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American States



INTER-AMERICAN COMMISSION OF WOMEN

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**ANNUAL REPORT OF THE INTER-AMERICAN COMMISSION OF WOMEN (CIM)
TO THE FORTY-FIRST REGULAR SESSION OF THE GENERAL ASSEMBLY
OF THE ORGANIZATION OF AMERICAN STATES**

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INTRODUCTION

Pursuant to the provisions contained in Articles 91.f and 126 of the Charter of the Organization of American States (OAS), the Inter-American Commission of Women (CIM) hereby presents its annual report to the Permanent Council for subsequent submission to the forty-first regular session of the General Assembly, with the observations and recommendations that it may deem appropriate.

This report presents a summary of the activities carried out by the CIM between March 2011 and February 2012. To harmonize the work of the CIM with its existing mandates, in particular that of the *Inter-American Program on the Promotion of the Human Rights of Women and Gender Equity and Equality* (IAP), the CIM formulated its *Strategic Plan 2011-2016*. This Plan, which was adopted by the CIM Executive Committee 2011-2012 during its First Regular Session (7-8 April 2011), seeks to strengthen CIM's core role as the hemispheric political forum for women's human rights and gender equality, as well as its coordination with the other organs and bodies of the OAS, international organizations, civil society and other key sectors.

During the period covered by this report, the CIM worked to promote the full political participation of women as an indispensable component of democratic governance, and to eliminate gender violence, both of which are fundamental for the exercise of human rights and public security. It continued to support the inclusion of the gender approach as a prerequisite of sustainable and inclusive human development, and strengthened the image of the OAS as an organization that is responsive to the demands of the women of the hemisphere.

In April 2011, the CIM held the *First Hemispheric Forum on Women's Leadership for a Citizens' Democracy* (4-6 April 2011, Washington, DC). This Forum brought together political leaders, government representatives, activists, academics and representatives of international organizations in order to analyze and debate the challenges faced by current democratic systems in guaranteeing women's human rights and the exercise of their full political citizenship. The Forum generated a Working Group on Women's Rights and Democracy, which has worked throughout 2011 to develop an analytical frame of reference for a citizens' democracy that effectively takes into account and responds to women's rights and demands. This framework will serve as a guide for the work of the CIM in the area of democracy over the years to come, and has initiated a new hemispheric debate on how democracies need to change in order to fully incorporate women as citizens.

In November 2011, the CIM celebrated the first-ever Inter-Sectoral Dialogue between the Ministries of Labour and the National Machineries for the Advancement of Women, which looked at some of the challenges that women still face in the world of work, some of the progress made in formulating and implementing gender-responsive labor policies, and made concrete recommendations for strengthen the work of both government sectors in promoting and protecting women's labor rights.

In November 2011 the CIM also held the *Fourth Meeting of Ministers or of the Highest-Ranking Authorities responsible for the Advancement of Women in the Member States* (REMIM IV, 1 November 2011, San Salvador). The objective of this meeting was to analyze and debate the main topics of discussion of the Sixth Summit of the Americas (12-14 April, 2012) from a perspective of

women's rights and gender equality. Accordingly, the REMIM adopted a resolution (CIM/REMIM-IV/doc.6/11 Rev.1), which recommended that specific language be incorporated into the final outcome document of the Summit in order to ensure women's needs and demands were taken into account in the agreed conclusions of this high-level meeting. The REMIM resolution was communicated to the President of the Summit Implementation Review Group (SIRG), as well as to the national coordinators responsible for this meeting in each of the Member States.

Over the next year, the CIM will continue its work to fulfill the mandates entrusted to it and to strengthen its effectiveness by addressing the needs of women, so that the respect for human rights and gender equality become a reality throughout the Hemisphere.

María del Rocío García Gaytán
President 2011-2012
Inter-American Commission of Women

EXECUTIVE SUMMARY

This report covers the activities carried out by the Inter-American Commission of Women (CIM) in compliance with its mandates for the February 2011 to February 2012 period, derived from the *Inter-American Program on the Promotion of the Human Rights of Women and Gender Equity and Equality* (IAP), the *CIM Strategic Plan 2011-2016*, the CIM Biennial Program of Work 2011-2012, specific resolutions of the OAS General Assembly and agreements reached by the CIM Executive Committee 2011-2012 during its First and Second Regular Sessions (respectively, 7-8 April 2011, Washington, DC and 31 October 2011, San Salvador).

In compliance with the different mandates entrusted by the OAS General Assembly to the General Secretariat regarding the strengthening of the CIM,^{1/} during the period under review the Secretary-General gave important political support to the CIM through his participation, and that of the Assistant Secretary General, in various events organized by the Commission. Moreover, the CIM also received support in its search for resources for existing or new projects.

Fulfillment of the mandate to strengthen the CIM involves improving internal coordination with all the areas of the Organization and ongoing participation in their activities to ensure inclusion of the human rights and gender equality perspective. It also includes implementation of a Gender Program for the OAS General Secretariat, as well as technical support for the different Secretariats and the member countries of the Organization.^{2/}

The CIM made progress in coordinating and collaborating with the principal areas of the OAS, contributing to a better understanding of the negative impact of gender inequalities in every thematic area to ensure that public policies and action strategies help eliminate inequalities between women and men in the countries of the Americas.

In this period, the CIM received three specific mandates from the General Assembly and 24 specific mandates from its Executive Committee. Of these, the three 3 General Assembly mandates are permanent, that is, they are standing mandates. Of the Executive Committee agreements, 18 have been fulfilled totally and 6 are in the process of being fulfilled.

The activities of CIM in implementing these mandates are presented in this report in accordance with the areas identified as “pillars” of the Organization of American States: i) Democracy and Governance, ii) Human Rights, iii) Multidimensional Security, and iv) Integrated Development.

Finally, the report contains some recommendations that the CIM submits for the consideration of the OAS General Assembly:

1. AG/RES. 1451 (XXVII-O/97), AG/RES. 1592 (XXVIII-O/98), AG/RES. 1625 (XXIX-O/99), AG/RES. 1777 (XXXI-O/01), AG/RES. 1941 (XXXIII-O/03), AG/RES. 2021 (XXXIV-O/04), AG/RES. 2124 (XXXV-O/05), AG/RES. 2161 (XXXVI-O/06), AG/RES. 2323 (XXXVII-O/07), AG/RES. 2441 (XXXIX-O/09), AG/RES. 2560 (XL-O/10), and AG/RES. 2685 (XLI-O/11).

2. For more information on the progress made by the OAS General Secretariat to institutionalize gender equality and women's rights in the work of the Organization, see the *Report by the Secretary General on the Implementation of the “Inter-American Program for the Promotion of Women's Human Rights and Gender Equity and Equality” pursuant to Resolution AG/RES. 2689 (XLI-O/11)* CIM/doc.117/12 corr.1.

1. Confer the support of the General Secretariat and OAS cooperating countries to the implementation of the IAP through the work of the CIM/OAS to institutionalize the women's rights and gender equality approach in the work of the Organization.
2. Promote harmonization of national legislation and public policies with the provisions of inter-American treaties and conventions on women's human rights, particularly the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Convention of Belém do Pará), in order to advance the full exercise of women's rights and the achievement of gender equality.
3. Follow up Article 26 of the Declaration of San Salvador: "Advancing Economic and Social Recovery with Sustainable Development, Decent Work and Social Inclusion," adopted by the XVII Inter-American Conference of Ministers of Labour, and the *Strategic guidelines for advancing gender equality and non-discrimination within a decent work framework*, adopted by the XV IACML, by strengthening collaboration on the labor rights of women between the CIMT and the CIM
4. Within the framework of the *Declaration of San Salvador on Gender, HIV and Violence against Women*, adopted by the CIM Assembly of Delegates in 2007, analyze the links between the two global pandemics of HIV/AIDS and violence against women in both policy and programming, and support the work of the CIM and its strategic partners in the region.

I. ORIGIN, LEGAL BASIS, STRUCTURE, AND OBJECTIVES

The Inter-American Commission of Women (CIM) was established at the Sixth International Conference of American States (Havana, 1928) to prepare “juridical information and data of any other kind which may be deemed advisable to enable the Seventh International Conference of American States to take up the consideration of the civil and political equality of women in the continent.”

The Ninth International Conference of American States (Bogotá, 1948) approved the first Statute of the Commission, which consolidated its structure and authorized the Secretary General of the OAS to establish the Permanent Secretariat of the CIM.

In 1953, the Commission signed an agreement with the OAS Permanent Council under which the CIM was recognized as a specialized permanent Inter-American organization and technical autonomy in the pursuit of its objectives.

The Tenth Inter-American Conference (Caracas, 1954) amended the CIM’s Statute and confirmed it as a specialized permanent organization. It also expanded its powers and authorized it to amend its own Statute in the future.

Subsequently, in 1978, in accordance with Article 134 of the OAS Charter and the Standards for the Implementation and Coordination of the Provisions of the Charter Relating to the Inter-American Specialized Organizations, a new agreement between the Inter-American Commission of Women and the Organization of American States was signed.

As the principal hemispheric forum for women’s rights and gender equality, the CIM links the commitments acquired at the international level on women’s human rights with effective public policies at the national level, in order to support the full political, economic and social citizenship of women. The CIM responds to the rights and demands of women in five key areas: i) democracy and governance; ii) human rights; iii) multidimensional security; iv) integral development; and v) mainstreaming the gender rights and equality approach at the OAS and in its Member States. In these areas, the CIM provides technical support at the legal, political, and programming levels, manages specific regional projects, and uses participatory knowledge management to ensure that political and programming discussions and decisions are based on fact.

The CIM fulfills its objectives through the following organs: the Assembly of Delegates; the Executive Committee, composed of the president, three vice presidents, and five representatives of member countries, all elected by the Assembly; the delegates appointed by governments; and the Permanent Secretariat, which performs the Commission’s administrative, technical, and executive functions. The Assembly of Delegates is the supreme authority of the CIM, and its resolutions, together with those of the OAS General Assembly, establish the guidelines for CIM’s work.

The CIM Statute authorizes governments with a permanent observer accredited to the OAS to have permanent observer status with the Inter-American Commission of Women as well.

II. ACTIVITIES OF THE AUTHORITIES OF THE CIM

During this period, the post of President of the CIM was occupied by María del Rocío García Gaytán (Mexico). The post of vice president was held by Magdalena Faillace (Argentina),^{3/} Irene Sandiford-Garner (Barbados), and Sonia Escobedo (Guatemala).^{4/}

The President of the CIM

The President of the CIM participated in the following events:

- The Seventh Meeting of Ministers and of High Authorities of the Network of National Mechanisms for Women for the Andean Region (REMMA, Lima, February 3-5, 2011).
- The 55th and 56th Sessions of the United Nations Commission on the Status of Women (New York, February 2011 and 2012, respectively).
- The Meeting of the CIM Executive Committee with the Executive Director of UN Women, Ms. Michelle Bachelet (February 23, 2011, New York). On that occasion, the CIM President highlighted the importance of the CIM as the first intergovernmental entity created for the defense and promotion of women's rights, and pointed to the significance of the Convention of Belém do Pará as the only instrument in the world focused on prevention and eradication of violence against women. She emphasized the relevance of the support of UN Women in efforts to strengthen and disseminate the Follow-Up Mechanism of that Convention, MESECVI. The CIM President also referred to the Agreement signed between the OAS and UNIFEM, and to the interest in establishing a similar agreement with UN Women, and added that she believed it was important for the CIM to be part of the consultation mechanisms of this new UN entity.
- The CIM President was in constant contact with the CIM Vice-President and Principal Delegate of Guatemala, to lend substantive support for the Third Conference of States Parties of MESECVI, which was held in La Antigua, Guatemala on March 24-25, 2011. On behalf of Mexico, she also distributed during the Conference 100 copies of a document of the Convention of Belém do Pará, the MESECVI Statute, and the rules of procedure of both the Conference of States Parties and the MESECVI Committee of Experts, in the four official languages of the OAS.
- The CIM President participated in the Inauguration of Women's City in the city of San Salvador. The inauguration ceremony was headed by the President of the Republic, Mauricio Funes, the First Lady, and the Secretary for Social Inclusion, Dr. Vanda Pignato, as well as the Assistant Secretary General and the Executive Director of Women UN, Michelle Bachelet.
- Special Meeting of the Council of Ministers of Women's Affairs of Central America and the Dominican Republic of the Central American Integration System (COMMCA/SICA, March 28, 2011). As part of the events to launch the Women's City program, the authorities of

3. In January 2011, the Government of Argentina informed the CIM that Magdalena Faillace had resigned her position as Regular Delegate and Vice President of the CIM. Gloria Bender was appointed Regular Delegate to the CIM in February 2011.

4. In January 2011, Sonia Escobedo resigned her post as Secretary of the Presidential Secretariat for Women (SEPREM) of Guatemala.

COMMCA/SICA held a special meeting to discuss the problems of trafficking in and smuggling of women in the region of SICA and promotion of effective mechanisms for prevention and care for victims.

- Inauguration of the first Hemispheric Forum on Women's Leadership for a Citizens' Democracy, together with the Prime Minister of Trinidad and Tobago, Kamla Persad-Bissessar and the OAS Secretary General (April 2-6, 2011).
- Inauguration of the Roundtable on Women, Peace and Security, part of the First Regular Meeting of the 2011-2012 CIM Executive Committee, together with the United States Ambassador-at-Large for Global Women's Issues, Melanne Verwee, and the Assistant Director of the Geneva Centre for the Democratic Control of Armed Forces (April 7, 2011).
- In preparation for the High-Level Intersectoral Dialogue among Ministries of Labor and the National Machineries for the Advancement of Women, the CIM President participated in the Second Meeting of the Working Groups in the framework of the Sixteenth Inter-American Conference of Ministers of Labor (IACML) and the First Preparatory Meeting of the Seventh IACML (May 17-19, 2011, Washington, D.C.).
- Inauguration of the Roundtable on "Citizen Security and Human Rights" (June 5, 2011, San Salvador), together with Dinah Shelton, President of the IACHR, and Franzy Hasbún, Chief of Staff for Security of El Salvador and Secretary for Strategic Affairs in the Office of the President. This event was organized in cooperation with the Inter-American Commission on Human Rights (IACHR), the Inter-American Institute of Human Rights (IIHR), and the United Nations Office of the High Commissioner for Human Rights (OHCHR).
- For the first time, the CIM President addressed the OAS General Assembly (June 7, 2011, San Salvador), where she underscored the outcomes of the first Hemispheric Forum on Women's Leadership for a Citizens' Democracy,⁵ and recalled aspects of the parallel event held on June 5, including lack of security as a concern of citizens and as a reason for a loss of confidence in democracy and its institutions. The President also encouraged member states to adopt specific resolutions on: Strengthening of the CIM (AG/RES. 2685 (XLI-O/11), implementation of the Inter-American Program for the Promotion of the Human Rights of Women and Gender Equity and Equality (AG/RES.2689 (XLI-O/11), and the Mechanism for Follow-Up on Implementation of the Inter-American Convention for the Prevention, Punishment, and Eradication of Violence against Women, "Convention of Belém do Pará" (MESECVI, AG/RES.2692 (XLI-O/11). The three resolutions were adopted.
- The President of the CIM participated as speaker on the panel on "The Hierarchization of Gender Mechanisms in the Modern State," during the Third Ibero-American Conference on Gender (June 8-9, 2011, Asunción). The subject, which was discussed during the Third Conference, was "Gender, Transformation of the State, and Development."
- At the First International Conference in Support of the Central American Security Strategy (June 22-23, 2011, Guatemala City), the CIM President made a statement during the time set aside for

⁵ The complete video of this event can be seen on the OAS web page:
http://www.oas.org/en/media_center/vidheos.asp?sCodigo=11-0036&videotype=10

presentations by members of the Group of Friendly Countries, Cooperants, and International Agencies and Institutions. The President offered the CIM's full cooperation in efforts to include women's rights and gender equality in any regional security proposals made during the Conference.

- During the Eleventh General Assembly of the Parliamentary Confederation of the Americas (COPA) and the Tenth Annual Meeting of the Network of Parliamentary Women of the Americas (September 6 -9, 2011, Quebec City), the CIM President referred to the importance of achieving synergies and strengthening the links of parliamentarians with intergovernmental organizations to advance women through cooperation agreements and specific activities, and she laid the groundwork for future cooperation between the CIM and COPA.
- The CIM President inaugurated the first meeting of the Regional Working Group: Full Citizenship of Women for Democracy (September 12-14, 2011, Mexico City), together with the CIM Executive Secretariat, the Regional Director of UN Women for Mexico, Central America, Cuba, and the Dominican Republic; the representative of IDEA International; and the Assistant Director General of International Policy on Human Rights of the Mexican Secretariat of Foreign Affairs. During the inauguration of the event, the CIM President urged participants to generate a process of reflection and exchange of knowledge based on international and inter-American commitments with respect to women's human rights.
- On the occasion of the 66th session of the General Assembly of the United Nations, the CIM President and Executive Secretary participated in the High-Level Dialogue on Women as Agents of Change (September 19, 2011, New York). Organized by the Prime Minister of Trinidad and Tobago, Kamla Persad-Bissessar, this meeting gathered women politicians from throughout the world, including the following: Dilma Rousseff, President of Brazil; Hilary Rodham Clinton, U.S. Secretary of State; Catherine Ashton, High Representative of the European Union for Foreign Affairs and Security Policy and Vice-President of the European Commission; Lilia Labidi, Minister of Women's Affairs of the Republic of Tunisia; Helen Clark, Assistant Secretary General and Administrator of the United Nations Development Programme; and, Michelle Bachelet, Assistant Secretary General and Executive Director of UN Women. The participants, including the CIM President, signed a Declaration⁶ in which they reaffirmed that the participation of women in politics is critical for democracy and essential to achieve sustainable peace and development.
- Inauguration of the International Seminar on Human Rights, "Violence against Women, and Access to Justice,"⁷ held as part of the Seventh Meeting of the MESECVI Committee of Experts (September 27-29, 2011, Washington, D.C.), together with the OAS Secretary of Political Affairs. On that occasion the President launched an appeal to improve the access of women to justice in the countries of the region and in this way finally enable women to truly exercise their right to a violence-free life.
- In the framework of the "Safe Motherhood and Universal Access to Sexual and Reproductive Health" campaign, the CIM President participated in the 51st Directing Council of the 63rd Meeting of the PAHO Regional Committee and in a luncheon and dialogue on Health in the

⁶ The complete text of the Declaration can be found on the CIM web page.

⁷ The complete video of this event can be seen on the OAS web page.

Americas: Leadership of Women in the Health Care System (September 27, 2011, Washington, D.C.), organized by the Council of Women World Leaders and PAHO. The luncheon was attended by Ministers of Health of the Americas, with Michelle Bachelet and Dr. Margaret Chan, Director-General of WHO.

In addition to CIM's official representation functions at the aforesaid events, in the framework of the Third Inter-American Meeting of Shelters and Support Centers for Female Survivors of Violence (CAIMUS), and their at risk children, the CIM President signed a letter of intent with the Inter-American Shelter Network (RIRE) on August 25, 2011. This letter will serve as a frame of reference so that the CIM, through its Permanent Secretariat, and RIRE can eventually conclude a cooperation agreement once RIRE is legally established, in accordance with the relevant rules and procedures of the GS/OAS.

Finally, during the period covered by this report, the President issued the following commemorative messages:

- Day of the Women of the Americas - February 18, 2011. On February 18, Day of the Women of the Americas and the anniversary of the establishment of the CIM, the President of the Commission and the OAS Secretary General sent a message to ministers of women's affairs, CIM delegates, permanent missions, and the media throughout the Hemisphere (CIM/INF.20/11). The CIM President referred to the pressing objective of strengthening the CIM and positioning it as a hemispheric political forum for promoting equitable and equal participation of the women of the region in all decision-making processes, in public and political spheres.
- International Women's Day – March 8, 2011. On the occasion of International Women's Day, the CIM President sent a message to ministers of women's affairs and to CIM Principal Delegates of member states (OEA/CIM No. 03-069/11). She underlined the importance of making the CIM the hemispheric forum for building the full citizenship of women, from a human rights perspective and with a view to achieving parity.
- International Day for the Elimination of Violence against Women – November 25, 2011. In this message, the CIM President reaffirmed the commitment of the Inter-American Commission of Women to step up its work in the areas of prevention, care, protection, and provision of services, and to join forces with other sectors and stakeholders to put an end to this scourge and ensure the right of the women of the Americas to a violence-free life.

The CIM Vice-Presidents

In response to the President's request, the CIM Vice-Presidents participated in the following activities during this period:

- The CIM Vice-President and Principal Delegate of Barbados participated on behalf of the Commission in activities to commemorate the Day of the Women of the Americas and International Women's Day in Saint Vincent and the Grenadines, at an event entitled "Women, Democracy and Leadership. Empowering the Women of Saint Vincent and the Grenadines" (February 28, 2011, Kingstown). In addition to this activity, she also met with Prime Minister Ralph Gonsalves, which gave her an opportunity to expand the CIM's participation in the

Caribbean.

- The Vice-President from Barbados also participated in the inauguration and closing of the Regional Colloquium on Women Leaders as Agents of Change (June 29-30, 2011, Trinidad and Tobago), with a speech that was widely disseminated by the media.
- The CIM Vice-President and Principal Delegate of Guatemala participated on behalf of the Commission in the Second Regional Meeting: Women Integrated with Security (October 19-20, 2011, Comayagua, Honduras).

III. FULFILLMENT OF THE MANDATES OF THE OAS GENERAL ASSEMBLY AT ITS FORTY-FIRST REGULAR SESSION

(San Salvador, 5-7 June 2011)

Mandate	Stage of fulfillment	Comments
AG/RES. 2685 (XLI-O/11) Strengthening of the Inter-American Commission of Women	Ongoing	<ul style="list-style-type: none"> - The CIM Strategic Plan 2011-2016 was adopted - Agreements and collaboration activities were initiated with international organizations, civil society groups and academic and research institutions - The CIM and MESECVI Webpages were launched and their visibility strengthened through communication and dissemination activities
AG/RES. 2692 (XLI-O/11) Mechanism to Follow up on Implementation of the Inter-American Convention on the Prevention, Punishment and Eradication of Violence Against Women, "Convention of Belém do Pará" ⁸	Ongoing	<ul style="list-style-type: none"> - CIM works permanently as the Technical Secretariat of the MESECVI - The Second Multi-lateral Evaluation Round was launched - The 3rd Conference of States Party was held (March 24th and 25th 2011, La Antigua) - The 7th Meeting of the Committee of Experts was held (September 27th and 29th 2011, Washington, DC)
AG/RES. 2689 (XLI-O/11) Promotion of the Women's Human Rights and Gender Equity and Equality ⁹	Ongoing	<ul style="list-style-type: none"> - CIM continues in the implementation of the IAP

8. For more information on the fulfillment of this mandate and the progress of the MESECVI, see the Report on the Follow-up Mechanism to the Implementation of the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, "Convention of Belém do Pará" pursuant to Resolution AG/RES. 2692 (XLI-O/11) - CIM/doc.115/12.

9. For more information on the progress made by the OAS General Secretariat to institutionalize gender equality and women's rights in the work of the Organization, see the *Report by the Secretary General on the Implementation of the "Inter-American Program for the Promotion of Women's Human Rights and Gender Equity and Equality"* pursuant to Resolution AG/RES. 2689 (XLI-O/11) - CIM/doc.117/12 corr.1.

IV. FULFILLMENT OF THE AGREEMENTS ADOPTED DURING THE REGULAR SESSIONS OF THE CIM EXECUTIVE COMMITTEE (2011-2012)

First Regular Session of the CIM Executive Committee
(7-8 April 2011, Washington, DC)

Agreement		Stage of fulfillment
1	Request the Executive Secretariat to strengthen the mechanism for permanent dialogue between the CIM and the different areas of the General Secretariat of the OAS in order to advance the institutionalization of a women's rights and gender equality approach.	Fulfilled
2	Request the Executive Secretariat to convene the working group that prepared the modifications to the CIM legal instruments in order to prepare, within 90 days and with the support of the Department of Legal Services of the OAS, a proposal for the modification of the CIM Statute and Regulation, which compiles the concerns expressed by the Delegates during the first regular session of the Executive Committee 2011-2012 and to circulate the proposal to them for their comments.	Fulfilled
4	Request that the Inter-American Commission of Women, in keeping with its Biennial Program of Work 2011-2012: 1) Provide technical support to the Colloquium for Regional Female Leaders to be held in Trinidad and Tobago in June 2011; and 2) Encourage the participation of all member states in the Regional Colloquium in order to address the challenges which hinder women's leadership at all levels in Latin America and the Caribbean.	Fulfilled
7	Request the Executive Secretariat to promote the integration of a women's rights and gender equality perspective in the documents and resolutions that are elevated to the Forty-first Regular Session of the General Assembly of the OAS.	Fulfilled
8	Organize the Fourth Meeting of Ministers of Women (REMIM IV) in October/November 2011, prior to the second regular session of the CIM Executive Committee 2011-2012 and, if possible, to coincide with the XVII Inter-American Conference of Ministers of Labour (IACML).	Fulfilled
9	Encourage the SIRG to integrate a women's human rights and gender equality approach in each of the areas of the Declaration of the Summit of the Americas, to be held in Cartagena de Indias, Colombia, in 2012, on the basis of paragraph 13 of the Declaration of the Inter-American Year of Women, adopted during the XXXV Assembly of Delegates of the CIM: "Advance the gender equality and women's rights agenda during the preparatory process for the Sixth Summit of the Americas".	Fulfilled
10	Request the Executive Secretariat to communicate proposals for paragraphs	Fulfilled

Agreement		Stage of fulfillment
	on the situation of women and citizen security in the Americas to the President of the Working Group charged with the negotiation of the Draft Declaration of San Salvador - of the Forty-first regular session of the General Assembly of the OAS - with a view to integrating a women's rights and gender equality perspective in the Declaration.	
11	Request that the Executive Secretariat prepare, in consultation with the Executive Committee and in coordination with the Secretariat of External Relations of the OAS a proposal for a donors' meeting, on the basis of the CIM Strategic Plan 2011-2016 and a review of the modalities currently in use by the OAS, to be circulated to CIM Delegates and presented to donors.	In progress
13	Request the Executive Secretariat, in the framework of the results and recommendations of the <i>First Hemispheric Forum on Women's Leadership for a Citizens' Democracy</i> , to initiate contact with UN Women in order to establish a working group that will broaden the concept of "citizens' democracy" promoted by the OAS and UNDP, integrating all dimensions that are relative to women's rights in the region, to be communicated to all organs of the OAS.	Fulfilled
14	Request the Executive Secretariat, in the process of implementing the CIM Strategic Plan 2011-2016 and in an effort to avoid the duplication of efforts and utilize existing studies and information, to coordinate its activities with other appropriate regional and international organisms.	Fulfilled

Second Regular Session of the CIM Executive Committee
(31 October 2011, San Salvador)

Agreement		Stage of fulfillment
3	The CIM Executive Committee reiterates the importance of including a rights-based and gender approach to the integrated management of risk and natural disasters, including climate emergencies. It requests the Executive Secretary, in collaboration with the Executive Committee, to prepare a proposal for a high-level meeting, with the aim of sharing existing knowledge and practices and identifying concrete policies and protocols for the integrated management of risk from a gender perspective.	In progress (An initial draft has been prepared for comments of the OAS Department of Sustainable Development)
4	In follow-up to Agreement 13 of the First Session of the CIM Executive Committee 2011-2012, the CIM Executive Committee: a) Requests that the Executive Secretary circulate the results of the Regional Working Group on Women's Citizenship for Democracy and Governance, with the aim of compiling the inputs of the Delegates on the proposed lines of work; b) Requests that the Executive Secretary, in the preparation of the <i>Second Hemispheric Forum on Women's Leadership for a Citizens' Democracy</i> , circulate a draft agenda of the Forum for the	In progress (Information on the progress of the Working Group has been circulated and the Delegates have been convened to install the open Consultative Group)

	Agreement	Stage of fulfillment
	<p>consideration of the Delegates, that includes the proposed budget and sources of funding, the timeline, the issues to be discussed, the experts and panelists proposed, the planned participants and the tentative dates; and</p> <p>a) That an open Consultative Group be established, under the coordination of the Principle Delegate of Ecuador in order to follow-up the work of the Regional Working Group on Women's Citizenship for Democracy and Governance</p>	
5	<p>In follow-up to the Declaration of the Inter-American Year of Women, and Agreements 8 and 9 of the First Regular Session of the CIM Executive Committee 2011-2012 and in order to ensure that gender and women's rights are adequately reflected in the outcome documents of the Sixth Summit of the Americas, the Executive Committee agrees that the conclusions approved during the REMIM should be communicated to the SIRG. The CIM Delegates will convey this resolution to the national coordinators of the SIRG of their respective countries, in order that it might be taken into account in the deliberations of the SIRG and elevated for the consideration of the Summit.</p>	Fulfilled
6	<p>The CIM Executive Committee requests that the Permanent Secretariat continue its collaboration with the Department for Sustainable Development and Employment of the OAS, in order to follow-up the recommendations of the study "Advancing gender equality in the context of decent work" in the context of the upcoming Inter-American Conferences of Ministers of Labour.</p>	Fulfilled
7	<p>In relation to the Follow-up Mechanism to the Implementation of the Inter-American Convention for the Prevention, Punishment and Eradication of Violence against Women, "Convention of Belem do Para" (MESECVI), the CIM Executive Committee</p> <p>a) Takes note with interest of the report presented on the advances of the MESECVI and reiterates the importance of organizing the IV Conference of States Party during 2012, in order to preserve the relevance and validity of the recommendations adopted in the Second Hemispheric Report and in the country reports on combating violence against women;</p> <p>b) Agrees that the "Proposal to strengthen CIM for the full implementation of its Strategic Plan 2011-2016" should give priority to the strengthening the MESECVI in terms of its technical capacity and human resources;</p> <p>c) Requests that the MESECVI Technical Secretariat, in accordance with Agreement 6 of the III Conference of States Party, prepare an analysis of the initiatives to establish indicators on violence against women from the United Nations Statistics Commission, in collaboration with UN Women and ECLAC; and</p> <p>d) Requests that the MESECVI Technical Secretariat, in accordance with Directive 1 of the III Conference of States Party, prepares a</p>	<p>In progress</p> <p>(For further information on fulfillment, see report CIM/doc.115/12)</p>

Agreement		Stage of fulfillment
	draft profile for the CEVI experts and the procedures for their designation.	
8	With respect to the follow-up to Agreement 2 of the First Regular Session of the CIM Executive Committee 2011-2012, the Committee: a) Requests that the Executive Secretary circulate the revised draft proposal for the modification of the CIM Statute and that, based on the comments received by the Delegates, convenes the Working Group that will consider the modified Statute, in order that a proposal might be elevated for the consideration of the Third Regular Session of the CIM Executive Committee; and a) Requests that the Executive Secretary coordinate with the OAS' Department of Legal Services in order to prepare a proposal for the modification of the Regulation of the Inter-American Commission of Women on the basis of the proposal for the modification of the Statute, and to circulate that proposal for the consideration of the Delegates.	In progress (To date, three meetings of the Working Group have been held. The amendment of the Rules of Procedure of the CIM is pending agreements on the amendment of its Statute)
9	Taking into account the volume and availability of cooperation resources for the year 2012, the CIM Executive Committee requests that the Permanent Secretariat prioritize the execution of programs on the bases of the Strategic Plan 2011-2016 of the Inter-American Commission of Women.	Fulfilled
10	The CIM Executive Committee requests that the Permanent Secretariat, in its report on the execution of the CIM budget, include pertinent information on the execution of specific funds, totally or partially, during the period under review.	In progress (This information will be provided to the Executive Committee at its third Regular Meeting, scheduled for April 17-18, 2012)

**V. ACTIVITIES OF THE CIM EXECUTIVE SECRETARIAT:
IMPLEMENTATION OF THE CIM BIENNIAL PROGRAM OF WORK (2011-2012)**

A. Women's substantive political citizenship for democracy and governability

Capacity Development for Leadership and Incidence in Public Policy from a Gender Equality Perspective

The second year of this project was financed by the Spanish Agency for International Development Cooperation (AECID); it began in May 2011 and will conclude in April 2012. The following results have been achieved so far:

Materials were prepared for a course on leadership training for an impact on public policies, with a view to accelerating compliance with governments' commitments in the area of women's

human rights. Based on this in-person course, held for the first time in the Dominican Republic in October 2011, modules for a virtual course were prepared and will be offered for the first time in May 2012, through the Educational Portal of the Americas.

In the past five years, the Organization of American States and the United Nations Development Programme have been developing a consensus-generating process on the main challenges facing countries in their efforts to strengthen democracy and good governance in Latin America and the Caribbean, through dialogue and national consultations. This process is aimed at helping build a common vision of democracy to which the citizens of the region aspire, and at rethinking the democratic system and new forms of political participation. The results of these studies, talks, and consultations have been shaped in a new framework that is contributing to a new conception and meaning of democracy and new forms of political participation. A summary of this framework can be found in “Our Democracy” reports published by both organizations in 2010 and in “Politics, Money, and Power: a Dilemma for the Democracies of the Americas,” published by the OAS in 2011.

In this process, the views, rights and aspirations of women, as well as the gender dimension, need to be further developed. The framework prepared should be expanded to include the practice of women’s human rights and compliance with the binding commitments undertaken by countries in the CEDAW Convention and the Convention of Belém do Pará. Today, in Latin America and the Caribbean it is not possible to redefine democracy and governance without including the views, rights, and aspirations of women. Democracy without women is not a democracy of citizens, because women account for 50% or more of the population.

In this context, on April 4-6, 2011, the Inter-American Commission of Women, together with UN Women and the Ibero-American Secretariat (SEGIB) held the first *Hemispheric Forum on Women’s Leadership for a Citizens’ Democracy*, to highlight the rights, priorities, and aspirations of the women of the region in the area of democracy, in addition to the challenges democratic systems face in guaranteeing and protecting women’s rights to citizenship. This first forum, inaugurated by the Prime Minister of Trinidad and Tobago, Kamla Persad-Bissessar, OAS Secretary General José Miguel Insulza, and CIM President Rocío García Gaytán, provided an occasion to open a hemispheric dialogue on the implications and challenges involved in building a citizens’ democracy based on the rights and interests of women in their diversity, while at the same time promoting women’s demands regarding parity and gender equality in the political sphere.

This hemispheric dialogue allowed for the participation of a broad and diverse representation of women working in the region in the areas of democracy, politics, and women’s rights. It included ministers, parliamentarians, ambassadors, local government officials, representatives of human rights organizations, women’s organizations and networks, politicians, academicians, and women from think-tanks on democracy and human rights based in Washington, as well as intergovernmental organizations.

This event was also part of CIM’s efforts to fulfill the commitments assumed by OAS member states in the *Declaration of the Inter-American Year of Women, “Women and Power: Toward a World with Equality,” CIM/DEC 10 (XXXV-O/10)*, mandates received to strengthen the CIM as a hemispheric political forum to promote the rights and full citizenship of the women of the Americas, and activities to celebrate the tenth anniversary of the Inter-American Democratic Charter

Prior to the actual Hemispheric Forum, a Virtual Hemispheric Consultation was also organized through the OAS Summits Virtual Community, to compile and systematize increased participation of civil society groups and other interested persons. The results of this consultation, which enjoyed broad-based and active participation, were presented during the Hemispheric Forum by the moderator.

As a result of the First Hemispheric Forum, and in response to a request from the CIM 2011-2012 Executive Committee, the Regional Working Group on Women's Full Citizenship for Democracy was officially set up. It comprises 18 experts from various countries of the region and representing diverse areas of study and work.

The Group held its first in-person meeting in Mexico City on September 12-14, with the support of the Mexican Secretariat of Foreign Affairs. Its task was to define the scope, objectives, focus, content structure, and methodology pertaining to preparation of a regional analytical framework on citizens' democracy from the perspective of women, to better coordinate the work of the Working Group with that of the OAS and UNDP in this area. On that occasion, there was an exchange of views between members of the Group and the OAS General Secretariat, in which they examined some of the obstacles current democratic systems encounter in guaranteeing the rights of women and gender equality.

The Group held a second meeting in Lima, Peru on November 16-18, 2011, in order to review the initial progress made in drafting several chapters of the aforesaid analytical framework. That meeting was attended by the Peruvian Minister for Women and Social Development at the time and CIM Principal Delegate, Aida García Naranjo.

Both meetings of the Working Group were organized in cooperation with UN Women and IDEA International, and thematic experts from both participated in them as well.

The Working Group will hold a virtual consultation through the OAS Summits Virtual Community in March 2012, which will focus on several key questions regarding the challenges faced by democratic systems in guaranteeing the practice of women's rights and the exercise of their political rights as citizens.

In January 2012, the CIM Principal Delegate from Ecuador convened an open-ended consultative group, to which all CIM delegates were invited, to follow up on the work of the Regional Working Group.

B. Women's human rights and gender-based violence^{10/}

Integration of policies and programs on HIV and violence against women from a human rights perspective in Central America

To follow up on the Declaration of San Salvador adopted by the CIM in November 2007, the CIM Secretariat has continued to implement this AECID-financed project initiated in September 2008 in El Salvador, Guatemala, and Panama. During the current period, comprehensive care models for female victims/survivors of violence and HIV-positive women were developed. In this connection, the following three web conferences were held in the three participating countries (El Salvador, Guatemala, and Panama): "Legal framework of HIV and violence against women: A human rights issue" (August 17, 2011); "Ethical considerations for integrating policies and programs on HIV and violence against women from a human rights perspective in Central America" (September 29, 2011); and "Human rights, HIV, and violence against women: Implications for public policy development" (October 18, 2011).

The project began with a variety of activities to help in building a collective pool of knowledge on these subjects. In May 2011, the project launched a virtual bulletin; six issues of it have been disseminated, covering the progress made under the project and matters of interests in the area of HIV and violence against women. In July 2011, the project initiated a Practice Community on HIV and violence against women. The Community brings together specialists from all over the region to pool knowledge on this subject and to exchange ideas and experiences.

In Panama (October 20-21, 2011) and in Guatemala (November 10-11, 2011), the project conducted roundtables and courses on "HIV, violence against women, and human rights." The courses brought together key partners in the project (government officials and civil society organizations) to develop the skills of the human resources responsible for promoting the development of comprehensive policies and programs on HIV and violence against women with a human rights focus, and to lend support to an intersectoral response to emerging public policy problems related to both issues.

The project concluded with an Intersectoral Meeting on Comprehensive Responses to Human Rights, HIV and Violence against Women in Central America (January 11-20, 2012, in La Antigua), where the key partners in the project met with international experts to share the results of implementation of the project in their countries and to identify opportunities to follow up on the project within the countries where it was implemented. The specific results of the meeting were:

- Dissemination of the results and achievements of the project implemented by the CIM;
- Analysis of available information on the intersections between HIV and violence against women in the region, advances in generating evidence, and current gaps;
- Exchange of promising practices, experiences, and lessons learned in Latin America and Caribbean countries, in their integrated approach to HIV and violence against women;
- Consensus-building on regional guidelines for integrating policies and programs on HIV and violence against women from a human rights and gender perspective.

10. For more information on the progress of the MESECVI, see the Report on the Follow-up Mechanism to the Implementation of the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, "Convention of Belém do Pará" pursuant to Resolution AG/RES. 2692 (XLI-O/11) CIM/doc.115/12.

The project produced a series of publications on the subject of HIV and violence against women that are available on the CIM webpage:¹¹

- *Situational Analysis: HIV and Violence against Women in El Salvador, Guatemala, Honduras, and Panama* (4 papers)
- *Mapping social actors: HIV and Violence against Women in El Salvador, Guatemala, Honduras, and Panama* (4 papers)
- Marijo Vázquez and Fiona Hale. (2011). *Ethical Considerations for a Comprehensive Response to Human Rights, HIV, and violence against women in Central America*, Inter-American Commission of Women, Washington D.C.
- Ramírez, Alina. (2011), *HIV and Violence against Women in Central America: A comparative analysis of the legal framework from a human rights perspective*, Inter-American Commission of Women, Washington D.C.

International Models Project on Women's Rights (IMPOWR)

Together with the American Bar Association, CIM initiated substantive cooperation on the IMPOWR platform – International Models Project on Women's Rights (<http://www.impowr.org/>), whose purpose is to be an open and dynamic source for building a collective pool of knowledge on women's rights under the law in all countries of the world. Using the Wikipedia model, IMPOWR invites users to contribute information on advances and setbacks on legal issues affecting women's rights, using as a framework the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Convention of Belém do Pará).

As part of this cooperation, the CIM will contribute information on the countries of the Americas. With the support of experts from various countries, work has already begun on preparing pages for Argentina, Canada, Colombia, Costa Rica, Ecuador, El Salvador, United States, Guatemala, Jamaica, Mexico, Peru, and Uruguay.

Jurisprudence on Violence against Women

With the Vance Center of the New York Bar Association, the CIM has begun a collaborative effort to identify best practices in inter-American and national jurisprudence on violence against women, within the framework of implementation of the Convention of Belém do Pará. An analysis of the initial situation has been prepared, and it will be supplemented with a compilation of information from selected countries (tentatively, Chile, Costa Rica, Mexico, and Peru). This preliminary analysis of jurisprudence on violence against women will be used as a basis for preparing materials to sensitize and train legal personnel working on cases of violence against women.

11. Integration of policies and programs on HIV and violence against women from a human rights perspective in Central America:: <http://www.oas.org/es/cim/centroamerica.asp>

C. Women's economic security and citizenship

Advancing Gender Equality in the Context of Decent Work

With funds from the Canadian International Development Agency (CIDA), the CIM Secretariat completed its execution of the project “Advancing Gender Equality in the Context of Decent Work,” in cooperation with the Department of Social Development and Employment (DSDE). In the context of the “*Strategic Guidelines for Advancing Gender Equality and Non-discrimination within a Decent Work Framework*,” adopted at the Fifteenth Inter-American Conference of Ministers of Labor (XV IACML, Trinidad and Tobago, 2007), and on the basis of the results of the study on “*Institutionalization of a Gender Approach in the Ministries of Labor of the Americas*,” a series of subregional workshops was organized on strategic planning with a gender perspective (Georgetown/April 2010, San Salvador/May 2010, Asunción/September 2010, and Quito/October 2010).

Following up on these workshops, the project culminated in November 2011 with the organization of the first High-Level Dialogue among Ministries of Labor and National Machineries for the Advancement of Women in OAS Member Countries (November 1, San Salvador). This dialogue made it possible to learn more about the experiences, recommendations, and views of both government and labor and management sectors, to achieve greater equality between men and women in the work place, particularly as regards the following:

- Increasing the participation and employment of women;
- Reducing gender gaps in labor income and the informal market
- Improving the quality of jobs for women
- Fully incorporating women into the work place, free of discrimination and with equal opportunities
- Ensuring equitable access to welfare benefits;
- Contributing to efforts to reconcile paid work and family responsibilities;
- Increasing women's participation in social dialogue and trade unions;
- Recognizing the value of nonremunerated work;
- Preventing and eradicating all forms of gender violence in the workplace.

The project has produced a series of documents:¹²

- Mires, L. (2011). *Advancing Gender Equality in the Context of Decent Work*, OAS Inter-American Commission of Women, Washington, D.C.
- *Training Manual on Participatory Strategic Planning with a Gender Perspective: Central America*
- *Training Manual on Participatory Strategic Planning with a Gender Perspective: Caribbean*
- *Final Report: Workshop on Participatory Strategic Planning with a Gender Perspective: for Central America, Mexico, and the Dominican Republic*
- *Final Report: Workshop on Participatory Strategic Planning with a Gender Perspective for CARICOM*

12. Available at: <http://www.oas.org/es/cim/labour.asp>

D. Citizen security from a gender perspective

On June 5, 2011, during the OAS General Assembly, the CIM, in cooperation with the Inter-American Commission on Human Rights (IACHR), the Inter-American Institute of Human Rights (IIHR), and the United Nations Office of the High Commissioner for Human Rights (UNOHCHR), organized a round table on “Citizen Security and Human Rights.”¹³ The purpose of the event was to identify priority policies and programs to further the incorporation of a human rights-based and gender equality approach in public citizen security policies. The CIM President inaugurated the event, together with Dinah Shelton, President of the IACHR, and Franzy Hasbún, Chief of Staff for Security of El Salvador and Secretary for Strategic Affairs in the Office of the President. The event included a panel discussion on “Women, gender, and citizen security,” in which prominent experts from the region participated. Present at the roundtable were ministers and vice-ministers, delegates, and experts from the region, as well as members of civil society.

In preparation for the event, the CIM produced a series of briefing notes¹⁴ on:

- Citizen security from a rights and gender equality perspective
- Violence against women in Latin America
- Violence against women in the Caribbean.

As a result of the participation of the CIM in the Regional Colloquium: Women Leaders as Agents of Change (Trinidad and Tobago, June 2011), and specifically the presentation on *Gender, Violence, and Security in the Caribbean*, the delegates of the Organisation of East Caribbean States (OECS) voiced their interest in having a more extensive exchange of information and ideas on the security of women in the Caribbean. In this context, and with the support of the Government of Trinidad and Tobago, on September 30, 2011 a roundtable was held on “Effective Strategies for Combating Violence against Women in OECS States.” This roundtable brought together the MESECV experts and competent national authorities, the OAS national representatives in those countries, the permanent representatives of those countries to the OAS, and some international, academic, and civil society experts.

The President of the CIM instructed the CIM Executive Secretary to attend the Eleventh Regular Meeting of the Inter-American Committee against Terrorism (CICTE) on March 17, 2011, in Washington, D.C. As a result, the CIM provided technical support to CICTE officials to ensure the incorporation of a gender perspective in their projects.

E. Other topics

In November 2011, the CIM organized the Fourth Meeting of Ministers or of Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States (REMIM IV) in San Salvador. The purpose of this meeting was to analyze and discuss the principal topics of the Sixth Summit of the Americas (April 14-15, 2012) – security, access to and use of technologies, natural disasters, reduction of poverty and inequities, partnership for development, and the physical integration of the Americas—from a women’s rights and gender equality perspective.

13. The complete event can be seen on video on the OAS web page:
(http://www.oas.org/en/media_center/videos.asp?sCodigo=11-0165&videotype=10).

14. Available at: <http://www.oas.org/es/cim/biblioteca.asp>

In this context, REMIM IV adopted a resolution (CIM/REMIM-IV/doc.6/11 Rev.1) that recommends the inclusion of specific language in the resulting Summit document to ensure that the needs and demands of women are reflected in the final conclusions of that event. The REMIM resolution was communicated to the Chairman of the Summit Implementation Review Group (SIRG) and to the competent national coordinators in each member state.

In January 2012, the CIM President sent the CIM delegates a communication urging them to work with their foreign ministries and OAS Permanent Missions to ensure that the contributions made to the documents of the Summit of the Americas at REMIM IV are incorporated into the final version of the resulting document.

VI. RECOMMENDATIONS

1. Confer the support of the General Secretariat and OAS cooperating countries to the implementation of the IAP through the work of the CIM/OAS to institutionalize the women's rights and gender equality approach in the work of the Organization.
2. Promote harmonization of national legislation and public policies with the provisions of inter-American treaties and conventions on women's human rights, particularly the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Convention of Belém do Pará), in order to advance the full exercise of women's rights and the achievement of gender equality.
3. Follow up Article 26 of the Declaration of San Salvador: "Advancing Economic and Social Recovery with Sustainable Development, Decent Work and Social Inclusion," adopted by the XVII Inter-American Conference of Ministers of Labour, and the *Strategic guidelines for advancing gender equality and non-discrimination within a decent work framework*, adopted by the XV IACML, by strengthening collaboration on the labor rights of women between the CIMT and the CIM
4. Within the framework of the *Declaration of San Salvador on Gender, HIV and Violence against Women*, adopted by the CIM Assembly of Delegates in 2007, analyze the links between the two global pandemics of HIV/AIDS and violence against women in both policy and programming, and support the work of the CIM and its strategic partners in the region.

Budget Execution to 31 December 2011
Regular Fund – 2011 Budget (US\$)

	Modified budget	Funds allocated	Obligations	Expenditures	Available balance
23010 – Permanent Secretariat	822,543.48	822,543.48	3,188.77	819,354.71	-
23011 - President / Executive Committee	33,839.09	33,839.09	1,775.45	32,063.64	-
23012 – Assembly of Delegates	58,981.89	58,981.89	1,835.43	57,146.46	-
23014 – Horizontal Cooperation	12,603.30	12,603.30	15.57	12,587.73	-
23017 – Prevention of Violence against Women	37,761.61	37,761.61	1,189.13	36,572.48	-
Total:	965,729.37	965,729.37	8,004.35	957,725.02	-