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INTER-AMERICAN COMMISSION OF WOMEN

OEA/Ser.L
CIM/doc.143/20
August 31st 2020
Original: Spanish

ANNUAL REPORT OF THE
INTER-AMERICAN COMMISSION OF WOMEN
TO THE FIFTIETH REGULAR SESSION OF THE GENERAL ASSEMBLY
OF THE ORGANIZATION OF AMERICAN STATES

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1. 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 General Committee of the Permanent Council for subsequent submission to the General Assembly for consideration at its fiftieth regular session with such observations and recommendations as the Committee deems appropriate.

This report summarizes the activities carried out by the CIM between January and December 2019. The work of the CIM is aligned with its existing mandates, which stem from the Inter-American Program on the Promotion of the Human Rights of Women and Gender Equity and Equality (IAP), its Strategic Plan 2016-2021, specific resolutions of the OAS General Assembly, the Declaration and resolutions adopted by the Thirty-Eighth Assembly of Delegates of the CIM (May 7 and 8, 2019, Santo Domingo), including the Triennial Program of Work 2019–2022 of the CIM, agreements adopted by the CIM Executive Committee 2019-2022, and the commitments adopted at the Summits of the Americas.

In compliance with the multiple mandates entrusted by the OAS General Assembly to the General Secretariat in terms of strengthening the CIM,¹ during the period under review the Secretary General and the member states lent important political support to the CIM. 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 a gender equality, diversity, and rights perspective, in connection with full implementation of the Institutional Policy on Gender Equality, Diversity, and Human Rights of the General Secretariat of the OAS (Executive Order No.16-03).²

Taking into account the challenges of achieving the full exercise of women's rights, in 2016 the Thirty-Seventh Assembly of Delegates of the CIM adopted the Strategic Plan 2016-2021 with a view to:

- i) Strengthening and consolidating the position of the CIM as the Hemisphere's political forum and reference point for forging full citizenship for women from a human rights perspective
- ii) Coordinating and harmonizing the CIM's actions with those of the OAS; and
- iii) Institutionalizing the gender equality and rights approach in all the Organization's activities.

The Plan was prepared and is being carried out, from both a conceptual and methodological point of view, with a human rights approach, which seeks to re-establish the specificity of women's human rights within the general framework of international and inter-American conventions, which are the normative benchmark for supporting harmonization of national legislation in the area of women's rights. This approach also takes into account the intersecting facets of identity (i.e. relationship) between gender, class, ethnicity, age, geographic location, sexual orientation, gender identity and expression, and disability as central factors that, along with others, condition and shape the possibilities and opportunities of people in the economic, social, political, and cultural spheres.

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 (XXXVIII-O/07), AG/RES. 2441 (XXXIX-O/09), AG/RES. 2560 (XL-O/10) and AG/RES. 2685 (XLI-O/11), AG/RES. 2710 (XLII-O/12), AG/RES. 2770 (XLIII-O/13), AG/RES. 2831 (XLIV-O/14), AG/RES. 2887 (XLVI-O/16), AG/RES. 2908 (XLVII-O/17)/Chapter xviii, AG/RES. 2928 (XLVIII-O/18)/Chapter xiv and AG/RES. 2941 (XLIX-O/19)/Chapter xvi.

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

In addition to providing a road map for the work of the CIM, the Strategic Plan 2016-2021 seeks to place the Commission and its work in the broader context of the ongoing hemispheric debates on the Organization of American States (OAS), its relevance, its strategic orientation, and its financial situation. Current discussions on the strategic vision of the OAS have focused on the need to:

- Seek sustainable sources of funds to enable the Organization to continue operating with the staff and resources it needs to meet its multiple mandates; and
- Rationalize the work of the OAS in order to maximize its comparative advantages and to curtail some of the activities that have contributed to an excessive dispersion of limited resources and, in some cases, duplication of tasks.

These two objectives are of absolute relevance to the Inter-American Commission of Women and provide the guiding framework for its Strategic Plan, whose purpose is to make the most of limited resources and to focus both the work of the Commission and its fundraising activities on certain issues.

2. Origin, Legal Bases, 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 Executive Secretariat of the CIM. In 1953, the Commission signed an agreement with the OAS Permanent Council under which the CIM was recognized as a permanent inter-American specialized organization having 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 permanent specialized 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 was signed between the CIM and the OAS.

As the principal hemispheric forum for women’s rights and gender equality, the CIM links the commitments undertaken at the international level on women’s human rights with effective public policies at the national level.

The CIM addresses the rights and demands of women in two key areas: (i) promoting gender equality and the elimination of discrimination; and (ii) preventing and punishing gender-based violence. 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 evidence-based. In addition, in recent years, the CIM has accorded priority to establishing and deepening partnerships in order to enhance both the impact of its work and its sustainability over time.

The CIM pursues 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 states, all elected by the Assembly; and the Executive Secretariat, which performs the Commission's administrative, technical, and executive duties. 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 the CIM's work. The CIM Statute³ authorizes governments accredited as Permanent Observers to the OAS to have permanent observer status with the Inter-American Commission of Women as well.

3. Thirty-Eighth Assembly of Delegates of the CIM

The Thirty-Eighth Assembly of Delegates of the Inter-American Commission of Women (CIM) was held in Santo Domingo, Dominican Republic, on May 7 and 8, 2019.⁴ The Assembly was organized around the theme "Equality and Autonomy in the Exercise of Women's Political Rights," as a strategic key to their full autonomy and citizenship. A Round Table discussion at the start of the Assembly analyzed both the significant progress made and ongoing regional and international challenges. It was followed by an exchange of views among Delegates of the CIM on best practices in the area addressed by the Assembly.⁵

The main results of the Assembly were:

- Adoption of the "Declaration of Santo Domingo on Equality and Autonomy in the Exercise of Women's Economic Rights for the Strengthening of Democracy" [CIM/DEC. 16 (XXXVIII-O/19)];⁶
- Adoption of the Triennial Program of Work 2019-2022 of the Inter-American Commission of Women (CIM/doc.6/19 rev. 1);⁷ and
- Election of a new Executive Committee of the CIM for the 2019-2022 period, with the following composition:

President:	Dominican Republic
Vice-Presidents:	Canada
	Colombia
	Panama
<u>Members:</u>	Costa Rica, Ecuador, Mexico, Peru, Suriname

During the period covered by this report, up to the Thirty-eighth Assembly of Delegates of the CIM, the Presidency of the CIM was exercised by Peru (Principal Delegates Ana María Mendieta Trefogli and Gloria Montenegro Figueroa), and, as of the Assembly, by the Dominican Republic, represented by Principal Delegate Janet Camilo Hernández.

During this period, the President of the CIM chaired two regular sessions of the Executive Committee 2016-2019 and one session of the Executive Committee 2019-2022. She also represented the CIM at the

3. CIM Statute (2016). Available at: <https://www.oas.org/en/cim/docs/CIMStatute-2016-EN.pdf>.

4. For more information on the proceedings and results of the Assembly, see CIM/doc.14/19 "Summary Minutes of the Thirty-Eighth Assembly of Delegates of the Inter-American Commission of Women" at: <http://www.oas.org/en/cim/docs/AoD38-Doc14.19-EN.pdf>.

5. Further details on those best practices can be found in the Summary Minutes of the Thirty-Eighth Assembly of Delegates (CIM/doc.14/19 rev. 1).

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

7. Available at: <http://www.oas.org/en/cim/docs/AoD38-Doc6.19-EN.pdf>

forty-ninth regular session of the OAS General Assembly, during which she presented the annual reports of the CIM,⁸ underscored the main progress made and ongoing challenges for effective implementation of the Commission's work, and urged the delegations to ensure the full and effective incorporation of a women's rights and gender perspective in their work. In her speech, the President⁹ highlighted some of the principal issues addressed by the Commission in 2018-2019, including:

- Advances made during the Thirty-Eighth Assembly of Delegates of the CIM included positioning parity as a matter of justice, encompassing three dimensions: (i) Equal participation of men and women (50/50) in decision-making positions in both the public and private sectors, at all levels from international to local; (ii) the exercise of power on an equal footing, that is to say, free from discrimination and gender- or sex-based violence; and (iii) incorporation of the women's rights and gender equality agenda;
- Commemoration of the 25th anniversary of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Belém do Pará Convention); and
- The efforts of the CIM to position and defend gender equality as a good of humanity.

4. Selection Process for the New Executive Secretary of the CIM

In July 2019, the selection process was concluded for the new CIM Executive Secretary, with the recommendation of the shortlist by the CIM Executive Committee to the OAS Secretary General from an initial list of 54 candidacies. The SG then proceeded to appoint the person who occupied first place in the shortlist, Alejandra Mora Mora.¹⁰ The Executive Secretary assumed her new position on August 16, 2019.

The new Executive Secretary assumed the mandate of institutional strengthening, adopted by the CIM Delegates in the framework of the Assembly of Delegates. In this regard, new methodologies and processes were initiated both internal and external, through the systematization and institutionalization of methodologies for teamwork and the redistribution of functions, in order to enhance and diversify the production of knowledge and development of concrete tools for OAS member states and civil society. Regarding communication, a positioning strategy for the CIM was designed, with clear actions to promote and align the identity of the CIM in all communication actions.

In addition, the Executive Secretary has assumed all the planning priorities approved by the CIM political bodies (Executive Committee and Assembly of Delegates): the right of all women to a life free of violence, the validity of the transformative leadership of women and their economic empowerment, as well as the strengthening of the National Machineries for the Advancement of Women's Rights. This work has been carried out through knowledge gathering and building, formation of alliances and dialogue with the representatives of the OAS Member States, the Ministers, senior gender authorities and other relevant political actors, international organizations, public entities at the national level, parliaments, civil society, academia, and non-gender sensitive sectors

Giving voice to women who have no voice and raising the needs of women to the top of the international agenda has been the dynamic and hallmark of this new administration.

8. Available at: <http://www.oas.org/en/cim/reports.asp>

9. Available at: <http://www.oas.org/en/cim/president.asp>

10. Para más información sobre el proceso de selección, ver: <http://www.oas.org/es/cim/secretariaiejecutiva.asp>

5. Fulfillment of the Mandates Adopted by the OAS General Assembly at its Forty-Ninth Regular Session

The 49th regular session of the OAS General Assembly was held from June 26th to 28th 2019 in Medellín, Colombia. In addition to hearing the presentation of the Annual Reports of the CIM¹¹ by the President, the Assembly adopted resolution AG/RES. 2941 (XLIX-O/19) on “Promotion and protection of human rights,” which in its chapter xvi on “Strengthening of the Inter-American Commission of Women for the promotion of gender equity and equality, the human rights of women and girls and the elimination of discrimination and all forms of violence against them,” reiterates the commitment of Member States to strengthening the CIM and assigns the CIM a series of mandates in relation to key issues such as parity and women’s leadership, prevention of violence and economic autonomy. It also reaffirms the importance of keeping the CIM budget at the level established during the 47th General Assembly of OAS in 2017.

6. Fulfillment of the Agreements Adopted by the CIM Executive Committee 2016-2019 and 2019-2022

During the period covered by this report and during the Presidency of Peru and the Dominican Republic, the CIM strove to promote autonomy and equality in the exercise of women's rights. It also continued to promote mainstreaming of the gender, diversity and rights approach as a prerequisite for sustainable and inclusive human development. The CIM received mandates from three regular sessions of its Executive Committee. Following is a summary of the status of implementation of, and compliance with, those mandates.

On January 22, 2019, the Executive Committee of the CIM 2016-2019 held its Fifth Regular Session in Santiago, Chile, during which it adopted three agreements, the fulfillment of which is detailed below:

Agreement		Status of fulfillment
1	Regarding the date and venue of the Thirty-eighth Assembly of Delegates of the Inter-American Commission of Women (2019): a. Hold the Thirty-eighth Assembly of Delegates of the Inter-American Commission of Women on May 7 and 8, 2019, in the City of Santo Domingo, Dominican Republic; b. Request that the Executive Secretariat initiate the corresponding preparations for the Assembly, in accordance with the provisions of the Statute of the CIM; c. Thank the Principal Delegate of the Dominican Republic for her offer and make itself available to support the successful organization of the meeting.	Fulfilled The Thirty-eighth Assembly of Delegates was held in Santo Domingo, Dominican Republic, on May 7 and 8, 2019 ¹²
2	Given the current hemispheric context and the need to consolidate the	Partially fulfilled,

11. Available at: <http://www.oas.org/en/cim/reports.asp>

12. For more information on the proceedings and results of the Assembly, see CIM/doc.14/19 "Summary Minutes of the Thirty-Eighth Assembly of Delegates of the Inter-American Commission of Women" at: <http://www.oas.org/en/cim/docs/AoD38-Doc14.19-EN.pdf>

Agreement	Status of fulfillment
<p>effective implementation of the agreements reached on women's rights and gender equality:</p> <ul style="list-style-type: none"> a. Develop a strategy to strengthen the Inter-American Commission of Women as a privileged political forum for the implementation of the agenda of women's rights and gender equality; b. Request that the delegation of Mexico prepare an initial draft of the strategy for the consideration of the Delegates, and its eventual adoption during the Thirty-eighth Assembly of Delegates of the Inter-American Commission of Women. 	<p>given that the strategy was not prepared as specific in point b.</p>
<p>3 Express its concern over the continued vacancy in the post of the Director of the Division for Gender Affairs (DGA) of the Economic Commission for Latin America and the Caribbean (ECLAC) and urge the pertinent authorities to appoint a person to fill the vacancy on a permanent basis in order to ensure the strengthening of the DGA.</p>	<p>Fulfilled</p>

On May 6, 2019, the Executive Committee of the CIM 2016-2019 held its Sixth Regular Session in Santo Domingo, Dominican Republic, during which it adopted three agreements, the fulfillment of which is detailed below:

Agreement	Status of fulfillment
<p>1 Request that the Executive Secretariat, upon conclusion of the interviews with the candidates for the position of Executive Secretary of the Inter-American Commission of Women:</p> <ul style="list-style-type: none"> a. Publish the profiles of the six applicants on the CIM website, no later than Monday, May 13, 2019; b. Broadly disseminate the profiles to the member states and civil society to receive the pertinent observations, through letters addressed to the Executive Committee of the CIM 2019-2022; c. Transmit all the comments received to the Executive Committee of the CIM 2019-2022 for due consideration in the process for the selection of the shortlist of three candidates that will be sent to the Secretary General. 	<p>Fulfilled</p> <p>The profiles were posted on the CIM web page¹³ between May 13 and June 14, and 193 observations were received regarding the six published candidacies. Those observations were compiled and transmitted by the Secretariat to the Executive Committee 2019-2022, elected during the Thirty-eighth Assembly of Delegates to the CIM (May 7 and 8, 2019).</p>
<p>2 Recommend to the Executive Committee of the CIM 2019-2022 that, in the process of selecting the shortlist of candidates that will be sent to the Secretary General, it consider the following criteria prioritized by this Committee in the interview process:</p> <ul style="list-style-type: none"> a. A personal knowledge and demonstrated commitment to the gender equality perspective, as well as practical experience of this commitment; b. Knowledge of the Inter-American Commission of Women and 	<p>Fulfilled</p> <p>The criteria were conveyed to the Executive Committee 2019-2022 and formed the principal basis for the selection of the short list of candidacies that was eventually submitted for consideration by the OAS</p>

13. See: <http://www.oas.org/en/cim/executivesecretary.asp>

Agreement		Status of fulfillment
	<p>its role within the inter-American system;</p> <p>c. Extensive experience of practical work in the political field and, from this trajectory, ability to propose a strategic vision for the strengthening of the CIM within the current hemispheric context;</p> <p>d. The provisions of Article 16 of the Statute of the CIM regarding "the principles of rotation and equitable geographical representation."</p>	Secretary General.
3	Request that the Executive Secretariat take the necessary steps to hold the First Regular Session of the Executive Committee of the CIM 2019-2022 on June 25 or 26, 2019, on the margins of the thirty-ninth regular session of the General Assembly of the Organization of American States (OAS), to be held in Medellín, Colombia from June 26 to 28, 2019.	<p>Fulfilled</p> <p>The First Regular Session of the Executive Committee of the CIM 2019-2022 was held on June 26 in Medellín.</p>

On June 26, 2019, the Executive Committee of the CIM 2019-2022 held its First Regular Session in Medellín, Colombia, during which it adopted four agreements, the fulfillment of which is detailed below:

Agreement		Status of fulfillment
1	<p>Request the President of the CIM to convey to the Secretary General of the Organization of American States the following shortlist of candidates for the position of Executive Secretary of the CIM, elected by a majority of the members of the Executive Committee:</p> <ol style="list-style-type: none"> 1. Alejandra Mora Mora (8 votes) 2. Miosotis Rivas Peña (7 votes) 3. Lorena Frías Monleón (5 votes) <p>Request also that she attach to that communication the profiles and supporting documents received by each candidate.</p> <p>Request that in the same communication she stress the importance of a new Executive Secretary being appointed without delay in order to ensure the continuity of the CIM's work and its effective representation.</p>	<p>Fulfilled</p> <p>The shortlist of candidates and their profiles was conveyed to the OAS Secretary General by the President of the CIM, in Note CIM-06-060-19 of June 26, 2019, together with the corresponding documentation.</p>
2	Request the Executive Secretary of the CIM to duly notify the six candidates considered of the status of the selection process and to thank the three candidates who are not on the shortlist for their interest and for taking part in the process.	Fulfilled
3	Thank Carmen Moreno Toscano for her work over the past 10 years as Executive Secretary of the CIM, which helped strengthen the CIM as the Hemisphere's benchmark political forum for women's rights and gender equality.	Fulfilled
4	Thank the Government of Colombia for its warm welcome and efficient management of the First Regular Session of the Executive Committee of the CIM.	Fulfilled

7. Activities of the Executive Secretariat of the CIM: Implementation of the CIM Triennial Program of Work 2019-2022:

7.1. Women's political rights for strengthening democracy

Forging a regional agenda on parity in politics

The CIM has positioned the issue of parity as a measure of justice that encompasses three dimensions: (i) Equal participation of men and women (50/50) in decision-making positions in both the public and private sectors, at all levels from international to local; (ii) the exercise of power on an equal footing, that is to say, free from discrimination and gender- or sex-based violence; and (iii) incorporation of the women's rights and gender equality agenda. From this definition, the CIM has worked to position parity and make it visible in all its work as a fundamental cross-cutting axis and a necessary precondition to achieve the full integration of the gender perspective in the work of the States.

Strengthening women's participation and leadership in political life

In 2017-2018, the CIM launched the Course for Electoral Candidates with three objectives: 1) improve the performance of participants in their electoral campaigns, with sessions on campaign strategy and political communication; 2) strengthen their response to the different forms of discrimination and violence they may face due to being women candidates, with sessions on leadership, political violence, and physical and digital security; and 3) engage participants in promoting the women's rights agenda in the Americas and participating in women's political networks. The Course was launched in Mexico in April 2018 and since then, nine editions have been held in various countries in the region, including Mexico (at the federal level, in Chiapas and in Aguascalientes), Peru, the Dominican Republic,¹⁴ Panama, Bolivia,¹⁵ Colombia¹⁶ and Costa Rica,¹⁷ all in collaboration with the National Machineries for Women and the National Electoral Institutes.

The CIM has placed the Course for Electoral Candidates at the center of its resource mobilization efforts and in July obtained a contribution from the Spanish Fund for the OAS to implement three editions of the course between 2020 and 2021, virtually due to the pandemic situation, which has had a decisive impact on how technical assistance is offered from the OAS. Paraguay and Ecuador have requested the of the Course in the context of their 2021 elections.

In June 2019, following up on the Courses for Women Electoral Candidates, the CIM organized the First Think Tank entitled: "“La capacitación a mujeres políticas a examen: Qué hacemos, qué sabemos, qué funciona” [Evaluating training for women in politics: What do we do? What do we know? What works?]" in Washington, D.C. It brought together 13 organizations from the United States, Colombia, Guatemala, Mexico, Panama, Paraguay, and Peru to analyze the factors needed to ensure that training for women reinforces their political leadership in an electoral context and thus helps level the electoral playing field,

14. See: <http://www.oas.org/es/sap/dgpe/escuelagob/imgs/20181112-convo%20panama.pdf>

15. See: http://www.oas.org/es/sap/dgpe/escuelagob/cursos_preparada-para-la-campa%C3%B1a-curso-de-fortalecimiento-mujeres-candidatas.asp

16. See: <https://www.mapp-oea.org/concluye-formacion-de-la-oea-para-el-empoderamiento-politico-de-las-candidatas-en-colombia/>

17. See: http://www.oas.org/es/sap/dgpe/escuelagob/cursos_candidatas_electorales.asp

and to identify mechanisms for observing how training for women helps strengthen their political leadership in an electoral context.

Promoting electoral governance from a gender perspective

In 2019, the CIM held the First Inter-American Course on Electoral Governance from a Gender Perspective,¹⁸ in Santo Domingo, from September 8-11, in cooperation with the Central Electoral Board (JCE) and the Ministry of Women of the Dominican Republic, and sponsored by the Mexican Agency for International Development Cooperation (AMEXCID). The Department of Electoral Cooperation and Observation (DECO/OAS) and the Inter-American Commission on Human Rights (IACHR) also helped organize the Course with their advice and participation. The objective of the Course for electoral authorities, officials, and professionals is to strengthen electoral systems in the region and promote and defend women's political and electoral rights. In the framework of the COVID-19 pandemic and with a view to analyzing the specific impacts on women's political-electoral rights, in June 2020 the CIM organized the Webinar "Electoral Guarantees in Times of COVID-19," which had more than 20,000 followers.

The impact of laws on preventing and addressing violence against women in political life

Pursuant to the guidelines contained in the Inter-American Model Law on the Prevention, Punishment and Eradication of Violence Against Women in Political Life,¹⁹ in 2019 the CIM launched the "Model Protocol for Political Parties: Preventing, Addressing and Punishing Violence against Women in Political Life,"²⁰ which seeks to support efforts by political parties to establish new rules and adopt preventive measures aimed at eradicating that violence and to draw up clear procedures for punishing those responsible for it and for making reparation to the victims, so as to eliminate impunity and strive for safe conditions in political party life. Based on that Protocol and working with the United Nations Entity for Gender Equality and the Empowerment of Women, also known as UN Women, within the framework of the *Spotlight Initiative*, in its efforts to eradicate violence against women and girls, the CIM has held training workshops in El Salvador, Ecuador, and the Dominican Republic to boost the capacity of members of political parties and political party personnel to address and prevent violence against women in political life.

Inter-American Task Force on Women's Leadership

An initiative promoted and supported by the Government of Canada, the Inter-American Task Force on Women's Leadership²¹ was launched within the framework of the Eighth Summit of the Americas (Peru, April 13-14, 2018). The Task Force seeks to unite and strengthen the efforts of the different inter-

18. See: <http://www.oas.org/es/sap/dgpe/escuelagob/imgs/Brochure-GPG.pdf>

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

20. Available at: <http://www.oas.org/en/CIM/docs/ViolenciaPolitica-ProtocoloPartidos-EN.pdf>

21. The Task Force is made up of the Economic Commission for Latin America and the Caribbean (ECLAC), the Inter-American Development Bank (IDB), the OAS - Inter-American Commission of Women (CIM) and Inter-American Commission on Human Rights (IACHR), the Pan American Health Organization (PAHO), ParlAmericas, the United Nations Development Program (UNDP), UN Women, the International Institute for Democracy and Electoral Assistance (International IDEA) and the Ibero-American General Secretariat (SEGIB). In addition, two civil society organizations act as permanent members of the Task Force: the Caribbean Institute for Women in Leadership (CIWiL) and the Latin American and Caribbean Committee for the Defense of Women's Rights (CLADEM). The CIM serves as the Secretariat of the Task Force, with responsibility for its general operation and daily operations..

American and international institutions that address the empowerment and leadership of women from different perspectives.

Since its establishment, the Task Force, from the CIM as its Secretariat, has coordinated fifteen inter-institutional work meetings. As a collective result, the Task Force has generated key advocacy spaces in high-level forums such as the CSW, the CIM Assembly of Delegates, the CAF Annual Conference, and the Regional Conference on Women of Latin America and the Caribbean. It also organized, together with Foreign Policy, a Global Summit to highlight the leadership of women on the global agenda for women's rights and gender equality.²²

The Task Force has also developed a series of tools, including: i) an Assessment of Women in Spaces of Power; ii) a Mapping of Scalable Initiatives and Practices, which brings together 120 initiatives and programs implemented by the partners of the Task Force; and iii) a Systematization of Mandates, which identifies the instruments, agreements and recommendations pertinent to the work of the Task Force. All of these tools are available on the Task Force website: <http://www.taskforcewomenleadership.org>.

7.2. Women's economic rights for integral development

In 2019, following up on the Declaration of Lima on Equality and Autonomy in the Exercise of Women's Economic Rights, adopted by the Thirty-Seventh Assembly of Delegates of the CIM in 2016, the CIM embarked on an initiative aimed, conceptually and politically, at highlighting: (i) the need to strengthen the inter-American legal framework with respect to women's economic rights; and (ii) the importance of re-thinking work in such a way to draw attention to their unpaid work in the home and as care providers, and of fostering social co-responsibility for care among women, men, the State, and the private sector.

In the labor sphere, the CIM has maintained permanent coordination with the Department of Human Development, Education and Employment (DDHEE) of the OAS for the follow-up of the "Strategic Guidelines of the XV IACML for Advancing Gender Equality and Non-Discrimination within a Decent Work Framework" (2007). This collaboration is reflected in the consolidation of the gender and women's rights perspective on the technical and political agenda of the Inter-American Conference of Ministers of Labor (IACML). In the framework of the implementation of the IACML Work Plan 2018-2020, during 2019 the CIM supported the IACML Technical Secretariat in updating the study on "Institutionalization of the gender perspective in the Ministries of Labor of the Americas." The first draft of the study was presented during the Working Groups and Preparatory Meeting of the Inter-American Conference of Ministers of Labor (IACML) held in Quito, Ecuador in December 2019.

As part of its program on Women's Economic Rights for Integral Development, which seeks to strengthen the legal framework and give value to women's unpaid work, the CIM has identified the issue of care as a fundamental accelerator and necessary precondition for gender equality. The CIM has prepared the publication: "COVID-19 in women's lives: The global care emergency," in order to give voice to the silent and normalized crisis that mainly affects women. This document analyzes how the pandemic accentuated care and generated a huge deficit. With this document, the CIM will make

22. For more information on the Summit, see: <https://foreignpolicy.com/events/herpower/>

available to member states of the OAS useful and high-quality content to take immediate measures to confront this other emergency.

7.3. Institutionalization of the rights, diversity, and gender equality approach in the work of the OAS

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

Twenty years ago, OAS member states adopted the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP), in order to i) systematically integrate the gender perspective in all organs and agencies and entities of the inter-American system, and ii) encourage OAS member states to formulate public policies, strategies, and proposals aimed at promoting women's human rights and gender equality in all spheres of life. Within the OAS, the implementation of the IAP has resulted in greater visibility of gender within the work of the OAS, including not only the strengthening of CIM's technical assistance to other areas of the OAS, but the deepening of the work of all parts of the OAS to promote the participation of women and eliminate discrimination and violence against them. With Member States, there have been significant advances in terms of public policies with a gender perspective in almost all the areas of competence of the IAP. In both cases, evaluations of the implementation of the IAP have identified important areas where a renewal of commitments and efforts are required to strengthen progress towards equality.

In the framework of the 20th anniversary of the IAP, other processes such as the 25th anniversary of the Beijing Platform for Action, the 25th anniversary of the Belém do Pará Convention, the CIM has raised the need to identify new challenges to introduce new thematic axes such as technology, cybersecurity and gender

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

On March 7th 2016, the OAS General Secretariat adopted the *Institutional Policy on Gender Equality, Diversity, and Human Rights of the General Secretariat* (Executive Order No. 16-03).²³ The policy seeks to advance equality and equity in the exercise of rights, equal opportunity, and equal treatment of men and women in all the work of the GS/OAS by strengthening its management, culture, and institutional capacities. The Policy comes with a Plan of Action for implementing it: a document that was approved in October 2017 and is currently being executed.²⁴

During the period of this report, the main achievements in the execution of the Action Plan included:

- Continuous training for OAS personnel and Member States in the implementation of the gender, diversity, and rights approach, through a series of concrete tools developed in collaboration with the Educational Portal of the Americas: i) the Massive Open Online Course (MOOC) on Gender, Diversity and Rights in the GS/OAS; ii) the "Virtual Course on the Gender Equality and Rights Approach and in Policies, Programs and Projects,"²⁵ adding 150 people to the total of 1,058 people trained since the

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

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

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

course was launched in 2013; and iii) and the “Virtual Course on Strategic Planning from a Gender Perspective,”²⁶ adding 70 people to the total of 179 people trained since the course was launched in 2016, both in collaboration with the Educational Portal of the Americas;

- The Diploma on Communication, Gender and Human Rights, offered in collaboration with the Communication for Equality Civil Association (Argentina), adding 40 people to more than 100 people trained since the launch of the course in 2015.²⁷
- With the support of the Department of Press and Communication and the Department of Social Inclusion of the OAS, the CIM concluded the preparation of a OAS Guide to Inclusive Communication, which seeks to guide communication both externally and internally with a view to institutionalizing the use of language, images and other forms of communication that are inclusive and non-sexist.
- Within the GS/OAS, executive orders and directives have been issued, with the aim of strengthening the OAS institutional framework in matters of gender equality, respect for human rights and diversity. In 2019, Directive 01/19 "Conduct Guidelines for Activities Organized by the General Secretariat of the Organization of American States (SG / OAS): Supporting a workplace free of harassment" was issued.²⁸
- During 2019, the CIM worked with the Department of Human Resources and a consulting company to review the institutional regulations of the GS/OAS regarding human resources management from a gender, rights and diversity perspective, to identify of gaps in said regulations, with a view to presenting a report of recommendations for the elimination of these gaps. The final report of this work will be presented in 2020.

Part of the CIM's work to advance the institutionalization of the gender equality and rights approach in the work of the OAS includes continuous work on: (i) collaboration with the Department of Planning and Evaluation (DPE), through technical assistance and recommendations; and (ii) granting specific technical and theoretical assistance and advice to other OAS secretariats and departments, including inter-American commissions and their secretariats, to advance women's rights and gender equality in the formulation and implementation of policies and projects.

Strengthening the capacity of National Machineries for the Advancement of Women (NMAW) to make progress with mainstreaming the gender perspective

The Ministers face numerous structural, institutional and political challenges to carry out their role as leaders of the national equality/gender plans. For this reason, the CIM is evaluating the strategic axes to offer a strengthening program that meets the needs and realities of the “new normal.”

Since 2014, the CIM has carried out Participatory Gender Assessments (PGAs) to incorporate a gender perspective in all policies, at all levels and at all stages, by the actors normally involved in the adoption of such policies, to finally, develop an action plan. In follow-up to this work, in 2014 the CIM launched a project that facilitates the methodological transfer of the PGA to the National Machineries for Women in the region, for replication in other sectors and public institutions. Since then, the project has received funds from the Government of Liechtenstein to implement the methodological transfer in Paraguay (2015), Costa Rica (2017, at the municipal level) and the Dominican Republic (2018, at the inter-

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

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

28. Available at: http://www.oas.org/legal/spanish/Directivas/SG031119_lineamientos.pdf (in Spanish)

institutional level) in collaboration with the Principal Delegates and the National Machineries of these countries. During 2019, the CIM worked hand in hand with the Ministry of Women of the Dominican Republic to expand collaboration in the framework of the PGAs. On this occasion, a PGA was implemented in the Ministry of Industry and Commerce of the Dominican Republic, and assistance in preparing Action Plans in the General Directorate for Procurement and Contracting and in the Ministry of Public Administration. As a result, all three institutions have an Action Plan to address gender equality gaps within their respective institutions.

8. Communication and repositioning strategy of the CIM

With the arrival of the new Executive Secretary and pursuant to the adopted mandates on institutional strengthening, the CIM developed a strategy mainly focused on giving greater visibility to the Commission's strategic axes, preparing messages more efficiently and aligning discourse with the pillars of the OAS in the search to improve the results and generate a greater reach in the different means of communication used. These efforts are carried out through different communication channels (mass messaging, institutional emails, social networks and website). The CIM has a virtual network of more than 4,200 participants, which consists of an electronic database that is used for the massive sending of messages and communications. This network includes authorities, ministers, experts, OAS missions, civil society organizations, representatives of the academic sector, research centers, the media, and other partners.

During the period, all CIM has prioritized the use of information technologies, which has involved an intensification of the dissemination of CIM products, participation in online activities, content generation for social networks, the preparation of posters and infographics, the use of video conferencing platforms, podcasts and videos to promote other forms of exchange. As a result of the increase in virtual activity, an exponential growth of the network of contacts and followers has been evidenced in the multiple channels of dissemination of the CIM.

During the period of this report, more than 630,000 emails were sent through 151 newsletters on activities, publications, news, press releases, questionnaires, requests for information, among others. Through accessible and friendly language, the CIM has achieved a significant presence on Twitter, Facebook and YouTube. The CIM's Twitter account (@CIMOEAE) has more than 9,100 followers; in 2020 it has received more than 22,000 profile visits and more than 380 Tweets have been disseminated. The Facebook page has more than 21,000 followers (likes). There was an increase of 78% in followers for Twitter and 58% for Facebook since January 2019. In 2020 alone, the blog "Diálogo CIM" has received more than 7,350 visits and its publications have been viewed more than 11,300 times. The CIM YouTube channel has had 14,726 views since July 2019, with a total of 355 hours of video viewing time during that period.

With the objective of strengthening and positioning the CIM as the first and main hemispheric political forum for the recognition of women's rights and gender equality, a significant effort has been devoted to giving visibility to the work of the CIM and coordinating with a multiplicity of strategic partners. The positioning plan consists of:

- Creation of a Style Manual that defines design and establishes permanent parameters in the search to create institutional memory and contribute to the positioning of the CIM brand;

- Development of the #WeAreCIM campaign, which seeks to position the CIM as the oldest women's political forum in the world, as a feminist conquest and as a space to raise women's voices to the top of the international agenda. We Are CIM seeks to generate a sense of belonging for all women who push the feminist agenda: Ministers, vice presidents, artists, civil society, academics, OAS Secretaries, etc.). This campaign is in the design stage and a series of communication actions will emerge.
- Activation of the Mission of the CIM/OAS Goodwill Ambassador, singer Fanny Lu, who was appointed by the Secretary General at the 2019 OAS General Assembly in Medellín, Colombia. The objective is to help promote and create audience ties with the CIM, and to give visibility to the importance to the empowerment and leadership of girls and young women, and sisterhood and alliances between women to achieve a more equal world.

Civil society

At the end of 2019, the CIM began a process of strengthening dialogue with feminist and women's civil society organizations, through a new work plan and in line with the Strategy for strengthening coordination between the CIM and the civil society (CIM/CD/doc.6/13 rev.3).²⁹ This plan includes a mapping of key actors working for women's rights in the region, the activation of a constant communication channel with these groups and the organization of meetings with CSOs. On March 30th the CIM organized a meeting to reflect on the situation of women in the context of COVID-19. Eighty representatives of different civil society organizations participated and answered a questionnaire about the gender differential effect of the crisis in their countries / territories.

To date, the CIM has a database that includes: 526 individual CSO contacts corresponding to 268 organizations (105 registered with the OAS). CSOs from 22 countries plus regional CSOs for Latin America, the Caribbean and North America.

9. Operational continuity and position with regard to financial and human resources at December 31, 2019

As mentioned above, the financial and human resources outlook for the OAS over the next few years is not encouraging and any cut in the CIM regular budget will of necessity impair its ability to fulfill its mandates. For its part, the Commission has prioritized its essential activities envisaged in the legal instruments on which it is based, such as holding regular meetings of its Executive Committee, the

Execution of the Regular Fund Budget of the CIM for 2019

Expenditure item/category	2019
	Budget Execution (US\$)
CIM personnel remuneration	US\$1,135,581
Inter-agency assistance	US\$92,933
Documents	US\$21,530
Supplies and equipment	US\$18,835
Contracts and conferences	US\$322,323
Other expenses	US\$18,372
Total	
Total (personnel)	US\$1,135,581
Total (non-personnel)	US\$473,993

29. CIM (2013) "Strategy for strengthening coordination between the CIM and civil society," available at: <http://www.oas.org/en/cim/committee.asp>. The list of civil society organizations registered with the OAS is available at: http://www.oas.org/en/ser/dia/civil_society/registry.shtml

preparation of annual reports of the CIM, the MESECVI, and implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP), and to providing technical assistance within the OAS to ensure the incorporation of the gender, diversity, and rights perspective in the Organization's projects.

In 2019, the CIM fully appreciated that its most valuable and limited resource is the personnel working in its Executive Secretariat. Consequently, when its 2020 budget suffered a 3.93% cut, its personnel were not laid off and all of that cut was applied to "non-personnel" items. That meant a 32.27% drop in the funds available to execute the CIM's 2019-2022 Three-Year Program.

The CIM Secretariat personnel currently comprises: an Executive Secretary, seven professional staff and one administrative level staff member. In addition, the Secretariat employs a variable number of consultants, depending on the regular and specific funds available for program and project implementation, as well as interns provided under the OAS Internship Program.

Table 1: Changes in the budget of the Executive Secretariat of the CIM

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

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