examine the implementation of Jamaica’s secured transactions laws. As part of the Kingston workshop, a panel was held on the potential impact of the secured transactions law on women’s access to credit and on micro, small, and medium enterprises (MSMEs). Participants in the panel included the CIM, the Bureau of Women’s Affairs, the Caribbean Microfinance Alliance, the Jamaican Network of Rural Women Producers, and the Vice Minister of Development for Small and Medium Enterprises of the Dominican Republic. The CIM was represented at the three events by Specialist María C. Conte.

The *Technical Cooperation Project: Equitable Access to Public Information* (2012–2015), with CIDA financing. This project is intended to reinforce the capacity of the member states regarding transparency and equitable access to public information, through the dissemination and promotion of national implementation of the Model Inter-American Law on Access to Public Information. To date, four (4) workshops have been held: in Costa Rica, Guatemala, Panama, and Peru, with the participation of a large number of NGOs involved in the promotion of human rights, transparency, and public management, with the gender approach taken into account in their programs. A total of 270 people took part in these activities, 35% of them women. In Guatemala, where the workshop was run by the Ombudsman for Women, the participation rate of women was 48%.

The *Technical Cooperation Project: Role of the Judiciary in the Execution of Judgments and Arbitral Awards* (2012–2015), financed through CIDA, is intended to heighten the awareness of judges and other public officials about the correct implementation of international norms on commercial arbitration and the execution of decisions and arbitral awards of a commercial nature. The DIL, in consultation with the CIM, endeavors to seek a gender balance among the project’s beneficiaries, including experts on international commercial arbitration. At the meetings in Costa Rica, Chile, and Saint Lucia, 45% of the total number of participants and experts were women.

#### **b. Department of Legal Cooperation**

The DLC acts as the Technical Secretariat to the Mechanism for Follow-up on the Implementation of the Inter-American Convention against Corruption (MESICIC) and to the Meeting of Ministers of Justice or Other Ministers or Attorneys General of the Americas (REMJA), which deals with issues of mutual assistance in criminal matters, extradition, and cybercrime. The department notes that women have been integrated in the various MESICIC activities, where they serve as members of the Committee of Experts, participating in examining the progress of other countries and sharing best practices followed in their countries of origin on matters covered by the Convention. Of the 31 expert members, 16 are women, as are 18 alternate representatives.

The DLC emphasizes that women in general benefit in the medium and long terms from MESICIC activities, especially those concerning the harmful effects of corruption. The department underscores that the fight against corruption through MESICIC operations promotes gender rights and equality by combating injustice and political and institutional discrimination caused by corruption.

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

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

The DECO continued to implement the project *Incorporating the Gender Perspective into OAS Electoral Observation Missions (EOMs)*, in collaboration with the CIM, OSCE/ODIHR, UNEAD, IPU, the Commonwealth Secretariat, and IDEA International. The project aims to (i) incorporate the gender perspective into electoral observation in order to ensure a balance between men and women in the composition of the Electoral Observation Missions (EOMs); and (ii) develop tools for observing conditions for the exercise of men's and women's political rights in electoral processes.

As part of activities of the Electoral Observation Missions, continued efforts were made to implement the methodology for the *Incorporation of a Gender Perspective into OAS Electoral Observation Missions (OAS/EOMs)* in the general elections in Costa Rica, Antigua and Barbuda, Panama, and Bolivia; as well as in the municipal and regional elections in Peru. One of the principal achievements of this project was the creation and publication of the *Manual for Incorporating a Gender Perspective into OAS Electoral Observation Missions (OAS/EOMs)*, which constitutes a useful institutional tool for including and mainstreaming a gender perspective in the EOMs and for promoting women's political rights in the Hemisphere and building capacities within the DECO team. In keeping with the implementation of the gender methodology, it was deemed necessary to provide electoral authorities with specific tools to enable them to integrate a gender approach in their work. Thus, in 2014, DECO finalized a publication titled *Toolbox for Financing with a Gender Perspective*, which contains practical information on how to use public financing as a mechanism for promoting women's political participation along the different stages of the electoral cycle.

The DECO is working on a comprehensive program to provide electoral bodies with practical tools on how to incorporate the gender perspective into their institutions and within the electoral cycle, in order to increase women's political participation at the different stages of the electoral cycle. Progress in gender mainstreaming is also being made through the EOMs, with regard to the appointment of women to senior management positions in the OAS. Thus, in 2014, women headed the Electoral Observation Missions in Antigua and Barbuda, Costa Rica, and Panama, and four women served as deputy chiefs for the missions in Costa Rica, Bolivia, Dominica, Panama, and Peru. During the missions in 2014, the policy of having observer teams comprise at least 50% women remained in effect. The average number of women observers in 2014 was 51%. The plan for 2015 is to include observers from minority and vulnerable groups through the creation of various methodologies.

The DECO currently has data disaggregated by gender for seven countries of the Hemisphere on the exercise of the political rights of women as candidates, voters, and active participants in

electoral processes. This has made it possible for the department to deepen its analysis and further develop its recommendations on the status of women's political participation. These data are included in the press releases issued by the EOM chiefs, the verbal reports presented to the Permanent Council, and the final reports on missions in which the methodology is implemented.

With regard to available technical capacity to integrate the gender and women's rights perspective, the DECO staff includes gender specialists and consultants. The DECO team members have benefited not only from the training sessions held within the OAS on gender and its crosscutting nature but also from various training activities on gender and the promotion of women's political participation. For example, in November 2014, the Chief of the Electoral Studies and Projects Section coordinated the Women's Power Breakfast, an opportunity that allowed for discussion of the main observations of international observer missions on women's access to information, political financing, and the role of electoral bodies in promoting gender equality in electoral processes.

As concerns the *Methodology for the Observation of Political Financing Models in Elections in Electoral Observation Missions (EOMs)*, initiated in 2010 with financing from Canada and the United States, a manual on observing political-electoral financing in the countries was developed. The manual and the prior study take the gender perspective into account since they demonstrate how the components of the financing system are favorable or detrimental to women's rights to vote and be elected in electoral processes. In 2014, members of the DECO team, Ulrike Puccio, Sebastian Molano, and Sara Mía Noguera, implemented the gender mainstreaming methodology in the missions in Costa Rica, Antigua and Barbuda, Bolivia, Panama, and Peru

In 2014, the financing methodology was implemented during the missions in Antigua and Barbuda, Colombia, Costa Rica, El Salvador, Panama, Bolivia, and Peru. As a result, it was possible to observe and document the implications of existing political financing systems for women in these countries. The data collected during these experiences enabled the DECO to make recommendations when preparing its press releases and preliminary, verbal, and final reports, specifically on the relationship between women's political participation and the prevailing political financing system. The DECO has also been able to deepen its analysis and identify practices within the political parties that hinder the effective participation of women as candidates.

The *Methodology for Observing the Participation of Indigenous Peoples and Afro-Descendants in Electoral Processes (2014–2016)* is designed to identify the obstacles and limitations these groups face in exercising their political rights, for example, obstacles to exercising the right to vote, to run for office, or to be elected. The project focuses in particular on the barriers to political participation that indigenous women encounter and has enabled the methodology to be implemented through a pilot project carried out during the general elections in Bolivia (2014), which resulted in specific recommendations to the electoral body.

The *Methodology for Observing Voting Abroad (2014-2016)*, which focuses in particular on the barriers indigenous women face to political participation, is intended to observe the workings of the legal framework of the voting process for citizens residing abroad, voting procedures and instructions, political conditions, and the overall levels of trust in the electoral body and in administrators involved in the process.

The *Methodology for Electoral Security* (2014–2016) seeks to gather information to familiarize the OAS with the procedures and resources available to competent authorities to address complaints against, and electoral crimes committed by, electoral authorities, as well as on their competence in electoral processes. This methodology endeavors to focus especially on complaints and acts of violence against women.

The *Methodology for Electoral Dispute Resolution – Electoral Justice* (2014–2016) is aimed at observing processes and mechanisms for resolving electoral disputes. The components of the methodology include the analysis of normative frameworks, the identification of mechanisms employed in the evidentiary phase, and monitoring of the effectiveness of existing legal resources so that special attention may be paid to dispute resolution with a gender focus.

The *Methodology for Observing the Participation of Persons with Disabilities in Electoral Processes* (2014–2016), carried out with the International Foundation for Electoral Systems, is aimed at the systematic observation of accessibility and participation by persons with disabilities at all levels and in all electoral bodies and political party organizations, in order to identify barriers hindering, in particular, the participation of women with disabilities.

**b. Department of Sustainable Democracy and Special Missions**

The measures the department takes to follow up on the IAP are essentially carried out within the framework of the activities of the Mission to Support the Peace Process in Colombia (MAAP/OAS).

The MAPP/OAS, which has been operational since 2010, has contributed to building a firm and lasting peace in Colombia, together the government, communities, and civil society organizations. This is done through support, assistance, verification, monitoring, facilitation of forums for dialogue, and promotion of confidence-building measures, within the framework of the ongoing peace processes in the country. Since its inception and establishment in Colombia (2004), the MAPP/OAS has recognized the importance of including the gender perspective in its work. Since 2012, the MAPP/OAS has had a *Gender Area*, which establishes guidelines for the implementation of a gender and women's rights-based approach in the mission's support, monitoring, and verification work. The Gender Area provides support to the different MAPP/OAS thematic areas for incorporating a gender and women's rights-based approach into all their work. Internally, the expected outcome is mainstreaming of the gender perspective and the women's rights-based approach into the mission's monitoring and verification work. Externally, the MAPP/OAS works to promote conditions for incorporating these two approaches into public policy and increase the participation of victims and civil society. In order to achieve the latter, in 2012 the MAPP/OAS approved the *Internal Handbook on Analysis Using a Gender Perspective*, which is designed for MAPP/OAS verifiers.

In addition to the handbook, which serves as an essential tool, the gender area developed the *Institutional Roadmap for Counseling Victims of Sexual Violence*, whose purpose is to help the mission's field staff respond to victims who report crimes of sexual violence, by providing them with information on how to refer said individuals to institutions, NGOs, or international organizations competent in the matter, so they the victims may receive proper care and protection. Likewise, the

Gender Area contributed to the development of the *Institutional Roadmap for Protection*, with a chapter on protection of the gender perspective.

The Gender Area has also facilitated the training of MAPP/OAS staff on this subject, for example, through workshops with entities like the Land Restitution Unit to explain the topic of land access by women and their right to restitution, or the nine-week-long online courses offered by the CIM in 2013 on a *Rights-Based and Gender Equality Approach in Policies, Programs, and Projects*, attended by 19 mission officials.

As concerns the monitoring, support, and verification the MAPP/OAS carries out at the central and regional levels, considerable headway has been made in mainstreaming of the gender and women's rights-based perspective in monitoring women's access to restitution of lands and territories and in implementation of the Special Program on Restitution for Women, Children, and Adolescents. A project has been implemented to strengthen the effective political participation and political impact of women victims of violence in the forums envisaged in the Victims and Land Restitution Law; focus groups have been established for female ex-combatants to ascertain their needs and prospects for peace-building and to hear their suggestions on how to improve the program for reintegration into civilian life from a gender perspective; and judicial monitoring has taken place on gender-based crimes of violence in the framework of the Justice and Peace Law.

As part of the efforts of the MAPP to follow up on and support implementation of public programs and policies on peace-building designed to promote gender equality and women's rights, the following policies, programs, and projects should be mentioned.

- *Special collaboration: Systematization of the focus groups held with female ex-combatants (2013–2014)*, aimed at ascertaining the views of female ex-combatants who have graduated from the program on the reintegration process in general, the challenges they face once graduated, and the progress they have made since they left the program.
- *The Panel Discussion with Women on Reintegration into Civilian Life (September 2014)*, designed to hear women's views on processes of reintegration into civilian life. The central theme of the discussion was recognition of women and female citizens and their significant contributions to building coexistence and peace in Colombia, with special attention paid to the particular problems these women face in society.
- *The Policy to Strengthen Women Victims and their Organizations (2014)*, intended to draw attention to the specific needs of women and to strengthen their capacity to be influential in the political sphere. Under this policy, action was taken to provide training and raise the awareness of institutions competent in the area. The gender approach was taken into account in the institutions' agendas and work plans. The women victims taking part regained strength and developed skills in political planning and influence from a gender perspective, building working agendas conducive to full redress for women victims of internal armed conflict.
- *The Policy to Support Women Victims of Armed Conflict in Colombia (2014)*, aimed at supporting and promoting the participation of girls and women in transitional justice processes that favor their full access to their rights.

- The *Policy to Support Women Victims of Armed Conflict in Colombia* (2014), with the participation of women victims of sexual crimes perpetrated by the ranks of the Self-Defense Units of Colombia (AUC), aimed at strengthening access by women victims of sexual violence in the context of armed conflict to their rights.
- The *International Seminar on Gender Violence and Femicide in Latin America* (2014), intended to provide judicial officials with adequate skills to meet their obligations regarding the criminalization of femicide and the implementation of specialized mechanisms for investigating it. The project facilitated an exchange of lessons learned among actors working to promote women's human rights in the region, especially on topics related to women's right to a life free from violence.

### **c. Department of Effective Public Management**

The *II Edition of the Inter-American Prize for Innovation in Effective Public Management* (May 2014), financed with funds from Foreign Affairs, Trade and Development, Canada, identified public management innovations made by various administrations in the Americas to reward, recognize, systematize, encourage, and promote these innovations as useful experiences that can be replicated elsewhere. Among the criteria used in the evaluation process for the Inter-American Prize for Innovation was the gender perspective. Moreover, equitable representation was promoted in the Special Panel of Judges.

Thw DEPM, through its use of the *Inter-American Cooperation Mechanism for Effective Public Management (MECIGEP) Rounds of Analysis* (May 2014) as an institutional tool, facilitated dialogue and the exchange of experiences and technical cooperation strategies to support the attainment of national goals and priorities set by each member state. The department included a section on the gender perspective in the mechanism in order to examine achievements, outcomes, and challenges in the beneficiary countries.

Work continued on the project *Observatory of Strategies and Mechanisms for Effective Public Management* (2012–March 2015), whose purpose is to build a collection of successful experiences in public management with inputs from authorities interested in these matters and from individuals familiar with the realities of each country. Each observatory has a gender perspective section in addition to gender indicators in the introductory part. Thus far, information has been received from 21 member states: Antigua and Barbuda, Argentina, Bahamas, Barbados, Brazil, Bolivia, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Jamaica, Mexico, Panama, Paraguay, Peru, Trinidad and Tobago, and Uruguay.

The *Strengthening the Hospital Records System in El Salvador, Honduras, and Paraguay* (June 2013–November 2014) was intended to encourage the immediate registration of newborns and to definitively reduce the underregistration of births. As part of the installation of registration offices in public hospitals, eleven (11) registration offices were set up in El Salvador, Honduras, and Paraguay, with support from the Universal Civil Identity Project in the Americas (PUICA). Efforts are currently under way to make mothers and members of their families aware of the importance of the right to identity and of birth registration in hospitals. These hospital-based civil registration offices work every day to compile gender-differentiated statistics from the births recorded. They also keep track of cases where births are not registered and specify the reasons why.

The project *Strengthening Citizen Identification Systems of the National Registry of Persons (RENAP) and the Supreme Electoral Tribunal (voter rolls) Ahead of the General Elections in Guatemala* (August 2014–April 2015) is aimed at advancing the verification and purging of voter registry information to enable all Guatemalan citizens to participate in the 2015 elections by exercising their right to vote. One of the project's components is an analysis of the profiles of persons who have not received their personal identification documents (DPI). The findings show that 49.8% of those who have not obtained DPIs are women. The information gathered will be used by the National Registry of Persons of Guatemala for the design of awareness campaigns on the importance of getting identity documents for the exercise of political rights.

The project *Munet – Efficient and Transparent Municipalities* (February 2014–April 2015) seeks to enhance the technical and human capacity of 30 local governments in three countries through effective, transparent, and participatory tools and methodologies. The project emphasizes the mainstreaming of gender equality and rights and endeavors to ensure the full and equal participation of female civil servants both in training activities and in the process of implementing established strategies. It includes as a main activity reviewing the curriculum for an online course that would include the gender approach and innovative experiences in municipal public management with a view to underscoring the role of women as agents for change in local public policies.

The project *Latin American and Caribbean Council for Civil Registration, Identity, and Vital Statistics (CLARCIEV)* (2014), recognized as an organization that has grouped together civil registration institutions in Latin America and the Caribbean since 2005, provided a forum for information exchange on the registration and identification of persons while, at the same time, fostering horizontal cooperation among registration institutions so as to strengthen them. Female community leaders and midwife associations participate actively in its public awareness campaigns.

The project *OAS Virtual Campus* (2014) was aimed at building the capacity of civil servants in the region through online training in key public management areas in order to help improve democratic governance and effective public management through principles of efficiency and transparency. The Virtual Campus had a portfolio of 20 courses developed with recognized international institutions and experts in the region in coordination with the thematic areas of the OAS. To date, more than 80 experts on the courses' content have been certified as OAS tutors and 1,253 people (43% of them women) in the Americas have been trained. The DEPM indicates that the Virtual Campus included the gender perspective in the development and formulation of the course curricula and promoted equal access by men and women in the application process and in the selection of consultants and tutors.

The project *Inter-American Network on Government Procurement (INGP)* (2004–2024) has as its main objective enhancement of the skills of the government procurement directors of the Americas, in order to define strategies and implement programs and projects to modernize government procurement by promoting forums for information exchange, training, and technical assistance for implementing activities. In 2014, the INGP organized five (5) training workshops in government recruitment and procurement, in which women were well represented: 200 women out of 300 participants. At the X Annual Conference of the INGP (Paraguay, 2014), 180 of the 400 participants were women. The department mentions that, of the 32 countries that take part in INGP activities, 14 are represented by women who serve as their countries' national public procurement

directors. Further, the President of the INGP is a woman, as are four of the five members of its Executive Committee.

The project *Support for the Undersecretariat of Governance and State Modernization for Strengthening Public Institutions of El Salvador* (June 2011–March 2014) is intended to support the *Undersecretariat of Governance and State Modernization* of El Salvador in institutional strengthening of diverse public entities in order to help them improve their management capabilities and be more efficient and effective in providing services to the citizenry. The Government of El Salvador initiated a process to modernize its executive body in 2010 through the “Institutional Strengthening Program,” headed by the country’s government. The DEPM is supporting the implementation of said program, which has taken gender balance into account in the training activities offered through technical assistance.

The project on support for the *Civil Service Secretariat of Paraguay – Strengthening Paraguayan Public Institutions* (May 2014–February 2015) provides support to the Civil Service Secretariat in institutional strengthening of diverse public entities to help them improve their management capabilities and be more efficient and effective in providing services to the citizenry. The CIM recommended to the department that it ask Paraguay’s Ministry of Women to become involved to ensure integration of the gender approach in the institution-building methodology applied by the DEPM, in particular in process management. In keeping with that recommendation, the Ministry of Women was contacted and meetings were held to inform it of the work being done in Paraguay and to request its collaboration in incorporating the gender perspective in the process management procedure. The Ministry of Women is currently becoming familiar with said procedure through technical assistance and will hopefully be able to implement it and, above all, make recommendations to the DEPM for incorporating a gender perspective into it.

Through the project *Support for the Launching of the Institute on Access to Public Information (IAPI)* (June 2013–December 2014), the department lent support to the process of establishing and launching the IAPI through strategic planning, process development, organic structure design, preparation of post and procedural manuals, and training of staff to perform new IAPI functions. The department said that training for the transfer of knowledge on strategic planning took gender equality into account.

The “*¡Infórmate! y mejora tu vida* [Get informed and improve your life]” project (May 2014–April 2015) is an inter-American short-film contest that seeks to involve young university or tertiary education students in the areas of audiovisual arts, film, and graphic design in promoting citizens’ right to access information. Teams participating in the contest are expected to produce one-minute films conveying to citizens “why access to information is useful for improving the quality of life.” The contest announcement on the web page uses language that promotes a gender perspective, with an emphasis on access to public information issues that affect women. It is hoped that the short films will promote equal access to public information.

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

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

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

**i. Trade and Economic Development Section**

The *Economic Empowerment and Trade Program* (2010–2015) is designed to help micro, small, and medium enterprises (MSMEs) make the most of business opportunities linked to international trade and tourism. It seeks to favor the economic inclusion of MSMEs run by women and vulnerable groups (small farmers, small tourism enterprises, indigenous groups, and youth) and to provide support for institutional and human strengthening in connection with the negotiation, implementation, and management of trade agreements. To date, the III Inter-American Dialogue of High-level MSME Authorities: “Public Policies to Promote Internationalization of the MSMEs,” was held in Brasilia, Brazil, on November 11 and 12, 2013.

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

The *Training of Trainers in Information and Communication Technologies (ICTs) for MSME Development Centers Program*, aimed at businesswomen and female entrepreneurs in Central America and the Dominican Republic and in the Caribbean (2012–2015) seeks to promote technological adaptation of the fabric of the women’s business community through MSME development centers in the region. The idea is to boost women’s competitiveness by providing support for their incorporation into the information society based on four core elements: (i) awareness raising and training (e-competencies); (ii) advisory services; (iii) individualized support; and (iv) active monitoring of the adaptation process. In Central America, its achievements include: (a) training of 78 advisors (50% of them women) in the use of ICTs to serve businesswomen and female entrepreneurs; (b) implementation of a networking platform for collaborative work among the ICT advisors of Central America and the Dominican Republic; and (c) training of 26 advisors (50% of them women) in coordination with DESC/OAS and the Educational Portal of the Americas on the online course “*New Market Opportunities for Micro, Small, and Medium Enterprises (MSMEs) using the Internet and Social Networks.*”

In the Caribbean, the results include: (a) training of 50 ICT advisors (50% of them women) to work in the MSME development centers in the region to provide assistance to businesswomen and female entrepreneurs; and (b) the design of proposals for incorporating ICT services aimed at businesswomen and female entrepreneurs into the services portfolio of the MSME development centers in each of the 13 beneficiary countries.

## **ii. Competitiveness, Innovation, and Technology Section (SCIT)**

Publication of the Signs of Competitiveness in the Americas 2014 annual report (October 2014), which for the first time addressed competitiveness and innovation from a gender equality and human rights-based approach. The CIM contributed by drafting a specific article on the matter. Likewise, it made recommendations in that article to further the gender and rights-based perspective on the innovation and competitiveness agendas. Also provided in the report were experiences concerning Uruguay's Equity Quality model and the L'Oreal-UNESCO-CONACYT Prize in Peru.

The *Comparative Study-Analysis of Undergraduate Chemical Engineering Programs* conducted in some OAS member states (September 2013–March 2014) identified and compared best practices and successful experiences in undergraduate chemical engineering programs in member states, including the participation of women in engineering programs. With a view to disseminating and sharing information on the situation of women in science, technology, information, and mathematics (STEM) and to have an impact on education and science and technology policies, the project *Collaboration with Strategic Partners on the Issue of Gender in Science, Technology, Engineering, and Mathematics* was executed from August to November 2014.

The OAS is part of the consulting group GenderInSITE LAC – Gender in Science, Innovation, Technology, and Engineering (SITE), created by the Gender Advisory Board of the United Nations, the Organization for Women in Science for the Developing World (OWSD, formerly TWOWS), UNESCO, and the Scigirls Advisory Board. GenderInSITE LAC is a Minneapolis-based public television program that endeavors to steer girls toward careers in science and technology. The second phase of the program, funded by the National Science Foundation (NSF), is targeted at Hispanic and Latin American girls and will include episodes in Spanish.

For the fourth consecutive year, the SCIT worked in coordination with the Meeting on Diversity in Engineering, held during the Annual Conference of the Latin American and Caribbean Consortium of Engineering Institutions (LACCEI), in Guayaquil, Ecuador. The purpose of the event was to disseminate best practices to encourage the participation of women and minority groups in engineering. Likewise, the SCIT took part in the roundtable “*The Gender Focus: A Stimulus for the Quality and Effectiveness of Policies and Programs in Science, Technology, and Education in Latin America and the Caribbean*,” organized by the UNESCO Regional Chair on Women, Science, and Technology in Latin America at the Ibero-American Congress on Science, Technology, Innovation, and Education: “Moving Together toward the 2021 Ibero-American Educational Goals,” held in Buenos Aires, Argentina.

Lastly, the SCTI is organizing the *Fourth Meeting of Ministers and High Authorities on Science and Technology*, to be held in March 2015 in Guatemala, which is expected to further efforts on gender equality on the hemispheric agenda on science and technology and to define collaboration and guidance provided by the CIM.

## **iii. Culture and Tourism Section**

The project “*Expanding the Socioeconomic Potential of Cultural Heritage in the Caribbean. Phase II: Implementation of Project Components*” (January 2015–January 2016) seeks to strengthen the capacity of participating countries in the preservation, development, and use of cultural heritage

resources, with local community involvement in legislation and fiscal policy. The project underscores the role of men and women and the incorporation of gender equity as a fundamental principle in public policy on planning for and participating in cultural heritage. Special attention is given to gender inclusion in formulating the organizational plan of the Cultural Heritage Network and in selecting scholarship recipients for online courses.

Lastly, the project *Small Tourism Enterprise Network* (2012–2014) integrated public, private, and community strategies for providing support to MSMEs in the tourism industry in the Caribbean and Latin America. In addition, the following meetings were held: the Second *Latin America and the Caribbean Encounter of Owners and Operators of Small Hotels* (Quito, Ecuador, September, 2014); the Seminar on Entrepreneurial Strengthening in the Tourism Sector, Opportunities for Women (Cartagena de Indias, Colombia, October 2014); and the Tourism Tour Guiding Safety and Security Protocol Symposium (Trinidad and Tobago, November 2014). Women entrepreneurs constituted the majority of participants in all these events. According to available data, most operators and managers of small tourism enterprises, in particular in the lodging sector in LAC, tend to be women.

## **b. Department of Human Development and Education**

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

#### **Education**

The *Inter-American Teacher Education Network (ITEN)* promotes gender and rights equality through the design and implementation of activities, in order to promote opportunities for girls and women to develop skills in the use of ICTs and therefore to reduce the gender divide in the labor market and enable said girls and women to become active citizens in their communities. The network has three tools at its disposal:

- *ITEN – Virtual Seminars (webinars)*, on topics related to the incorporation of a gender perspective in classrooms, seek to promote the professional development of teachers in the Americas. Research is one of the key components in the development of each of the products that are part of the network’s activities, with ITEN endeavoring to include the gender perspective in proposed curricula and methodologies.
- *ITEN – Virtual Toolkit (Toolkits)* (2015–2016) seeks to promote critical thinking skills in students, including a gender perspective, taking into account the particular characteristics, challenges, and needs of girls and boys in the learning process.
- *ITEN – A Bilingual Virtual Community* (2014–2015), aimed at promoting the professional development of teachers through an interactive platform linking teachers across the region. To date, the ITEN virtual community consists of 19,627 teachers, 12,186 of whom are women and 7,441 men. Authors and prominent individuals—both female and male—are involved in decisions on course content.

#### **Educational Portal of the Americas (EPA)**

The EPA keeps a close eye on gender distribution when it selects participants for its online courses and virtual tutors. The online courses offered through the portal include:

- “*Gender and Political Leadership in the Latin American and Caribbean Context*” (ESAP/EPA), aimed at building capacity in the critical interpretation of reality, reflection, social responsibility, and participation in relation to the theme of gender and political leadership, so that this capacity may be applied comprehensively and systematically to social projects. Partnering in this effort is the Higher School of Public Administration of Colombia. This course is being offered for the second time.
- The CIM/OAS online course “*Rights-Based and Gender Equality Approach in Policies, Programs, and Projects*” provides training in taking a gender-equality and right-based approach to the formulation, implementation, and monitoring of diverse policies, programs, projects, and actions. The course was offered three times in 2014 (third to fifth editions) and is accompanied by a community of practice for enhancing participants’ awareness and abilities in a collaborative environment.

### **Scholarships area**

In the framework of the OAS Academic Scholarship Program (undergraduate and graduate), a total of 1,116 citizens and/or permanent residents of the member states have pursued undergraduate or graduate level studies since 2007 or are currently pursuing them. Of this total, 60% are women and 40% men. Partners in this effort include universities in the region. In 2014, 2,566 scholarships were awarded to citizens of the member states through the following scholarship programs: the Academic Scholarship Program, the Scholarships for Professional Development Program, the Partnerships Program for Education and Training, and the Scholarship Program for Haiti.

Also, the online course *Gender and Rights-Based Approach to Policies, Programs, and Projects* was offered in cooperation with the CIM and the Educational Portal of the Americas. To date, five editions of the course have been held, with the participation of OAS staff and member state officials. The OAS and the CIM have awarded full scholarships for the course to professionals in the region.

### **Leo S. Rowe Pan American Fund**

Established to finance studies or research done in the United States by individuals from OAS Latin American and Caribbean countries, this Fund grants interest-free loans of up to US\$15,000. It has been compiling statistics disaggregated by sex since 1995, which show that women’s participation in all levels of education has been on the rise.

There has been a steady increase in the percentage of loans granted to women, which represented one third of those granted in 1995. On average, the number of loans given to women has held at 50% since 2001, with the exception of 2007 and 2008. In 2014, 93 student loans were granted to individuals in the region for study in the United States; of these, 57% were given to female students. According to the education area, women staff continue to receive a large proportion of the loans.

**c. Department of Sustainable Development (DSD)**

The DSD encourages the full and equal participation of women in decision making at all levels, in particular in areas aimed at facilitating and promoting harmonious, integrated sustainable development and protection of the environment, including ICTs, with regard to water resources, climate change, natural disasters, biodiversity, and energy. In this connection, the DSD endeavors to implement the *Inter-American Strategy (IAS) for the Promotion of Public Participation in Decision-Making for Sustainable Development*, applying the principle of inclusion so as to ensure the participation of all interested and/or affected parties, as well as mechanisms for achieving sustainable solutions.

**i. Environmental Law, Policy, and Good Governance**

Efforts are being made under the *Program on Environmental Law, Policy, and Good Governance* to mainstream gender in policy dialogue on sustainable development and in project implementation, promoting gender equity, diversity, and inclusion, in light of the Inter-American Strategy (IAS) for the Promotion of Public Participation in Decision-Making for Sustainable Development.

In 2013, the DSD held three (3) workshops (one regional and two national in Central America) on public participation in sustainable development as part of the project “*Strengthening Public Participation Mechanisms for Sustainable Development*.” In the course of the project, women’s CSOs were identified so that they could participate in these workshops, with a view to promoting and encouraging greater participation by women in formulating and taking decisions on sustainable development. As a result, the number of CSOs, women, and leaders able to participate in public participatory mechanisms increased and they became actively involved in decision-making processes in the area of sustainable development. In addition to its involvement with CSOs, the department is working with the ministries of the environment and natural resources of Central America and the Dominican Republic.

**ii. Risk Management and Adaptation to Climate Change**

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

In this connection, the Risk Management and Adaptation to Climate Change Section worked with the CIM to design a project, for which financing is sought, aimed at developing and/or strengthening the capacity of professionals of the ministries or government agencies responsible for

disaster risk management, national mechanisms for the advancement of women, and governing bodies in the area of children and adolescents in the member states, in order to integrate a rights-based approach and a gender equality perspective in the design and implementation of integrated disaster-risk management policies and programs.

Experience has shown that communication protocols and operational decision-making chains are necessary when flood emergencies occur. This requires a clear distribution of duties among local authorities, who are responsible for decisions on flood warnings, and among the central government officials, who are charged with observing and monitoring low-pressure centers and with reviewing the information to provide local governments and communities with weather and flood forecasts and relevant information to enable them to issue timely and clear warnings. It has been essential at the community level to understand the different roles and responsibilities of women and men as well as their needs and visions.

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

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

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

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

## **d. Department of Social Inclusion**

This department was established on December 1, 2014 (Executive Order No. 08-01 Rev. 7, “Structure of the General Secretariat”). The activities described below on social development and migration were carried out by the then Department of Economic and Social Development and those on labor and employment, by the then Department of Human Development, Education, and Employment. Likewise, matters dealing with consumer protection, persons with disabilities, and older persons were handled by the Secretariat for Legal Affairs.

### **i. Social Development Section**

The pilot project “*Participatory Gender Assessment*” (PGA) in Three Countries of the Region 2013–2014 provided training to a group of officials from the ministries of social development and the national mechanisms for the advancement of women of the participating countries in the methodology of Participatory Gender Assessments. The principal outcome of this project, which is

aimed at developing and strengthening the human and institutional capacities of the ministries of social development of the OAS member states who participate by conducting PGAs, was the formulation and transmission to the ministers of a plan of action for mainstreaming the gender and rights-based approach and for its follow-up. The intervention methodology will be adjusted as the national entities begin their training. The project is funded by the Government of the United States, through the Inter-American Social Protection Network (IASPN). The CIM, represented by Specialist María C. Conte, has participated in all stages of this project and has provided necessary technical advice and assistance. It is expected that the PGA tool and methodology, an OAS-CIM product, can be used in other ministries in the region.

## **ii. Inclusion of Vulnerable Populations Section**

In the migration area, the project *Promotion of Gender-Sensitive Labor Migration Policies in Costa Rica, the Dominican Republic, Haiti, Nicaragua, and Panama* was implemented between July 2011 and July 2014. It was aimed at building the capacity of policy framers and social actors to adopt and implement gender-sensitive policies, laws, and labor migration management standards. OAS participation has made it possible to provide technical inputs to help the countries improve their capacity to collect and process migration statistics, in keeping with regional standards. Partners in this project include the ILO, with technical advice and assistance provided by the CIM. To date, the following has been achieved:

- Development of a diagnostic assessment of the migration data systems in the five participating countries, with a focus on gender.
- Protection of labor rights through consular action in Costa Rica, the Dominican Republic, Haiti, Nicaragua, and Panama.
- An analytical paper identifying strengths and areas for improving practices for the protection of labor rights through consular action, with a focus on gender.
- Recommendations to ensure effective protection of the labor rights of both male and female migrant workers.

In the area of consumer protection, technical and administrative assistance is provided to the Consumer Safety and Health Network (CSHN). This area has incorporated the gender perspective both in the design of workshops and training courses and in the selection of participants for the *Annual Hemispheric CSHN Graduate Course*, organized with the Pan American Health Organization and Barcelona's *Pompeu Fabra* University.

In the area of protection of persons with disabilities, technical and administrative assistance is provided to the Technical Secretariat to the Committee for the Elimination of All Forms of Discrimination against Persons with Disabilities (CEDDIS). To protect persons with disabilities, the OAS General Assembly, through resolution AG/RES. 1608 (XXIX-O/99), dated June 7, 1999, adopted the Inter-American Convention for the Elimination of All Forms of Discrimination against Persons with Disabilities (CIADDIS). The OAS also crafted a second instrument that was more operational in nature and capable of mobilizing public policy: the Program of Action for the Decade of the Americas for the Rights and Dignity of Persons with Disabilities (PAD), which was adopted by the General Assembly in June 2007 at its thirty-seventh regular session, six years after the entry into force of the CIADDIS. In adopting the PAD, the member states established the goal of making

substantial progress by 2016 in building an inclusive society based on solidarity and recognition of the full and equal enjoyment and exercise of human rights and fundamental freedoms.

To follow up on the commitments made in the CIADDIS and the PAD, the member states are asked to present national reports on their activities, programs, initiatives, best practices, and statistical, legislative, and any other form of information making it possible to assess the progress the countries have achieved in building an inclusive society. The gender perspective has been included in these national reports through two (2) mechanisms. On the one hand, all indicators in the report that classify the information according to descriptors have a descriptor on the specific situation of women and of men. On the other hand, in order to collect specific information on the situation of women with disabilities, the countries have been asked to report on all measures (whether legislative, administrative, or judicial) and on public policies or best practices undertaken to prevent, prohibit, or punish the mistreatment, sexual abuse, and exploitation, especially within families, of persons with disabilities, in particular children and women.

In the area of protection of persons with disabilities, the *Project on Strengthening the Legal and Institutional Framework for Persons with Disabilities* (2011–2015) in Haiti endeavors to ensure that staff recruitment processes take gender equality policies into account. The project receives support from USAID and the Government of Haiti. To date, 175 women have received training in inclusive public policy and in measures to integrate persons with disabilities. As a result of this project, technical assistance was provided to the Ministry of Women’s Affairs and Women’s Rights for drafting the Law on Violence against Women, and financial assistance was given to four (4) female students to study at the State University of Haiti.

In the area of protection of older persons, technical and administrative assistance is provided to the Secretariat of the Working Group on Protection of the Human Rights of Older Persons (DHPM). The Working Group on Protection of Older Persons (GT/DHPM) is negotiating the *Draft Inter-American Convention on the Human Rights of Older Persons*, which has taken the matter of gender equality into account as well as the binding international and inter-American human rights instruments. The draft includes the principle of gender equality in several of its articles. Finally, the Secretariat emphasizes the support provided for implementation of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, “Convention of Belém do Pará,” Article 9 of which urges the member states to adopt measures to protect women who may be vulnerable because of their race or ethnic background or their status as migrants, refugees, or displaced persons.

### **iii. Employment and Labor Section**

The area of labor and employment has been working with the CIM since 2006 to promote gender mainstreaming in the policies, programs, and operations of the ministries of labor. These efforts have led to consolidation of the gender and rights-based approach in the policy documents of the Inter-American Conference of Ministers of Labor (IACML) and in the set of specific activities held in the framework of the IACML and the CIM, ranging from the preparation of studies, the holding of the first and only hemispheric dialogue between the two sectors at the highest level, i.e., between the ministers of labor and the ministers of women’s affairs (2011); and the holding of the hemispheric workshop and subregional workshops, to the preparation of participatory gender audits and other bilateral cooperation activities between labor ministries in the region.

- Three (3) participatory gender audits were conducted, which provided an exhaustive analysis of the incorporation of a gender perspective in the Ministries of Labor of Barbados (October 2011), El Salvador (February 27–March 9, 2012), and Peru (November 12–23, 2012). The audits, which included two weeks of intense field work, were conducted by a team of four or five specialists and consultants from the OAS and ILO.
- Three (3) plans of action were developed and approved by consensus within each ministry, with specific activities, the names of persons responsible, and timelines for continuing to promote a gender approach in the Ministries of Labor of Barbados (May 7–11, 2012), El Salvador (July 23–27, 2012), and Peru (September 9–11, 2013). These plans of action were developed during participatory workshops and meetings in each ministry, led by the ILO-OAS specialists who had taken part in the audits.
- The study “*Advancing the Institutionalization of a Gender Approach in the Ministries of Labor of the Americas: Lessons learned, findings, and recommendations from three participatory gender audits*” was drawn up and published. The ILO; the Ministries of Labor of Barbados, El Salvador, and Peru; and the CIM were the strategic partners in this endeavor.

**e. Secretariat of the Inter-American Committee on Ports (CIP)**

The *Action Plan of Cartagena 2014–2016* of the CIP defines six priority thematic areas, one of which is “Corporate Social Responsibility and Women in Ports,” which recognizes the role and participation of women in port operations and therefore pursues efforts to promote increased participation by women in the labor force.

The CIP held the *Hemispheric Seminar on Public Policies and Visibility of Women in the Port Sector in the Americas* in Santo Domingo (March 15–16, 2014), which, in addition to reviewing the situation of women in the port sector and promoting an exchange of information on public policies and private initiatives in which the sector’s women are involved, made it possible to identify guidelines for the gender-related work to be carried out within the CIP. This seminar was coordinated with the Presidential Committee for Ports Modernization and Security of the Dominican Republic (CPMSP), the Dominican Port Authority (APORDOM), the Ministry of Women in the Dominican Republic, and the CIM. The CIM, through Specialist María C. Conte, provided assistance and technical advice to the CIP during the preparatory work for the seminar and during the seminar itself, including for a strategic planning exercise with 140 participants to identify and formulate guidelines on gender for the CIP. She also participated in panels. The aforementioned guidelines were subsequently approved by the CIP authorities.

Since 2012, the CIP has been working on the *Web Portal of the Technical Advisory Group on Corporate Social Responsibility and Women in Ports* (<http://www.rscymujerportuaria.org/>), designed to promote an increase in women’s participation in the labor force and to expand their opportunities for professional and human development. Similarly, in 2013, the rules and regulations for the annual “*Port Woman of the Year in the Americas Award of the Inter-American Committee on Ports (CIP)*” were established.

The CIP has been maintaining the *Database of Women in the Port Sector* since 2008. This database is intended to promote the establishment of a network of women in this sector at the hemispheric level, in which national focal points are identified. The most recent updated version may

be found in the report of the Chair of the Subcommittee on Women in Ports (currently a TAG): [http://www.oas.org/cip/docs/novena%20reunion\\_washington%20dc/Documentos/9.%20INFORME%20RSC%20PANAMA.pdf](http://www.oas.org/cip/docs/novena%20reunion_washington%20dc/Documentos/9.%20INFORME%20RSC%20PANAMA.pdf).

The participating states are the member states of the TAG: Panama (Chair), Argentina, Ecuador, Mexico, Nicaragua, Paraguay, Peru, Suriname, Uruguay, and Venezuela (Bolivian Republic of).

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

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

The Demand Reduction Section has implemented a human resource training and certification model, with financing from the United States and Canada. It provides services for the prevention, treatment, and rehabilitation of persons affected by drug use and related violence, through its PROCCER Program. This program trains professionals and nonprofessionals in areas related to the drug use problem and in treatment models based on scientific evidence, taking gender conditions into account.

CICAD reports on its process for the development and adjustment of standards for implementing best practices in drug abuse treatment for women and for the development of protocols to address women's issues. The protocols and training curricula for this gender-related component of the PROCCER Program are based on the GROW program, and the pilot countries are Peru, Colombia, and Costa Rica.

The Project *National Drug Strategies and Action Plans* is intended to help member states generate national drug strategies and action plans. Whenever states request technical assistance from the ES-CICAD for training and/or guidance in connection with the methodology they should use to develop those strategies and plans, the gender approach must be taken into account, not only in training officials who will make up the teams implementing those policies but also and above all in determining how to address the needs of specific population profiles. In the specific case of women, programs and activities must be developed to ensure coverage of their treatment.

The project *Drug Treatment Courts (DTC)*, under way since 2011, seeks to establish DTCs in the member states as alternatives to incarceration for drug-dependent offenders. Most people entering the DTC program are men, as are those who commit crimes deemed eligible for this form of treatment in these countries. However, in cases where the crime is micro-trafficking and the perpetrator is drug-dependent, the number of women involved is on the rise. In these cases, in countries like Costa Rica, consideration is being given to specific programs that would take the gender perspective into account in assessing concrete needs. For example, child-care services could be provided to women with children who do not have any family support.

The project *Closing the Gap* (May 2014–November 2015) aims to identify alternatives to incarceration based on a review of the experiences of different countries, which it is hoped will make it possible to identify alternatives to the excessive use of incarceration for drug-related offenses. This is intended to provide states with a number of possibilities enabling them to move forward toward the design and implementation of feasible and effective policies that are more respectful of human rights.

The adoption and development of alternatives to incarceration documented in the First Technical Report submitted to the 56<sup>th</sup> regular session of CICAD were based on five fundamental principles, the adoption of which will help states comply with their international obligations and generate drug policies that are more effective and guarantee the human rights of their citizens. The project endeavors to document the differentiated impacts of alternatives to incarceration on populations where women comprise one of the groups that is excluded and subject to discrimination, especially women living in a vulnerable economic situation.

Although the majority of people who are in prison for drug offenses are men, it is apparent that an increasing number of women are involved in the business and are therefore convicted. Eighteen (18) member countries are members of the Working Group on Alternatives to Incarceration, which works with national committees; ministries of justice, health, and labor; supreme courts; the judiciary; social services; and ombudmen's and prosecutors' offices.

The Project *Health and Life in the Americas (SAVIA)*, initiated in 2011 in collaboration with national drug commissions, NGOs, universities, and job and community networks working in the area of drug dependencies, has sought to strengthen prevention, mitigation, and social integration in the drug area at local level, as a means of supporting drug policy decentralization processes in the Hemisphere. The results include:

- In Peru and Uruguay: training of over 300 professionals and local stakeholders in matters related to local drug consumption, through two (2) training courses coordinated with DEVIDA and the JND, respectively, which incorporated the gender approach as topics or modules in each course.
- In Uruguay: theoretical/practical inputs to understand and intervene in the drug use area, with FLACSO as the executing agency.
- In Peru: "Key Aspects of Public Management in Drug-Demand Reduction," implemented and certified by DEVIDA.
- In Peru: seven (7) local projects cofinanced in Peru (Municipality of Ventanilla).
- In Uruguay: five (5) projects on drug consumption, with a focus on public health, social integration, and human rights. Each project takes specific approaches to the situations of women and men in each intervention context.
- Process of developing and consulting on a reference manual on the development of public policies on social integration and drugs in Latin America, incorporating specifically the subject of women and development in relation to the drug problem.
- Interagency meeting and four subregional meetings to raise awareness of and discuss social integration strategies from different viewpoints.
- Participation of over 150 professionals and technical experts from different countries in workshops and meetings to present and exchange best practices and in staff internships on local drug-consumption policies and programs in Latin America and Spain and on social/labor insertion, in which specific prevention strategies were addressed.

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

In the area of security for major events, the *Regional Workshop to Enhance the Capacity of Women Involved in Major Events Security* was held in Canada from March 10 to 12, 2014. Taking part were women from the police forces of 21 member states who, over the course of three days, were

able to learn, share and exchange experiences and information, and discuss the principal hurdles in their careers, as well as recommendations to develop greater gender equity in their respective agencies. One of the presentations was made by female officers of the Royal Canadian Mounted Police, who gave a full account of Canada's experience in creating a respectful workplace environment that promotes gender equality along with other operational skills. The CIM participated in the workshop's opening panel and in practical exercise sessions. It also made a presentation at the inaugural session of the meeting of authorities – focal points of the Hemisphere on major events security. These events were held in conjunction with the United National Interregional Crime and Justice Research Institute (UNICRI). The CIM was represented at both events by Specialist María C. Conte.

Likewise, *Courses on Aviation Security* were held in such matters as inspection procedures, at which security officials learned how to handle sensitive gender-related matters at inspection checkpoints without compromising security. As concerns mainstreaming of the gender and rights-based perspective, the aviation security program has assured that it is following some of the recommendations made by the CIM.

With regard to the Tourism Security Courses offered in 2014, private and public security officials were taught to respond to the needs of tourists who were victims of crime. This topic includes special considerations on gender and human rights.

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

In 2014, as part of the new DPS strategy on police matters, various actions to create and implement the “Inter-American Network for Police Development and Professionalization” were continued. This project consists of online and face-to-face courses and the development of training materials. Steps were also taken in connection with the possibility of holding the First Regional Meeting of Female Police Officers, in commemoration of the International Day of Women. This event would also constitute the first subregional seminar on the aforementioned Inter-American Network so as to highlight best practices and hear other relevant presentations on specific topics affecting police management in the different subregions. The seminars are intended to facilitate the exchange of experiences, foster the replication of best practices, and encourage the transfer of knowledge to other countries for its possible incorporation into institutional systems. Some of the subjects that might be considered in greater depth are: knowledge about gender violence offenses, the positioning of gender-related matters in police training curricula, and sensitization to gender issues for senior police officials.

The *Pilot Project: “Prevention of Gender Violence to Promote Social Inclusion, Province of Limón, Costa Rica”* (2013–2014) was executed over a period of 18 months in the Province of Limón, Costa Rica, in collaboration with the CIM and the IACHR. This initiative was able to enhance community participation and, as a result, police collaboration and response in preventing cases of domestic violence. The project used a community intervention model established to strengthen relations of trust and cooperative action among the police, the community, and key sectors. It included sensitization and training activities as well as joint working and empowerment meetings with community leaders on the development of action plans and the maintenance of a community network to prevent domestic violence from within the community. Its results included:

- Design of a replicable methodology to reinforce community participation and the police response to cases of domestic violence (prepared and implemented).
- Review of three (3) police instruments, with the collaboration of the CIM and the IACHR.
- Recommendations prepared and discussed with national authorities, including the Police Protocol for Domestic and Intrafamily Violence.
- Over 50 participants trained and committed to strengthening cooperation to prevent domestic violence in the Province of Limón.
- One (1) community network: “*Network for Change: A Violence-Free Caribbean,*” established with the participation of female community leaders.
- A six-month action plan evaluated, amended, and implemented by the network.

The *Alertamerica.org* project includes data disaggregated by sex, ensuring that statistics are available on violence against women so that an appropriate response may be found to the needs of the countries of the region. In 2014, new indicators were established to reflect the situation of women’s safety and security more clearly as follows: femicide, drug overdose deaths, sexual violence (women), sexual violence (girls), adult female prisoners, girls deprived of freedom, female prisoners convicted of robbery, female prisoners convicted of homicide, female victims convicted of drug offenses, and police personnel.

The *Inter-American Program for the Prevention of Violence and Crime*, which conforms to regional mandates and priorities in the security area and is capable of responding to the realities of each of the member states, seeks to promote public security through a comprehensive prevention strategy, focused on reducing and mitigating the risks related to violence and crime in their different manifestations, especially among youth. The program will be implemented with local governments and civil society in order to ensure its adoption and sustainability and will be carefully evaluated for the purpose of keeping public policymakers informed and of facilitating its replicability. The program will endeavor to launch a multisectoral initiative based on three simultaneous approaches that strategically adjust to the region’s prevention needs: the mobilization component, the prevention component, and the intervention component. Communication among stakeholders will be one of its crosscutting themes as will community participation and intervention. Inclusion of the gender perspective and the participation of women community leaders are key crosscutting aspects of this initiative. The general foundations of the Inter-American Program were presented to the member state representatives for consideration at the meeting of the Committee on Hemispheric Security held on October 16, 2014, in Washington, D.C.

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

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

During this period, nine (9) OAS Policy Roundtables were held, including the 57th OAS Policy Roundtable, “Women, Drug Policy, and Incarceration in the Americas,” held on March 31, 2014, in coordination with the CIM. At the nine (9) roundtables, 18 of the 44 panelists were women (41%). This activity was held in partnership with universities, think tanks, civil society organizations (CSOs), foreign ministries, and government agencies. The roundtables seek to enrich discussion on the main issues on the inter-American agenda.

As part of the project “*Strengthening Civil Society Participation in the OAS and in the General Assembly Process*” (April–July 2014), efforts continued to promote CSO participation. Of the total number of representatives in this sector who received financial support to enable them to participate in the 11<sup>th</sup> Hemispheric Forum and the forty-fourth regular session of the General Assembly, 71% were women, who, according to the DIA, incorporated the gender approach in their presentations. In general, about 29.8% of the recommendations made by civil society in consultations incorporate a gender perspective. To date, six of the 31 civil society organizations included in the OAS Registry work on issues related to women’s rights. Likewise, 309 civil society representatives participated in the forty-fourth regular session of the OAS General Assembly, 171 of whom were women (55%).

In addition, measures were taken to conclude a memorandum of understanding with UNAIDS, which includes cooperation in promoting the human rights of persons living with HIV/AIDS, especially women, and in protecting against gender violence.

#### **b. Art Museum of the Americas**

Two exhibitions relevant to this subject area were held during this period:

- *Femininity Beyond Archetypes*, Photography by Natalia Arias (Colombia), held from July 17 to October 5, 2014. The exhibition was aimed at breaking gender stereotypes and at promoting gender equality and women’s rights, thus creating a forum for the discussion of these topics. The activity received press coverage, including from the Washington Post and the City Paper. The exhibition was mounted in collaboration with the Nohra Haime Gallery, the CIM, the Mission of Colombia to the OAS, and the Embassy of Colombia.
- *Investing in Women and Girls: Colors of Life Photography Contest*, held from June to August 2014, which showcased the 30 finalist photos in the *Colors of Life* photo contest, aimed at promoting gender equality and women’s rights. The exhibition, mounted with the World Bank, *Colors of Life*, and the CIM, created a forum for consideration of these issues through documentary and street photography.

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

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

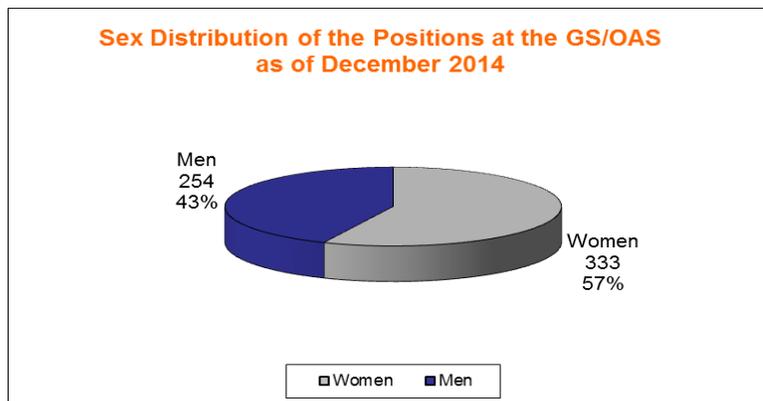
The DHR reported that it continued its efforts to strike a gender balance through the following activities:

- Providing the GS/OAS with information on the current geographic and gender distribution of staff in the Organization’s Quarterly Human Resources Report and in the Register of Staff Members.
- Providing the areas with a report on gender representation by area as a factor to be considered in the recruitment, selection, and appointment process.
- Distribution of a report to directors, as part of the internship program, in which an account is given of the current geographic and gender representation in their areas,

with a view to issuing recommendations on the nationality and gender of future interns.

On July 14 and 15, 2014, the DHR held a training workshop with investigators and advisors in the area of workplace and sexual harassment in the workplace. The workshop, “*Seven (7) Steps to Investigate Alleged Employee Misconduct and Writing Comprehensive Investigation Reports*” was attended by 13 DHR staff members and consultants. The DHR, in coordination with the IAHR, held a second workshop on workplace and sexual harassment on July 29, 2014, for IACHR personnel: “*Understanding and Preventing Workplace Harassment.*” As part of the activities planned to commemorate Women’s Week 2014, three (3) DHR staff and consultants took part in the workshop “*Women and Investing: Planning Your Financial Journey,*” organized by the DHR and MetLife and held from October 1 to 3, 2014.

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



As concerns the distribution of positions within the OAS/GS,<sup>4/</sup> as may be seen in the following charts, even though the number of women in the GS/OAS exceeds that of men by 31% (57% of the staff are women), there continues to be a wide gender gap in that more men than women are in executive positions.

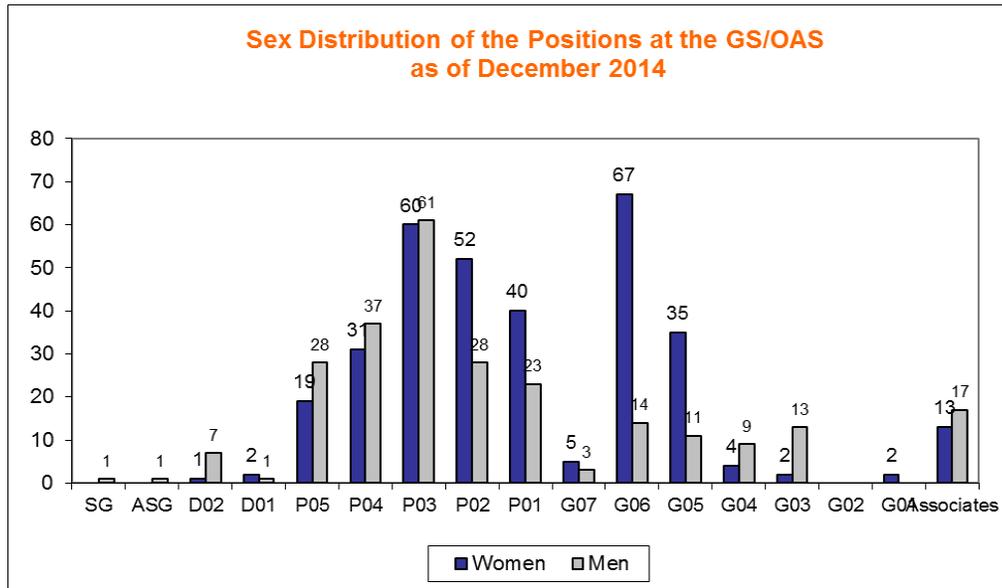
As of December 31, 2014, approximately 30% of the men working in the GS/OAS occupied posts at the P-4 level or above, compared to 16% of the women. At the D-2 level, there were no women (with one exception). Of the eight posts in this category, seven (87.5%) were held by men and one (12.5%) by a woman.

As is evident from the figures in the Third Quarterly Resource Management and Performance Report (January 1–September 30, 2013), P-5 and P-4 level posts continued to be occupied predominantly by men. In 2013, 54 women held posts at those levels, whereas in 2014 only 50 women held them.

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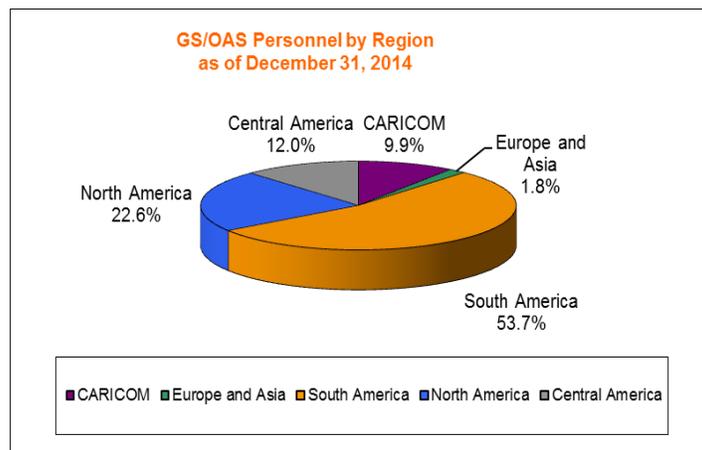
4. Personnel Register, December 31, 2014. General Secretariat, Organization of American States, Washington D.C.

Also evident is the fact that women occupy 70% of the GS/OAS general services posts (grades G-7 to G-1). The second widest gender gap is at the G-6 level, where women occupy 83% of the posts.



Note that these tables do not include personnel hired under Performance Contracts (CPRs), which in December 2014 totaled 329 people (Regular Fund:43 and Specific Fund:286)<sup>5</sup>

As concerns the regional distribution of staff, the situation is very similar to the previous year's. A large majority of the staff (53%) are from South America and 24% from North America, with 12% from Central America and 9% from the CARICOM countries.



<sup>5</sup> OAS Quarterly Resource Management and Performance Report 2014. Section III. <http://oasconnect/Portals/0/FinancePortal/OR-DEC-14-ENG.pdf>

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

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

The DPE made two presentations to the OAS Gender Community Practice (CoP): on July 23, 2014, and on December 2, 2014, on the categorization of mandates and operational goals from a gender perspective. This effort promotes the mainstreaming of women's human rights and gender equity and equality in the annual operational goals of the OAS departments, units, and entities.

The DPE team has a specialist trained in gender issues who is mainly responsible for follow-up in this area. The personnel in the Project Management Section advise Secretariat employees during the project design phase. In 2013, three of the Department's female staff members participated in an online course on gender offered by the CIM/OAS. These staff members are part of the OAS Gender Community.

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

**c. Department of Information and Technology Services**

This department is working with the DPE to prepare the aforementioned innovative tool for following up on OAS mandates and goals on the basis of indicators showing the degree of integration of a gender perspective in those mandates and goals and the resources allocated to them. The CIM also provided technical assistance for the development of this tool, which is now available for use by the staff.

**B. AUTONOMOUS AND DECENTRALIZED AGENCIES**

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

The IACHR, through its *Rapporteurship on the Rights of Women*, headed by the President of the Commission, Commissioner Tracy Robinson, carried out a number of activities in 2014 to implement two regional initiatives: the first to examine the human rights situation of indigenous women in the Americas and the second to review the principal challenges women face in their access

to complete, accessible, reliable, and timely information managed by the state on violence and discrimination.

On November 8, 2014, the rapporteurships on women and on indigenous peoples organized a regional meeting in which 16 experts from Argentina, Belize, Canada, Colombia, Costa Rica, El Salvador, Guatemala, Guyana, Honduras, Mexico, Nicaragua, Panama, and the United States took part. The participants identified principles and priority situations that would have to be incorporated into the various sections of the regional report and discussed serious problems affecting indigenous women in the region, such as forms of violence and discrimination. In December, the rapporteurships on women and on indigenous peoples circulated a questionnaire to both state and non-state actors with a view to compiling information for analysis in the report on indigenous women.

The IACHR President, Commissioner Tracy Robinson, in her capacity as Rapporteur on the Rights of Women, visited Colombia from September 29 to October 3, 2014, with stops in the cities of Cali, Bogotá, and Cartagena. Among the objectives of her trip was the compilation of information on the challenges women face in their access to complete, accessible, reliable, and timely information managed by the state in the areas of violence and discrimination, in order to include this information in the regional report being prepared by the Rapporteurship on the Rights of Women. The Rapporteur also met with 50 women and CSOs. Likewise, the delegation of the IACHR organized two events in Cali, one academic and the other public, to provide information on the inter-American system's legal precedents on women's rights and access to information. As part of its initiative on access to information, in March 2014, the Rapporteurship circulated a questionnaire to be filled out by both state and non-state actors.

The initiatives taken in 2014 by the Rapporteurship on the Rights of Women received support from Denmark, the Swedish International Development Cooperation Agency (SIDA), and the United States. The IACHR views as very important its collaboration with the CIM in the implementation of its gender-related projects and initiatives.

In light of the experiences mentioned above, plans exist to publish an IACHR report on indigenous women, which will focus first of all on the views and experience of indigenous women, inter-American and international precedents on the rights of indigenous peoples and women, matters requiring priority attention, and matters requiring further consideration in the three target countries and in the Americas. It will also include recommendations to guide the states in their implementation of international standards in this domain. The report on access to information, violence against women, and the administration of justice will identify obstacles in this sphere, best practices, and a series of recommendations to the states on how best to comply with existing human rights standards on access to information.

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

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

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

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

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

Lastly, under *Natural Disaster Risk Management*, efforts have been under way since 2011 to provide instruments for the comprehensive protection of children and adolescents in the event of natural disasters. As part of this project, position papers as well as guidelines to be implemented by the states were prepared.

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

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

PAHO adopted a new Strategic Plan 2014–2019, which embraces gender equality as a priority (crosscutting) theme for the Secretariat and the member states. Other crosscutting themes—human rights, equity, and ethnicity—were also adopted and have been incorporated into the Organization’s overall planning process. In addition, plans exist to introduce new mechanisms to strengthen monitoring of the incorporation of health issues. Under the Gender Equality Policy, the following activities took place during this period, with the participation of ministries of health, national mechanisms for the advancement of women, civil society, national statistics offices, and United Nations agencies:

- A virtual course on gender and health in the context of human rights and diversity, introduced in the English-speaking Caribbean.

- Adoption of the resolution on the strategy for access to health and universal health coverage.
- Capacity building in countries of the subregions in gender analysis in health.
- A side event on gender statistics and health in the framework of the XV Regional Meeting on Gender Statistics (with UN Women and ECLAC), with the participation of all countries of the region.
- Commemoration of International Women's Health Day and distribution of materials on universal health coverage – Implications for women's health.
- Preparation of the sixth biennial statistics brochure on women, health, and development: basic indicators.
- Preparation of a regional report on the implementation of a gender equality policy on health 2009-2014, for dissemination in 2015.
- Political Declaration of the First Ladies of Central America on the prevention of teen pregnancy, with SICA/COMISCA.

As concerns the prevention of violence against women and against children, PAHO mentions resolution WHA 67.15 of the World Health Assembly, "*Strengthening the role of the health system in addressing violence, in particular against women and girls, and against children*" (May 2014), which seeks to: (i) improve the scope, quality, dissemination, and use of data on violence against women and against children, in order to formulate evidence-based policies and programs; (ii) strengthen the capacity to prevent violence against women and against children; (iii) strengthen the response of the health sector to violence against women and violence against children; and (iv) support the design and review of national policies and plans to prevent and respond to violence against women and against children. Noteworthy among the results obtained are the following:

- Production of comparative estimates on prevalence and the risk factors and consequences for health in the countries of the region.
- Production of summaries of scientific evidence to facilitate access to evidence and the adoption of evidence-based policies and programs.
- Technical cooperation for conducting national surveys on violence against women in El Salvador and the Caribbean.
- Technical cooperation to strengthen surveillance systems.
- Training workshops on violence prevention.
- Technical cooperation for the development and implementation of clinical and policy guidelines in the health sector.
- Situational analysis of the status of national protocols for the health system's response to survivors of violence against women and against children.
- Implementation of training programs for health professionals on how to respond to survivors.
- Publication of health sector guidelines: "*Responding to Intimate Partner Violence and Violence against Women: WHO Clinical and Policy Guidelines*" (available at [www.paho.org/violence](http://www.paho.org/violence)).
- Technical cooperation for the development of policies and protocols in Barbados, Guatemala, Trinidad and Tobago, and Suriname.

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

CITEL has made great strides with regard to gender. Its Permanent Executive Committee, pursuant to resolution 160 (XIII-03) and resolution 194 (XIX-11), “*Promotion of Gender Equality*” and “*Gender Issue in the Americas Region*,” respectively, decided to establish the “*Program for the Inclusion of Women and Girls in ICT*” and instructed the CITEL Secretariat to report on this mandate to international organizations and to organizations and entities specialized in the area, for linkage of this proposal with current and emerging issues in the gender perspective area. The collaboration established between CITEL and the CIM in 2011 has since grown stronger.

The “*Strategic Plan of CITEL for 2014–2018*” [CITEL RES. 70 (VI-14)] is aimed at reducing the digital divide and inequality, particularly for people in underserved areas, including women and persons with disabilities. Under the “*Work Plan of the PCC.I for 2014–2018*” [CCP.I/RES. 227 (XXIV-14)], activities are carried out through the Rapporteurship on Broadband for universal access and social inclusion, to assess the needs of social groups with specific problems linked to ICT access, use, and appropriation, thereby promoting their social inclusion.

As part of its seminars, workshops, and tutorials, CITEL held the *Meeting to Promote the Program for the Inclusion of Women and Girls in ICTs* in May 2013. This meeting sought to promote the development of institutional capacities to internalize the issue of the inclusion of women and girls in ICTs and plan effectively for it, through presentations on measures taken, performance, and the impact on the lives of the women and girls involved. As a result, there was a rich exchange of views among governmental institutions and international organizations. Taking part were the CIM, the International Telecommunication Union, the Broadband Commission for Digital Development, and the Administrations of Mexico and Colombia. This seminar followed in the wake of one held in May 2012, which was aimed at bringing women from the telecommunications sector together to share their experiences with the ICT area and their views on gender.

In October 2014, in collaboration with the CIM and the Administrations of Chile, Costa Rica, the Dominican Republic, Haiti, Mexico, Nicaragua, Paraguay, and Peru, the virtual session, “*Women’s Contribution to Sustainable Development and Economic Growth*,” was held to address women’s situation with respect to ICTs in Latin America and the Caribbean and the challenges involved in having ICTs help women to make an effective contribution to sustainable development and economic growth. The session touched on the question CITEL/CIM had put to the entities responsible for the development of policies and telecommunication regulations and to the mechanisms for the advancement of women in 2013 about their policies, programs, and initiatives to foster the empowerment of women and girls in ICTs.

Finally, from March to October 2014, CITEL provided assistance to the member states with their Inter-American Proposals for international meetings. Consequently, two proposals were adopted almost in their entirety: (1) *Inter-American Proposal for the World Telecommunication Development Conference (WTDC-14)* (Dubai, United Arab Emirates, March 30–April 10, 2014), proposing amendments to Resolution 55 (Doha, 2006), “Mainstreaming a gender perspective for an inclusive and egalitarian information society”; (2) *Inter-American Proposal for the 2014 Conference of Plenipotentiaries* (Busan, October 20–November 7, 2014), proposing amendments to Resolution 70 (Rev. Guadalajara, 2010), “Gender mainstreaming in ITU and promotion of gender equality and the empowerment of women through information and communication technologies.”

The aforementioned efforts, policies, and projects carried out by CITEL during the 2013–2014 period complement those made in prior years to establish a series of principles for the inclusion of girls and women in information and communication technologies.

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

IICA, in the framework of its 2010–2014 Medium-Term Plan (MPT), included “equality and equity” among the Institute’s principles, such that these principles would cut across the work of its country offices, programs, and projects. The 2014–2018 MPT endeavors to highlight concrete results and actions on gender and youth, especially at the rural level. Thus, through institution building, it is hoped that these groups will have increased access to goods and services and to skills-development for rural women and youth and their families and communities.

The flagship project *Inclusion in Agriculture and Rural Territories* (2014–2018) seeks to promote the participatory design and management of public policies, the inclusive revitalization of territorial economies, and empowerment of the social stakeholders to achieve equity in agriculture and the rural territories, with an emphasis on vulnerable family-agriculture groups. Among the expected results are the participation, access, and inclusion of groups of rural women and youth, indigenous peoples and persons of African descent, and other excluded groups in the design, management, and execution of territorial projects aimed at making economic changes to the engines of development, projects that are prioritized in terms of the institute’s strategic vision and carried out in partnership with other territorial stakeholders.

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

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

Program, the Bahía de Jiquilisco municipalities, the Ministry of the Economy, and the Ministry of Agriculture.

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

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

The General Secretariat of the PAIGH said that affirmative action was being taken by the institute to include the gender perspective as a fundamental pillar. For example, women served as department heads and occupied the highest-level posts in its commissions, including the commissions on history, geography, and education. The same is true for the *Revista de Arqueología Americana* [Journal of American Archeology], which is headed by a woman, as well as other publications, and two of three technical assistance projects are managed by women. The PAIGH also says that it promotes women’s participation in each of the commission’s public events. It underscores the fact that the Seminar on Cultural Integration Maps, under the History Commission, is coordinated by a woman, and that it endeavors to find researchers from various academic institutions and NGOs that bring a gender perspective to their work.

The publication *Historia Comparada de las Migraciones en las Américas* [A Comparative History of Migration in the Americas], drafted in 2011 and 2012 in collaboration with the National Autonomous University of Mexico, the Mexican Federation of Universities, the International Federation of Women, and the Museum of Women, seeks to identify the role played by women in the history of the Americas and to highlight their situation and the efforts they have made to assert their rights from the time of the indigenous cultures to the present day. The book was distributed through Mexico’s public library network and to the libraries of institutions of higher education and federal government entities, generating partnerships with the country’s women’s institutes and gender equity units.

The publication “*Historia Comparada de las Migraciones en las Américas*” [A Comparative History of Migration in the Americas], which was prepared from 2012 to 2014 and contains a chapter on “migration, gender, and social networks,” seeks to examine migration from a comparative point of view from the migration of the indigenous peoples to the present day and to underscore the social problems associated with migration processes. The book was launched at an event that featured a panel of experts on migration issues: the Chair of the History Commission, the Humanities Coordinator of the National Autonomous University of Mexico (UNAM), the director of the North America Research Center of UNAM, the Chair of the Cultural History Commission of the PAIGH, and a representative of the Legal Research Institute of UNAM and was moderated by the Secretary General of the PAIGH. The event was directed at women to underscore the role they play in academia on such sensitive matters as migration.

Lastly, the international seminar *Comparative History of the Americas: Cultural Integration Maps, International Seminar* was held from December 1 to 25, 2014. It was aimed at reviewing integration projects in the Americas through the region's cultures and at emphasizing the role played by women in the cultural history of the Hemisphere. The expected outcome is a publication coordinated by Dr. Liliana Weinberg, Chair of the Cultural History Commission, that would provide a historical/cultural analysis from a gender perspective, with input from female authors all across the region.

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

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

## **8. Pan American Development Foundation (PADF)**

The PADF Strategic Plan for 2013–2017 mainstreams the gender approach in projected lines of action and activities and in program implementation. One of the PADF's strategic goals is to benefit 60 million people in LAC, that is, 10% of the region's population. Of that number, it is hoped that 50% will be women and 50% young people.

To promote gender equality and women's empowerment, the PADF indicates that it has adopted various strategies to benefit women through its programs, including programs aimed at poverty reduction, individual and community entrepreneurship, disaster prevention and recovery, promotion of democratic values in support of the Inter-American Democratic Charter, and social inclusion of vulnerable groups (indigenous peoples, LGBTI individuals, persons of African descent, etc).

The project "*Road to Prosperity for the Most Vulnerable Women of Colombia*" (2013–2014) was aimed at fostering enhanced social skills and productive capacities and at promoting the identity, culture, and social inclusion of vulnerable Colombian women and of Afro-Colombian and indigenous women, seeking to improve living conditions for these women and their families. Taking part in the project were 512 participants, who determined the viability of, and developed, business projects and investment plans.

The project "*Development of Entrepreneurs and Micro Enterprises in the Region of Valparaíso, Chile*" (2013–2014), which was intended to expand capacities and knowledge of business, business management, and digital training in micro enterprises in the region of Valparaíso, Chile, in order to increase incomes. Taking part were 82 persons who got new or better jobs, new businesses, or enhanced financial knowledge.

The *Strategy for Psychosocial Care for Women and Children Victims of Sexual Violence in the Context of Armed Conflict* (2013) was aimed at building trust and support networks for victims of sexual violence, psychosocial support for women victims of armed conflict, and technical assistance for incorporating a gender focus into three women's organizations entitled to collective reparations. As part of this strategy, 53 workshops were held to provide care and guidance to 11,546 participants; 290 women were helped through the "trust networks" created by the project; and care was provided to 470 children victims of conflict through the 55 psychosocial support workshops held in various

municipalities. This was done in collaboration with the Victims Unit, the Ministry of Justice and Law, the Victims Ombudsman, the *Sisma Mujer* Corporation; the *Casa de la Mujer* Corporation; the Colombian Women for Peace Initiative (IMP), and the *Ruta Pacífica de Mujeres*.

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

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

During the period covered by the report, the CIM has continued to work on its program areas: (i) Women's substantive citizenship policy for democracy and governance; (ii) women's human rights and gender-based violence; (iii) economic citizenship and security; and (iv) citizen security with a gender focus. The CIM has likewise strengthened its efforts with regard to creating an institutional framework for a rights- and gender-equality-based approach at the OAS. The list of these activities is available in report: CIM/doc.128/15.

As for the activities undertaken in the framework of the Mechanism to Follow up on the Implementation of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women, "Convention of Belém do Pará," (MESECVI), for which the CIM is the Technical Secretariat, the list thereof may be found in document: CIM/doc.129/15.

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

## **C. COUNTRY OFFICES**

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

### **a. Barbados**

The GS/OAS office in Barbados indicates that it does not have any projects, policies, or programs to promote gender equality and women's rights because of a lack of resources. However, it underscores its participation in meetings with the United Nations, CARICOM, and the Caribbean Development Bank, as well as the inputs made to the 2015 United Nations Agenda and to its participation in gender analysis with the Caribbean Development Bank.

**b. Belize**

The office refers to the project *Uniting Women*, initiated in July 2014 and intended to promote teamwork in organizations that advocate for women's rights. The project is still at its early stages. The office also highlights the participation of the OAS in the Job Fair sponsored by the PADF, whose main objective was to offer support to young women to help them become entrepreneurs. The participants received specialized training, professional guidance, and new professional tools and skills.

**c. Bolivia**

The office mentions that it endeavors to include the topic of gender equity in all its activities. It notes the Electoral Observation Missions carried out in 2014, in which reference was made to the issue in terms of political participation in popularly elected positions, as well as projects implemented in Bolivia through FEMCIDI, the Ministry of Education of the Plurinational State of Bolivia, the MERCOSUR Youth Parliament, and the *Infancia Indígena en la Amazonía*, which promote gender equity. It also says that it provides support to any measure involving the CIM in Bolivia.

**d. Costa Rica**

The office indicates that in 2013 and 2014 efforts were made aimed at the *Prevention of Gender Violence to Promote Social Inclusion* with the OAS Department of Public Security and the Ministry of Public Security. Two workshops were mentioned: one for the police and security forces and another for civil society sectors in the Province of Limón. As a result, procedures were established for the creation of a police code of conduct/protocol for domestic violence situations.

**e. Ecuador**

In 2014, the office provided logistical support for the *Workshop on the System of Indicators to Measure the Implementation of the Belém do Pará Convention*, a CIM activity intended to provide support to the states parties to the Convention for monitoring and evaluating implementation of the Convention and its impact on women's capacity to exercise their rights in practice. Participating in this workshop were the National Council for Gender Equality, the Embassy of Canada, the CIM in its capacity as Technical Secretariat to the Mechanism to Follow up on the Implementation of the Convention of Belém do Pará (MESECVI), and the representative of the OAS office in Ecuador.

**f. El Salvador**

The office reports on activities carried out by technical area of the Secretariat in the framework of the following projects: *II Phase of the Training of Trainers for MSME Development Centers Program* (November 2013–June 2014), whose results include: (i) a methodology and modules (face-to-face and online) for training human resources for the MSME development centers; (ii) an agreed regional schedule for training workshops in the beneficiary countries; (iii) eight training workshops; (iv) 225 advisors trained in ICTs to serve businesswomen and female entrepreneurs; and (v) eight proposals implemented—one per country—to establish ICT services for businesswomen and female entrepreneurs. Reference is also made to the project *Strengthening Public*

*Participation Mechanisms for Development (2014)*, which aims to facilitate public participation in the decision-making process on sustainable development, shoring up institutional structures, policies, and procedures established by the DR-CAFTA member countries at the national level as well as those established in the framework of international financial institutions and free-trade agreements in the Hemisphere.

Finally, through the project *Entrepreneurial Capacity-Building in the Indigenous Communities of the Department of Sonsonate* (November 2013–November 2014), which is aimed at building the entrepreneurial capacities of the indigenous communities in the Department of Sonsonate through ecotourism activities that strengthen their cultural identity, 48 participants from six communities were trained to coordinate and promote tourism activity; a manual on the preparation of ecotourism projects was produced; and workshops were held to exchange experiences on how to improve handicraft production and tourism services.

**g. Grenada**

The office indicates that it was aware of the importance of mainstreaming gender into each of its programs. It says that it is trying to organize activities that promote the practice of gender equality. It also refers to its participation in the *CIM/OECS Roundtable on Violence against Women*.

**h. Guatemala**

The office comments on the activities the *Inter-American Program of Judicial Facilitators* (2010–2015) carried out in collaboration with the Supreme Court of Justice of Guatemala. Noteworthy among the program's achievements is the training of 1,000 judicial facilitators in 135 of the Republic of Guatemala's 335 cities and towns. Of the total number trained, 52% are women. Also noteworthy among the program's most important outcomes is the judicial facilitators' work to prevent and reduce gender violence. The office is also involved in implementation of the project of the *G13 Group*, a group made up of ambassadors and representatives of member organizations (2014–2015), designed to provide a forum for dialogue to exchange information and examine and reflect on topics related to international cooperation and to provide advice to the Donors' Group (G13) in this regard. The *Working Group on Gender* is responsible for collaborating in the country's development and ensuring individual and collective rights. Embassies and various cooperation agencies are involved in this initiative.

**i. Haiti**

The office promotes gender through various mechanisms and bodies. Its staff is 50% female; it attends various gender-related seminars and workshops organized by the government, through the Ministry of Women's Affairs and Women's Rights (MCFDF) as well as those sponsored by international organizations and NGOs; it seeks to guarantee gender equality in OAS projects and activities in terms of women working on them and benefiting from their results and benefits; and it actively disseminates CIM publications on gender among the government sector, NGOs, and organizations.

The project *Strengthening of the Legal Framework for Persons with Disabilities in Haiti* (2012–2014) ensured a gender balance in women's participation in training and other project

activities, including in the recruitment of project staff. Training was provided to 175 women in inclusive public policies and in implementation of the Law on the Integration of Persons with Disabilities; technical assistance was given to the Ministry of Women's Affairs and Women's Rights in drafting the Violence against Women Act and the Responsible Fatherhood Act; and financial support was provided to four female students at the State University of Haiti for the preparation of their degree theses.

During the six months preceding the elections, the office mounted awareness campaigns on registration in the database at the National Identity Office (ONI) and on voting in elections, in order to encourage women to register and perform their civic duties. Likewise, the office is working on the *Institutional Strengthening of the Supreme Council of the Judiciary*, which includes judicial mapping with indicators on women's participation in national legal matters and special attention to access to justice in cases of sexual violence and domestic violence against women. This project seeks to place special emphasis on the promotion of women in legal professions and on the inclusion of a gender perspective in examining the topic of judicial independence.

**j. Jamaica**

The office underscores its participation in a photo exhibit on the role women play in the development of society, mounted in recognition of the Inter-American Year of Women 2010. Likewise, the OAS representative lent her support to, and participated in the opening of, the "*Caribbean Capacity-Building Workshop on Secured Transactions and Asset-based Lending*," organized by the DLI/OAS and the Ministry of Industry, Investment and Commerce, in Kingston from February 10 to 12, 2015. The workshop included a panel on the potential impact of the secured transactions law on women's access to credit and on MSMEs, in which the CIM took part along with the Bureau of Women's Affairs, among other institutions. Lastly, the office underscores the representative's participation in the Seminar on Gender and Development in the 1990s, held at the University of the West Indies (Mona, Jamaica), as well as her master's thesis on gender identity and women in international negotiations.

**k. Mexico**

The GS/OAS office in Mexico mentions that it does not have any projects, policies, or programs to promote gender equality and women's rights, but it clarifies that it has appointed an intern to address the matter. The representative reports that he selects an intern every six months to work with headquarters on the gender equality approach.

**l. Paraguay**

The office points out that it has female staff on its payroll who participate in and support gender-related events, through the Ministry of Women and other bodies, as well as activities of the CIM, including the International Cooperation Sector Forum on Gender. For example, it mentions the "*Participatory Gender Assessment*" carried out in Asunción during a two-week period in 2014, with the participation of the Secretariat for Social Action of the Republic and the Ministry of Women, which was the outcome of a joint project of the Inter-American Social Protection Network (IASPN/OAS) and the CIM, to help build capacity for mainstreaming a gender and rights-based perspective into public policy. The office also mentions the "*Workshop on the System of Indicators to*

*Measure the Implementation of the Belém do Pará Convention,*” held in November 2014, in the framework of the project “*Strengthening the Capacity of the States Parties to Implement the Belém do Pará Convention,*” executed by the CIM with support from the Ministry of Women of Paraguay and sponsored by the Government of Canada.

**m. Peru**

The office indicates that it promotes gender equality and women’s rights in the OAS activities conducted in that country, whether through workshops, conferences, seminars, or meetings. It says that it has held meetings with the Ministry of Women and Vulnerable Populations to explore support activities. The office underscores the participation of the GS/OAS/CIM in gender and leadership matters for women leaders and hopes to continue coordinating with the Government of Peru, through the Ministry of Women, the Congress of the Republic, universities, and NGOs (Flora Tristán, among others), further efforts to disseminate the activities of the CIM/OAS on these issues in Peru.

**n. Saint Kitts and Nevis**

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

**o. Saint Lucia**

The office mentions the assistance it offered the CIM in circulating the publication “*Women’s Citizenship in the Democracies of the Americas,*” by the authors Rawwida Baksh and Linnette Vassell, in August 2013.

**p. Saint Vincent and the Grenadines**

The office points out that although it does not have a strategy for integrating a gender perspective, it actively looks for mechanisms for participating and collaborating with local partners to promote women’s rights and gender equality.

**q. Trinidad and Tobago**

The office notes that it maintains close working relations with the Network of NGOs of Trinidad and Tobago for the Advancement of Women. It also highlights the support it gave the CIM for the commemoration of International Women’s Day 2014, through the conference titled “*Women in Enterprise – Equality Means Business,*” organized by the Network of NGOs of Trinidad and Tobago. The conference’s opening remarks were delivered by the OAS representative.

#### IV. CONCLUSIONS

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

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

In these advances, the growing importance of gender as a theme in several political forums, including ministerial sector meetings and their commissions, of which the OAS serves as Technical Secretariat, should be underscored. Of the total number of GS/OAS departments and autonomous and decentralized agencies participating in the survey, 51.2% (21 bodies, including 15 OAS departments) act as Technical Secretariats of ministerial and similar meetings and, of these, all but four have said that gender equality and rights are discussed in these forums. This trend has been on the rise since 2010.

Likewise, 61% (17 departments and 8 autonomous and decentralized agencies) of the entities consulted (41) responded that they had policy(ies), program(s) and/or project(s) to promote gender equality and women's rights, a rate higher than in previous years (56.4% in 2013, 48.8% in 2012, and 47.6% in 2011). This question was also put to the Country Offices, 32.1% (9) of which answered in the affirmative. In this connection, all of the GS/OAS secretariats reported on efforts in the framework of initiatives, projects, or programs.

As concerns the technical capacity to implement a gender and rights-based perspective, 63.4% (26 entities) responded that they had this technical capacity, whereas 22% (9) said that they did not, and 14.6% (6) did not respond or offer specifics. Of the Country Offices, 32.1% (9) indicated that they had this technical capacity, compared to 10.7% (3) in 2013 and 28.6% (8) in 2012; 42.9% (12) said that they did not and 25% (7) did not answer or give specifics. All of these figures show improvements over the previous period. It bears mentioning that, among others, the team of the Inter-American Program of Judicial Facilitators (its coordinator and managers) and that of the Mission to Support the Peace Process in Colombia (MAPP-OAS) numbered among the staff trained by the CIM since 2013 through the online course on gender and rights, offered since January 2013. Moreover, the majority of bodies responding to the questionnaire said that they wanted to continue receiving technical support and assistance and training from the CIM/OAS in order to advance the implementation of the IAP. To date, all the secretariats have some trained personnel.

Similarly, 53.7% (14 departments and 8 agencies) of the bodies said that they had promoted the integration of women's rights and/or the gender perspective in their reports during this period,

compared to 46.15% (11 departments and 7 autonomous and decentralized agencies) the previous year, whereas 26.8% (11) replied that they had not and 17.1% (7) did not answer the question.

Moreover, 23% (18 departments and 5 agencies) said that the programs, projects, and other activities associated with the 2014 Operational Goals approved for their department/unit/agency had a gender or rights-based component, while 17.1% (5 departments and 2 agencies) indicated that this was not the case, 27.1% did not answer, and 10% did not provide specifics.

With regard to the distribution of positions within the GS/OAS, according to the data in DHR reports, there continues to be a wide gender gap, with a predominance of men in executive positions. As of December 31, 2014, about 30% of the men working in the Organization occupied posts at the P-4 level or above, compared to 16% of the women (lower rate than last year, which was 17.2%). At the D-2 level, there was an absence of women, with the posts in this category held by one woman and seven men. What is more, 70% of general service positions (grades G-7 to G-1) were held by women. The second widest gender gap is found at the G-6 level, where women occupy 83% of the posts.

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

In order to continue moving forward effectively in the implementation of the IAP and in the institutionalization of a gender equality and women's rights-based perspective in the OAS and in the inter-American system, as a key step toward mainstreaming these approaches throughout the work of the GS/OAS, action must be taken immediately to strengthen current actions, including the dissemination of validated methodologies, lessons learned, and best practices, so as to pave the way to new related initiatives consistent with the pillars of the OAS. Likewise, the OAS must have an institutional gender policy that dovetails with institutionalization processes.

Both the areas of the OAS/GS, including those that have provided inputs for the preparation of this report for the first time, as well as the Country Offices, and the Autonomous and Decentralized Agencies have reiterated their interest in continuing, or initiating where they do not yet exist, ties and collaboration with the CIM, and in continuing to have the CIM's technical assistance and advice. Beyond the training in gender issues and specific technical assistance that has been offered to date, in order to be able to effectively comply with the IAP since it was adopted, the CIM's Permanent Secretariat needs to maintain constant monitoring and follow-up of this Inter-American Program, in coordination with different areas, for which it will require fresh resources.

## V. RECOMMENDATIONS

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

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

ANNEXES

ANNEX 1: Summary of Responses

GS/OAS Departments and Autonomous and Decentralized Agencies

LEGEND: X - Yes - No NR - No response NE - Does not specify NS - Does not know N/A - Not applicable		2) Has specific mandate(s) for the advancement of gender equality and women's rights	4) Has specific mandate(s) for the advancement of gender equality and women's rights	5) Has a policy(ies), program(s) and/or project(s) that promote gender equality and human rights	6.b) Promotion of a human rights and gender equality in reports published by the OAS	7) Do the 2014 Operational Goals include activities, projects, or programs, that integrate a gender and/or rights-based perspective	8) Acts as Tech./Exec. Secretariat of inter-American comm.(s)/ committee(s), ministerial or similar meetings	9) The theme of gender equality and women's rights is present in these bodies	10) Has technical capacity available to implement a rights-based and gender equality approach	11) Personnel participated in gender-related training workshop or activity
OFICINA DEL SECRETARIO GENERAL	Summits Secretariat		x	x		x	x	x	x	
	Dept. of Legal Services	NR	NR	NR	NR	NR	NR	NR	NR	
	Office of Protocol									
	Coordinating Office for the Offices and Units of the GS in the Member States	NR	NR	NR	NR	NR	NR	NR	NR	
OFICINA DEL SECRETARIO GRAL ADJUNTO	Office of the Secret. of the GA, Meeting of Consult, the PC, and Subs. Organs	NR	NR	NR	NR	NR	NR	NR	NR	
	Dept. of Conferences and Meetings Management									
	Columbus Memorial Library									
SECRETARIA ASUNTOS JURIDICOS	Dept. of International Law		x	x	x	x	x	x	x	
	Dept. of Legal Cooperation		x				x			
SECRETARIA ASU	Dept. of Electoral Cooperation and Observation		x	x	x	x	N/A	x	x	

	Dept. of Sustainable Democracy and Special Missions		x	x	x	x		N/A	x	x
	Dept. of Effective Public Management		x	x	x	x	x	x	x	x
SECRETARÍA EJECUTIVA PARA EL DESARROLLO INTEGRAL	Dept. of Human Development and Education	x	x	x	x	x	x	x	x	x
	Department of Economic Development	x	x	x	x	x	x	x	x	x
	Department of Social Inclusion	x	x	x	x	x	x	x	x	x
	Dept. of Sustainable Development	x	x	x	x	x	x	x	x	x
	Secretariat of the CIP	x	x	x	x	x	x	x	x	x
	YABT	NR	NR	NR	NR	NR	NR	NR	NR	NR
SECRETARÍA SEGURIDAD MULTIDIMENSIONAL	CICAD	x	x	x	x	x	x	x	x	x
	CICTE		x	x	x	x	x	x		x
	Dept. of Public Security	x	x	x	x	x	x	x	x	x
SECRETARÍA DE RELACIONES EXTERNAS	Press and Communication Dept.									
	Dept. of International Affairs		x	x	x	x	x		x	
	Art Museum of the Americas		x	x		x		N/A	x	
SECRETARÍA ADMINISTRACIÓN Y FINANZAS	Dept. of Human Resources	x	x		x	x		N/A	x	x
	Dept. of Financial and Administrative Management Services					N/A	x			
	Dept. of Information and Technology Services		x	x		x		N/A	x	x
	Dept. of Planning and Evaluation	x	x	x	NR	X		N/A	x	x

	Dept. of Procurement							N/A	N/A		x					x			
	Dept. of General Services												N/A					NR	
ORGANISMOS AUTÓNOMOS Y DESCENTRALIZADOS	CIDH	x		x		x		x		x		x		x		x		x	
	IIN	x		x		x		x		x		x		x		x			
	CITEL	x		x		x		x		x		x		x				x	
	IICA	x				x		x		N/A		x				x		x	
	PAHO	x		x		x		x		X		x		x		x		x	
	PAIGH			x		x		x		NR				N/A		x		x	
	Office of the Inspector General																		
	Retirement and Pension Fund										NE					N/A		x	x
	The Trust for the Americas		NR		NR		NR		NR		NR		NR		NR		NR		NR
	FUPAD		x		x		x		x		N/A				N/A		x		
	CIM		x		x		x		x		x		x		x		x		x
TOTAL	Yes	Sect. 9	Org. 7	Sect. 19	Org. 7	Sect. 17	Org. 8	Sect. 14	Org. 8	Sect. 18	Org. 5	Sect. 15	Org. 6	Sect. 11	Org. 5	Sect. 18	Org. 8	Sect. 16	Org. 7
	No	16	3	6	3	8	2	9	2	5	1	10	4	7	2	7	2	8	3
	NR	5	1	5	1	5	1	6	1	5	2	5	1	5	1	5		6	
	NE																		
	N/A									2	3			7	3		1		1

### OAS Country Offices

LEGEND X – Yes – No NR – No response NE – Does not specify N/A – Not applicable	2) The Office has a strategy to integrate a rights-based and gender equality approach into its activities	3) The Office has (a) policy(ies), program(s) and/or project(s) to promote gender equality and women's rights	4.b) Promotion of a human rights and gender equality in reports published by the OAS	5) The Office has the technical capacity available to implement a rights-based and gender equality approach	6) Personnel participated in gender-related training workshop or activity	
Antigua and Barbuda						
Bahamas	NR	NR	NR	NR	NR	
Barbados	X	X	X	X	X	
Belize	X	X			X	
Bolivia			X	NR	NR	
Costa Rica		X	X	X	X	
Dominica	NR	NR	NR	NR	NR	
Ecuador		X				
El Salvador		X	NE			
Grenada	X		X	X	X	
Guatemala	X	X			X	
Guyana	NR	NR	NR	NR	NR	
Haiti	X	X	X		X	
Honduras			NR	X		
Jamaica	X		X		X	
Mexico				X		
Nicaragua	NR	NR	NR	NR	NR	
Panama	NR	NR	NR	NR	NR	
Paraguay	X			X		
Peru	X	X	X	X	X	
Dominican Republic				X		
Saint Kitts and Nevis	NR	NR	NR	NR	NR	
Saint Vincent and the Grenadines	X		NR		X	
Saint Lucia	X	X	X	X	X	
Suriname					X	
Trinidad and Tobago	X					
Uruguay			X			
Venezuela			X		X	
<b>TOTAL</b>	Yes No NR NE	11 11 6	9 13 6	10 9 8 1	9 12 7	12 9 7

**ANNEX 2**

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

- 1 Name of the department/unit/organ: \_\_\_\_\_  
Name of the Secretariat or other entity of which it is part: \_\_\_\_\_

If it is an autonomous and decentralized agency, indicate the name: \_\_\_\_\_

2. In addition to the IAP, which was approved in 2000, please indicate if you have other specific mandates to advance gender equality and women's rights in the areas of the department/unit/organ under your responsibility.
- a) Yes \_\_\_\_\_ If you have other specific mandate(s), proceed to question 3.  
b) No \_\_\_\_\_ If you don't have other specific mandate(s), proceed to question 4.

3. In case you have other specific mandate (s), please indicate, for each case, the following.  
*If there is more than one case, add the necessary additional rows.*

Mandate (textual) and date of adoption	Source of the mandate <sup>6/</sup>	How it is being fulfilled	Observations

4. Does your department/unit/organ have any strategy to integrate a rights-based and gender equality approach in its activities? If there is such a strategy, please elaborate. If there is not one, please indicate the reason. *Use all the necessary space in your answer.*

a) Yes \_\_\_\_\_

b) No \_\_\_\_\_

5. ¿Does your department/unit/organ have any policy(ies), program(s) and/or project(s) that promote gender equality and women's rights?

a) Yes \_\_\_\_\_

b) No \_\_\_\_\_

6. a) If you answered yes to question 5, please provide for each case (policy, program or project), the title, objective, starting date and duration, most important achievements/results, partnerships and participating agencies, financial resources available, etc. *If there is more than one case, add the necessary additional rows.*

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

<sup>6</sup> Source of the mandate: It refers to those mandates from the General Assembly, the Permanent Council, Summits, Ministerial Meetings and from Inter-American Commissions/Committees and the like.

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

- i) Yes \_\_\_\_\_
  - ii) No \_\_\_\_\_ If you answered no, please indicate your reason(s) (*use the necessary space*).
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7. Of the 2014 Operational Goals 2014<sup>7</sup> approved by your department/unit/organ, indicate the programs, projects, and other activities that integrate a gender and/or rights-based perspective. Complete the following chart, indicating the Operational Goal to which they correspond. *Add additional rows as necessary.*

Secretariat	Department	Project/program/activity	Operational Goal concerned (Provide the number and text of the goal)

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

- a) Yes \_\_\_\_\_
- b) No \_\_\_\_\_

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

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

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

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

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

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

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

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

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

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<sup>7</sup> The 2014 Operational Goals of the OAS General Secretariat are available at:  
[http://oasconnect/Portals/0/Plan-Ctrl-Eval/Planning\\_&Control/POAs/Informe\\_Costo\\_de\\_Metas\\_2014\\_SPAN\\_V2.pdf](http://oasconnect/Portals/0/Plan-Ctrl-Eval/Planning_&Control/POAs/Informe_Costo_de_Metas_2014_SPAN_V2.pdf).

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

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

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

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

1. OAS Country Office

Country: \_\_\_\_\_

2. Does your office have any strategy to integrate a rights-based and gender equality approach in its activities? If there is such a strategy, please elaborate. If there is not one, please indicate the reason. *Use all the necessary space in your answer.*

a) Yes \_\_\_\_\_

b) No \_\_\_\_\_

3. Does your office have any policy(ies), program(s) and/or project(s) that promote gender equality and women's rights?

a) Yes \_\_\_\_\_

b) No \_\_\_\_\_

4. a) If you answered yes to question 3, please provide for each case (policy, program or project), name, objective, starting date and duration, most important achievements/results, partnerships and participating agencies, financial resources available, etc. *If there is more than one case, add the necessary additional rows*

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

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

i) Yes \_\_\_\_\_

ii) No \_\_\_\_\_ If this is your answer, please indicate the reason(s) *(use the necessary space).*

\_\_\_\_\_

\_\_\_\_\_

5. Does your office have the necessary technical capacity to implement a rights-based and gender equality approach?

a) Yes \_\_\_\_\_ In case of a positive answer, also answer c)

b) No \_\_\_\_\_

c) Describe the technical capacity that your office has. *Use all the necessary space in your answer.*

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6. Has anyone from your Office ever participated in any gender-related training workshop or activity?

a) Yes \_\_\_\_\_ In case of a positive answer, also answer c)

b) No \_\_\_\_\_

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

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7. Specify the type of technical support that your office requires from the CIM/OAS in order to advance implementation of the IAP. *Use all the necessary space.*

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