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REPORT ON THE ACTIVITIES OF THE PRESIDENT AND EXECUTIVE SECRETARIAT OF THE INTER-AMERICAN COMMISSION OF WOMEN (February to August 2018)

The present report details the activities of the President and Executive Secretariat of the CIM as of the Third Regular Session of the CIM Executive Committee 2016-2019, held on February 20th 2018 in Washington, DC.

1. Presidency of the CIM

The Thirty-Seventh Assembly of Delegates of the CIM was held in Lima, Perú from May 24th to 25th 2016.¹ The Assembly was organized around the theme “Equality and Autonomy in the Exercise of Women’s Rights,” as a strategic key to their physical and sexual autonomy. The main results of the Assembly were:

- Adoption of the "Lima Declaration on Equality and Autonomy in the Exercise of Women’s Economic Rights" (CIM / DEC. 15 (XXXVII-O / 16));²
- Adoption of the Strategic Plan 2016-2021 of the Inter-American Commission of Women;³
- Adoption of the Triennial Program of Work 2016-2019 of the Inter-American Commission of Women;⁴ and
- Election of a new Executive Committee of the CIM for the 2016-2019 period, with the following composition:

President	Peru ⁵
Vice-Presidents	Costa Rica, Mexico, Paraguay
Members	Argentina, Belize, Bolivia, Colombia, Panama

1. For more information on the development and results of the Assembly, see CIM/doc.18/16 "Minutes of the Thirty-seventh Assembly of Delegates of the Inter-American Commission of Women" at: <http://www.oas.org/en/cim/docs/CIM-doc18.16.ing-ActaAoD37.doc>

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

3. Available at: <http://www.oas.org/en/cim/docs/CIM-StrategicPlan2016-2021-EN.pdf>

4. Available at: <http://www.oas.org/en/cim/docs/CIM-doc7.Rev1.16.ing-ProgramaTrienal2016-2018.doc>

5. On April 16th 2018, the Government of Peru, through the Permanent Mission of Peru to the OAS, informed the Executive Secretariat of the CIM of its intention to continue exercising the Presidency of the CIM and accredited as the Principal Delegate to the CIM, the Minister of Women and Vulnerable Populations of Peru, Ana María Mendieta Trefogli. For its part, the Executive Secretariat of the CIM communicated this information to the Principal Delegates to the CIM and the Permanent Missions to the OAS.

During the period covered by this report, the President of the CIM represented the Commission in a side-event during the Eighth Summit of the Americas, held in Lima, Peru on Friday, April 13th 2018. The event, "High Roundtable Level: Strengthening Democratic Governance through the Empowerment and Leadership of Women," aimed to highlight the importance of women's participation and leadership in the fight against corruption and included: Luis Almagro, Secretary General of the OAS; Jennifer Loten, Permanent Representative of Canada to the OAS; Isabel de Saint Malo de Alvarado, Vice President and Minister of Foreign Affairs of the Republic of Panama; Jorge Faurie, Minister of Foreign Affairs and Worship of Argentina; Margarette Macaulay, President of the Inter-American Commission on Human Rights of the OAS; Manisha Singh, Deputy State Secretary of the United States of America; Alicia Bárcena, Executive Secretary, ECLAC; Karina Banfi, President of the Parliamentary Network for Gender Equality of ParlAmericas; and Luiza Carvalho, Regional Director for the Americas and the Caribbean, UN Women. The event also served to announce the launch of the *Inter-American Task Force on Women's Empowerment and Leadership*.

The President of the CIM also participated in the forty-eighth regular session of the OAS General Assembly, held in Washington, DC on June 4th and 5th 2018. In her speech, the President presented the annual reports of the CIM that had been elevated to the Assembly and highlighted some of the main work topics of the Commission during 2017, including:

- **The prevention of violence against women**, which complements efforts aimed at care and punishment with a more in-depth questioning of the gender norms and stereotypes that continue to underlie gender violence, as well as closer work with the education and communication sectors;
- **Gender equality for the good of humanity**, which highlights and reinforces the agenda for gender equality as part of the good in the world; and
- **Women's leadership for democratic governance**, which gives us the opportunity to strengthen democratic systems with greater participation and greater leadership of women, in all their diversity, in fulfillment of our commitments to parity and substantive equality.

On August 20th 2018, the President of the CIM inaugurated the "María Jesús Alvarado" Capacity Building Course for Women Candidates (Special Edition for Peruvian Candidates), a joint initiative of the CIM and the School of Government of the OAS. The course trained 40 candidates, with a view to:

- Strengthening the skills of the participants for electoral competition, particularly in the areas of political communication, construction of the political agenda, direction and organization of electoral campaigns, administration of the electoral budget, negotiation and resolution of conflicts, and the agenda for women's rights and gender equality;
- Offering participants advice from women leaders and training sessions with experts in the subjects taught; and
- Engaging participants with the promotion of the agenda for women's rights in the Americas and participation in women's political networks.

2. Strategic Plan 2016-2021 of the Inter-American Commission of Women

Taking into account the challenges of achieving full citizenship for women and respect for their rights, in 2011 the Thirty-Seventh Assembly of Delegates of the CIM adopted the *Strategic Plan 2016-2021 of the CIM*⁶ with a view to:

- positioning the CIM as a hemispheric policy forum and as reference point for forging the full citizenship of women from a human rights perspective;
- coordinating and harmonizing the actions of the CIM with those of the OAS; and

6. Available at: <http://www.oas.org/en/cim/docs/CIM-StrategicPlan2016-2021-EN.pdf>

- institutionalizing the rights and gender equality approach in the main forums and programs and in the institutional planning of the Organization.

The Plan was prepared and should be carried out, from both a conceptual and methodological point of view, from 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 legislation in the area of women's rights. This approach also takes into account the relationship between gender, class, ethnicity, age, geographic location, sexual orientation and disability as central factors that condition and shape the possibilities and opportunities of people in the economic, social, political and cultural spheres.

In addition to providing a roadmap for the work of the CIM over the next five years, 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 further sources of funds to enable the Organization to continue operating with the staff and resources it needs to meet its current 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, a duplication of tasks.

These two objectives are of absolute relevance to the Inter-American Commission of Women and provide the guiding framework for this Strategic Plan, whose purpose is to prioritize and continue the progress made in the implementation of the *Strategic Plan 2011-2016*⁷ in order to make the most of limited resources, and to focus both the work of the Commission and its fundraising activities on certain issues.

3. Forty-Eighth Regular Session of the OAS General Assembly

The forty-eighth regular session of the OAS General Assembly was held from June 4th to 5st 2018 in Washington, DC. The President of the CIM (Peru) presented the annual reports of the CIM:⁸

- Annual Report of the Inter-American Commission of Women (CIM) to the General Assembly (CIM/doc. 137/18);
- Report on the Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP) (CIM/doc.138/18);
- Report on the Implementation of the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, "Convention of Belem do Para," in accordance with AG/RES. 2887 (XLVI-O/16) (CIM/doc.139/18).

The Assembly adopted resolution AG/RES. 2928 (XLVIII-O/18) on "Promotion and protection of human rights," which in its chapter xiv on "Strengthening the Inter-American Commission of Women for the promotion of gender equity and equality, the human rights of women and girls, and elimination of discrimination and all forms of violence against them" resolved:

1. To congratulate the Inter-American Commission of Women (CIM) on the progress made over its ninety years of work and to continue to support its efforts to meet its objectives and discharge its functions by dealing with topics of particular concern, especially: (i) the leadership and representation of women in all areas for strengthening democratic governance; (ii) the prevention of child, early and forced marriages and unions; (iii) the promotion of the empowerment and

7. Available at: <http://www.oas.org/en/cim/docs/CIM-StrategicPlan2011-2016-ENweb.pdf>

8. The full texts of these reports are available on the CIM Website at: <http://www.oas.org/en/cim/reports.asp>

- economic autonomy of women and girls; (iv) outreach to promote gender equality and human rights; and (v) the protection of the right to equal gender treatment.
2. To follow up, through the corresponding committees, on the objectives set out in the Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality (IAP) and the CIM 2016-2021 Strategic Plan, adopted by the thirty-seventh Assembly of Delegates of the CIM, particularly with respect to gender mainstreaming in all OAS activities and, as a matter of priority, at ministerial meetings, at the OAS General Assembly, and in preparations for and follow-up on the Summits of the Americas.
 3. To recognize the creation of the Inter-American Task Force on Women’s Empowerment and Leadership and to instruct the CIM to serve as Technical Secretariat of the Task Force; in addition, to encourage member states to promote women’s leadership at all levels and in all areas of public, political, and civil life as well as in the private sector, in order to strengthen democratic governance, and to consider supporting the Task Force and its specific initiatives.
 4. To take note of the increase in the OAS budgetary allocation for the CIM that was approved at the forty-seventh regular session of the OAS General Assembly in 2017, and to request that the General Secretariat ensure it sufficient human and financial resources to carry out its mandates. Similarly, to encourage member states, permanent observers, and other entities to make voluntary contributions.

4. Agreements of the Third Regular Session of the Executive Committee of the CIM 2016-2019

	Agreement	Status of implementation
1	<p>Encourage Member States to present, during the negotiation process of the Summit Implementation Review Group (SIRG) prior to the Eighth Summit of the Americas, to be held in Lima, Peru from April 12th to 14th 2018, proposals oriented to:</p> <ol style="list-style-type: none"> a. Emphasize that political commitments to women's rights and gender equality are only made effective when they are backed by an adequate allocation of financial and human resources within national public budgets; and b. Underline the importance of gender budgets as a concrete instrument to strengthen transparency in public budgets. 	<p>Fulfilled</p> <p>Although the Lima Commitment "Democratic Governance against Corruption" does not include a mention of gender budgets, it urges governments to "Promote gender equality and equality and the empowerment of women as a cross-cutting objective of our anti-corruption policies ... " (par.7)</p>
2	<p>Receive the proposal for the creation of an "Inter-American Task Force on Women's Empowerment and Leadership" and request the Executive Secretariat, if applicable, to report on its progress at future sessions of the Executive Committee of the CIM.</p>	<p>Fulfilled</p> <p>The Task Force was established during the 8th Summit of the Americas (April 2018) and the commitment was ratified during the General Assembly of the OAS (June 2018). A progress report on the activities of the Task Force is presented below</p>
3	<p>Request that the Executive Secretariat, recalling the Proposal for the Celebration of the 90th Anniversary of the CIM (CIM/CD/doc.11/17 Rev.1), take the necessary steps so that, within the framework of the OAS General Assembly, to be held from June 4th to 5th 2018 in Washington, DC:</p> <ol style="list-style-type: none"> a. The exhibition #SheAlso is organized with the contributions of the 	<p>In progress</p> <p>The #SheAlso exhibition was organized in a virtual way, since only contributions from 13 Member States were received and they were not of</p>

Agreement		Status of implementation
	<p>Member States;</p> <p>b. The commemorative document of the 90th anniversary of the CIM is published; and</p> <p>c. A side-event is held on the importance and impacts of the relationship between the CIM and the OAS, in the context of the celebration of the 70th anniversary of the Organization of American States.</p>	<p>sufficient quality for physical printing.</p> <p>The commemorative document of the 90th anniversary of the CIM was published and launched in a special session of the Permanent Council of the OAS, on September 17th 2018. Due to the fact that the General Assembly was held in Washington, DC, parallel events were not allowed, but the President of the CIM highlighted the 90th anniversary during her speech.</p>
4	<p>Request the Executive Secretariat, within the framework of the presentation of the Principal Delegates of Mexico and Peru on the progress made in the "Strategy to close the gender pay gap":</p> <p>to. Translate the document and circulate it to the Delegates so that they include their contributions;</p> <p>a. Incorporate these contributions and present a revised version of the document with proposals for public policy recommendations for the consideration of the Fourth Regular Session of the Executive Committee of the CIM 2016-2019; and</p> <p>b. Encourage a dialogue on this issue within the framework of the International Coalition on Equal Pay (EPIC), led by the ILO, UN Women and the OECD.</p>	In progress
5	<p>The Executive Committee agrees to thank the Governments of Chile, Costa Rica, Ecuador, Panama and Peru for their support for the celebration of the 90th anniversary of the Inter-American Commission of Women, held in Washington, DC on February 20th 2018.</p>	Fulfilled

5. Other activities in the framework of the implementation of the Strategic Plan 2016-2021

5.1. Women's substantive political citizenship for democracy

Building a regional agenda on political parity from a comprehensive perspective

The CIM has strengthened its role as a hemispheric political forum for the promotion of the full citizenship and political rights of women in the Americas, through the organization of a series of Hemispheric Forums on Women's Rights and Citizenship in Democratic Systems (April 2011, July 2012, September 2013, December 2014, February 2015, October 2016) with the support of multiple partners. These events aim to identify the political and institutional reforms necessary to guarantee the full exercise of women's political rights and eliminate violence and harassment against them in the political sphere.

An important part of this work has been the promotion of parity between women and men in political and public life, where attention has focused on the analysis of the exercise of women's political rights in the hemisphere. Given the persistent political exclusion of women and the slow pace of change, in recent years States have recognized the urgency to move forward and are beginning to rethink democracy from the perspective of parity, as a general democratic principle and as a strategy aimed at solving the current

inadequacies of representative democracies. The data supports this path: to date the Latin American countries that have adopted parity (Argentina, Bolivia, Costa Rica, Ecuador, Mexico and Nicaragua) are among the first countries in the world with the highest number of women parliamentarians. Based on the path initiated by Latin American countries and having noted the high impact of parity in the election of more women, the work of the CIM has focused on promoting and supporting the implementation of a comprehensive vision of parity, not only in numerical terms but in the identification of and response to concrete obstacles to the full and equal participation of women in public life.

Women's leadership and incidence in public life

In the framework of the 47th Regular Session of the OAS General Assembly, the High-Level Panel on "Opportunities and Challenges for Women's Leadership in the Americas" was organized with a view to identifying the challenges for the exercise of women's leadership and their full and equal participation in decision-making in the Continent, within the framework of the actions of the States to implement the Sustainable Development Goals. The panel,⁹ moderated by the Foreign Ministers of Mexico (Luis Videgaray Case) and Panama (Isabel de Saint Malo), brought together: Lorena Cruz Sánchez, President of the National Institute of Women of Mexico; Luis Almagro, Secretary General of the OAS; Jorge Faurie, Minister of Foreign Affairs and Worship of Argentina; Heraldo Benjamín Muñoz Valenzuela, Minister of Foreign Affairs of Chile; María Fernanda Espinosa, Minister of Foreign Affairs and Human Mobility of Ecuador; Kamina Johnson-Smith, Minister of Foreign Affairs and Foreign Trade of Jamaica; and Mrs. Laura Albornoz, Director of the National Copper Corporation of Chile (CODELCO).

This high-level panel is contextualized within an initiative promoted and supported by the Government of Canada, which seeks to establish an Inter-American Task Force on Women's Empowerment and Leadership. The different inter-American institutions that address the empowerment and leadership of women from different perspectives are ideally positioned to work together to help member states achieve the multiple commitments they have adopted through the Summits of the Americas, the 2030 Agenda for Sustainable Development, in particular SDG 5 "Achieving gender equality and empowering all women and girls" and its Goal 5.5 "Ensure full and effective participation of women and equal opportunities for leadership at all levels of decision-making in political, economic and public life", and more recently the Montevideo Strategy for the Implementation of the Regional Gender Agenda.¹⁰ The region itself has made great strides and multiple existing good practices can support and strengthen these joint efforts to address the different barriers faced by women in the region, while underlining the fact that these barriers are interconnected. A step from isolated initiatives towards greater collaboration on a set of agreed objectives, within the framework of the Regional Agenda for Gender Equality, would increase the impact and sustainability of the work of these inter-American institutions.

In order to facilitate the necessary institutional cooperation to more effectively advance the empowerment and leadership of women in the Americas, in the framework of the Eighth Summit of the Americas (Peru, April 13th and 14th 2018) the creation of the Inter-American Task Force on Women's Empowerment and Leadership¹¹ was announced, with the objective of contributing to SDG 5 by reinforcing the commitment

9. The full video of the panel is available at: <http://www.oas.org/es/47ag/videos.asp>

10. ECLAC. *Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030*, https://repositorio.cepal.org/bitstream/handle/11362/41013/1/S1700033_en.pdf

- Measure 3a "Support women's leadership in social and political organizations, promoting parity-based participation in democracy, institution building and the advocacy capacities of civil society organizations, women's and feminist movements, and, in particular, leadership among adolescents, young women, indigenous women, Afrodescendent women, rural women, migrant women, women living with HIV/AIDS, women with disabilities, and lesbian, gay, bisexual, trans and intersex (LGBTI) persons, respecting their organizational expression."
- Measure 4d "Design specific training processes to build the leadership capacities of women of all ages in order to achieve parity-based participation in decision-making roles and, in particular, in senior management, executive and technical position"

11. See the Lima Commitment "Democratic Governance against Corruption," paragraph 7 "Promoting gender equity and equality and women's empowerment as a cross-cutting goal of our anti-corruption policies, through a task force on women's leadership and empowerment that will

and progress in the empowerment and leadership of women. The main objectives of the Task Force are to improve cooperation among inter-American institutions on the issue of women's leadership and ensure that institutional efforts complement each other, identify the main programmatic and policy gaps that need to be covered, and more effectively leverage funds for specific initiatives. The Task Force focuses on addressing the empowerment of women in the development of leadership at multiple levels and in all sectors

The CIM will serve as the Secretariat of the Task Force,¹² with responsibility for its general functioning and daily operations, a mandate that was adopted during the 48th General Assembly of the OAS (June 2018). During this Assembly, the Government of Canada also announced a financial contribution¹³ to sustain the operation of the Task Force, including the position of a Task Force Coordinator. In August 2018, the recruitment process for the Task Force Coordinator was completed and the person will begin her work with the CIM Secretariat on October 1st 2018.

The Task Force will function within the framework of the follow-up process to the Summit, inform the Joint Summit Working Group (JSWG)¹⁴ and use the Summits of the Americas Follow-up and Implementation System (SISCA)¹⁵ as the basis for reporting.

In collaboration with the Department for Effective Public Management (DEPM), through the School of Governance of the OAS and with the support of the Mexican Agency for International Development Cooperation (AMEXCID), the CIM developed the ""Elvia Carrillo" Inter-American Program on Public Leadership for Women Candidates,"¹⁶ with a view to strengthening the capacities of women who have decided to run as candidates for elected office and with emphasis on: i) skills for political practice such as effective communication, negotiation and resolution of conflicts, preparation of electoral campaigns, fundraising for electoral financing, and construction of the political agenda; as well as ii) committing the participants to the promotion of the agenda for women's rights in the Americas and participation in women's political networks. The Program has a total duration of two and a half weeks, divided between a one-week virtual course and a one-week face-to-face training. The virtual component of the course began on March 31st 2018, with the face-to-face week in Mexico City from April 10th to 13th 2018.

Following this initial edition, the CIM has received many requests to replicate the course in other countries, as a result of which:

- A reduced and exclusively face-to-face version of the course was offered in Chiapas, Mexico, for more than 200 candidates in May 2018;
- The ""María Jesús Alvarado" Capacity building course for women candidates" was organized in Peru, with the virtual stage from August 6th to 17th and the face-to-face stage in Lima from August 20th to 22nd;
- The ""Mirabal Sisters" Capacity building course for women candidates" in the Dominican Republic¹⁷ will be organized in collaboration with the Central Electoral Board of that country, with the virtual

actively promote cooperation among inter-American institutions and synergies with other international agencies."": http://www.summit-americas.org/viii/compromiso_lima_en.pdf

12. See the *Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality* (IAP, 2000) and the Declaration of the Inter-American Year of Women (2010), which give CIM the mandate to work on the issue of women's leadership and collaborate with other inter-American institutions in this work.

13. See: <https://www.canada.ca/en/global-affairs/news/2018/06/canada-announces-7921-million-in-development-assistance-for-america.html>

14. Joint Summit Working Group (JSWG): <http://www.summit-americas.org/jswg.html>

15. Summit Implementation Follow-Up System (SISCA): <http://www.oas.org/summit/sisca/countries.aspx?lang=En>

16. Elvia Carrillo was a Mexican feminist and suffrage leader, born in Motul de Carrillo Puerto, Yucatan, in 1881. She dedicated her life to achieving women's suffrage and fighting for birth control, sexual freedom and divorce, among other rights. She was elected to the Yucatan Congress in 1923, being the first Mexican woman to assume that position of popular representation, when women in Mexico still lacked the right to vote. More information at: https://es.wikipedia.org/wiki/Elvia_Carrillo_Puerto (available only in Spanish)

17. See: http://www.oas.org/es/sap/dgpe/escuelagob/cursos_preparada-para-la-campa%C3%B1a-curso-de-fortalecimiento-mujeres-candidatas.asp (only available in Spanish).

stage from November 9th to 23rd and the face-to-face stage in Santo Domingo from November 26th to 30th 2018;

- The Secretariat has also received expressions of interest in the course from Argentina, Ecuador and Guatemala.

Developing tools to address political violence against women, with emphasis on the promotion of legislation

The Belém do Pará Convention focuses on legislation because it can provide the basis for a comprehensive and effective way to combat violence against women as an indispensable requirement to eliminate impunity. In other words, legal frameworks are required to effectively combat violence against women. The MESECVI has noted the progress of countries regarding the enactment of legislation on violence against women in the private sector, however, has also emphasized the absence of laws that sanction this violence in the public sphere, as in the case of political violence. As follow up to the recommendations of the MESECVI, the priority in this area has been the development of the *Model Inter-American Law on the Prevention, Punishment and Eradication of Violence against Women in Political Life* (MESECVI, 2017).¹⁸ This Model Law, developed on the basis of the *Declaration on Political Harassment and Violence against Women*,¹⁹ adopted by the Sixth Conference States Party to the Belém do Pará Convention in 2015, enshrines a definition and agreed approach at the regional level, and serves as an instrument to promote legislation and strengthen the full exercise of women's political rights.

The process of drafting the Model Law began in 2015 with a Meeting of Experts in Washington, DC and has gone through several other meetings of the Committee of Experts of the MESECVI and others, in collaboration with various partners including International IDEA, ParlAmericas, and the National Electoral Institute (INE) of Mexico. With the financial support of the Mexican Agency for International Development Cooperation (AMEXCID) and based on the Model Law, concrete tools are being developed, including a protocol for political parties, to support the implementation of said Law and contribute to strengthening the prevention, attention and punishment of political violence against women, with emphasis on the actions of political parties and electoral institutions.

In August 2017, the CIM signed a specific inter-institutional collaboration agreement with the Electoral Court of the Judicial Power of Mexico, through which it received funds from this entity to work on a joint program to strengthen the capacity of the TEPJF to protect the political rights of women, with particular emphasis on issues of parity and the eradication of political violence. In this context, on November 23rd and 24th 2017, in Mexico City, the seminar/workshop "Eradicating violence against women in political life: Tools for judging with a gender perspective from the international and inter-American legal framework," in order to train electoral magistrates in the specific approach to cases of violence against women in political life. For the conduction of the workshop a series of tools was developed, including a "Test to identify political violence against women" and a series of exemplary cases for the practical use of the Test.

In December 2017, the CIM was invited by the National Institute of Women of Costa Rica to give the workshop "Meeting with candidates for elected office and women in politics. Election campaign 2017-2018: Tools for the prevention of political violence against candidates and actions for their empowerment," directed to women candidates who ran in the presidential and legislative elections on February 4th 2018. A total of 77 women participated, representing 13 political parties. The participation of the CIM included the presentation of the Inter-American Model Law, the presentation of the "Test to identify political violence against women" and the presentation and resolution of a practical case using the

18. Available at: <http://www.oas.org/es/mesecvi/docs/LeyModeloViolenciaPolitica-EN.pdf>

19. Available at: <https://www.oas.org/es/mesecvi/docs/DeclaracionViolenciaPolitica-EN.pdf>

test.

Strengthening the regional legislative agenda on women's rights

In July 2012 and October 2013, the CIM organized hemispheric consultations with Parliamentarians organized in collaboration with the Network of Parliamentarians of the Americas of the Parliamentary Confederation of the Americas (COPA). These consultations brought together Presidents of the Commissions of gender equality of legislative bodies and parliamentarians from the Americas, in order to identify the main problems, priorities and strategies to introduce the rights of women and gender equality into the legislative agenda in the context of international and Inter-American commitments made by the States.

On September 10th 2015, the *Third Consultation with Women and Men Parliamentarians of the Americas* took place in Guanajuato, México, with a view to identifying specific lines of work and policy reform in two areas: (i) Political violence and/or harassment of women; and (ii) Striking a balance between one's parliamentary work and one's personal life. The Fourth Consultation took place in Salta, Argentina, from October 13th to 14th 2016. This new edition focused on debate and inter-parliamentary work on two key issues for the legislative agenda on women's rights: i) parity; and ii) sexual and reproductive rights.

On February 27th 2018, the Fifth Consultation was held in Panama City, around two issues that followed up on the previous Consultations: i) Balance of achievements and challenges for the advancement of the legislative agenda on gender in the hemisphere; and ii) Violence against women, with particular emphasis on the manifestations seen in political life.

5.2. Women's human rights and gender-based violence²⁰

Child marriage and early union in the Americas

On November 29th 2016, the CIM held an international forum on child and forced marriage and motherhood in the Americas. Child, early and forced marriage is not well understood in the Americas region, although UNICEF estimates that 29% of girls in Latin America and the Caribbean, or almost 1 in 3 girls, are married before the age of 18.²¹ Some countries surpass that figure at the national level (the Dominican Republic, Nicaragua, Brazil, Honduras and Guatemala), while others face the issue only within certain ethnic groups. One of the main problems in the Americas is the number of informal or “de facto” unions which may not be classified as marriage, with the result that the extent of child, early and forced marriage in the region is probably underestimated.

The objectives of the international forum were to:

1. Review what we know about child, early and forced marriage and motherhood in the Americas and identify those information and data gaps that still need to be filled; and
2. Formulate preliminary legislative, policy and program recommendations, on the basis of existing good practices and lessons learned, in order to begin a joint, comprehensive and effective response.

The event positioned the CIM as an ideal hemispheric forum for addressing this issue. Among the results

20. For further information on the work of the Follow-up Mechanism to the Belém do Pará Convention (MESECVI), see the *Report on the Implementation of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, “Convention of Belém do Pará,” in fulfillment of Resolution AG/RES. 2908 (XLVII-O/17)*, document CIM/doc. 139/18, available at: <http://www.oas.org/en/cim/reports.asp>.

21. UNICEF (2014). *State of the World's Children 2015: Executive Summary and Statistical Tables*, p.89 (http://www.unicef.org/publications/files/SOWC_2015_Summary_and_Tables.pdf)

of the forum are:

- The creation of a regional group of allies, including representatives of government, academia, civil society and the international community;
- The commitment of several OAS Member States to continue working on this topic in the context of the Organization;
- A concrete role for the CIM as a convener of future work.

Following up on these efforts, in June 2017 the OAS General Assembly entrusted the CIM with the treatment of the promotion of the human rights of women and girls and the eradication of gender-based violence and harmful practices, including child marriages and early unions as a matter of special concern, and in September 2017, the CIM Executive Committee approved the preparation of the Inter-American Model Law on Child Marriage and Early Union, accompanied by a Guide for its implementation.

On January 23rd 2018, the CIM, in collaboration with the Ford Foundation, organized the seminar "Exchange of findings on Child Marriage and Early Union in the Americas,"²² with a view to highlighting and discussing the political implications of a series of emerging studies on this issue from Brazil, Mexico and the Dominican Republic. The dialogue focused on the identification of concrete recommendations of public policies and emphasized the importance of a comprehensive approach to the problem that takes into account not only legislative reform but the change of social norms and roles, the creation of education and employment opportunities for girls and young women and access to comprehensive sexuality education.

Inter-American Guidelines on Gender Equality for the Good of Humanity

As part of the 2017 Work Plan of the Executive Committee of the CIM, the Delegates entrusted the Executive Secretariat with the preparation of a strategy to respond to the growing visibility and influence of movements and discourses against human rights and gender equality.

In this regard, a working session was held in May 2017 between the staff of the Executive Secretariat of the CIM and Line Bareiro, from which guidelines were established for the preparation of this document, including the steps that needed to be taken and the basic information that had to be collected. The central priority of this exercise was to make contact with the States, through the National Machineries and request specific information on the particular context of each country.

In this sense, a form was drawn up that to collect information from each country on the main discourses against gender equality, who issues them, what are their effects and what resources are available to respond effectively.

The form was sent to all the Delegates of the CIM in June 2017. In the context of an agreement of the Committee of Experts of the Follow-up Mechanism to the Belém do Pará Convention (MESECVI),²³ the form was also sent to the members of the same and finally, a dozen regional networks were selected and the form was sent to them:

- Of the Principal Delegates, a response was received from the following governments: Argentina, Bolivia, Chile, Costa Rica, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Paraguay, Suriname, Trinidad and Tobago and Venezuela;
- Of the MESECVI Experts, from the following countries: Brazil, Chile, Colombia, Paraguay and the

22. The full video of the event is available at: <https://www.youtube.com/watch?v=NidX1OdywMI&feature=youtu.be>

23. The Committee of Experts agreed to "Take note of the dialogue held between the Committee and the civil society and promote, in connection with the Third Multilateral Evaluation Round, the implementation of the Convention of Belém do Pará with regard to the following issues: [...] Prevention of Violence against Women; fundamentalisms and the Secular State" (Agreement 10, document MESECVI/CEVI/doc.237/16.rev1, adopted in October 2016).

- Dominican Republic; and
- Of civil society, from the following networks: RedLACTrans and RedTraSex.

The information collected was processed and analyzed and the first draft of the document was developed, and discussed at a Meeting of Experts on August 21st 2017. This meeting brought together the staff of the Executive Secretariat of the CIM with Line Bareiro, Catherine Pognat (Chief of Section, Relations with Civil Society, OAS), Liz Meléndez (Executive Director of the "Flora Tristán" Center for Peruvian Women) and Nielsen Pérez (Legislative Advisor in the Legislative Assembly of Costa Rica).

The development of the first draft was completed and sent to the Delegates of the CIM, who considered it during the Second Regular Session of the Executive Committee of the CIM 2016-2019, held in Lima on September 8th 2017. The comments of the Delegates were incorporated into a revised draft, which was approved virtually in November of 2017 as the *Inter-American Guidelines on Gender Equality for the Good of Humanity*.

The aim of the Guidelines is to highlight the importance of gender equality as part of the good in the world, with concrete benefits for women and men in the social, political and economic spheres, as well as to identify positive messages of response to movements and speeches against human rights and gender equality. The Guidelines were presented at the 14th Feminist Encounter (Montevideo, November 2017) and again during the 62nd session of the CSW (March 2018), where the #ABetterWorld communication campaign was also launched, which seeks to spread positive messages such as: " Gender equality is a human right," "Feminism is for everyone," "A feminist world is a better world," and ""Normal" in a family is love." The campaign invites users of social networks to also identify their own messages and will adopt the best ones as part of the same campaign.

In November 2017, the Committee of Experts of the Follow-up Mechanism to the Belém do Pará Convention (MESECVI) adopted the "Declaration on Gender Equality and Women's Empowerment for the Good of Humanity"²⁴ in order to express their concern over the proliferation of campaigns and speeches organized by conservative sectors that justify discrimination, harmful practices, the sexual division of labor, or the exclusion of women from public and political power and the impact thereof. Similarly, the Declaration reaffirms that a life free of violence and equality between men and women are widely recognized human rights and that gender is a methodological instrument for analyzing the unequal power relations between men and women, as well as for defending the human rights of women.

Prior to the celebration of the 48th OAS General Assembly (June 3rd 2018) in Washington, DC, the CIM organized a meeting with civil society organizations to advance the implementation of the Guidelines through the identification of inter-sectoral alliances and concrete strategies and the definition of roles and contributions from different sectors: international organizations, governments, civil society organizations, media, etc. The meeting ended with a series of recommendations and/or specific follow-up actions proposed by the different participants in areas such as: i) alliances between human rights organizations to generate spaces for articulation, reflection, joint analysis, having coordinated responses and externally conveying an image of strengthening; ii) strengthening the intersectionality approach in addressing this issue, weaving inter-sectoral, inter-organizational alliances, from the local and regional levels, on the recognition of the rights of indigenous people, Afro-descendants, people with disabilities, young people; iii) strengthening communication, including discourse on human rights and gender equality, concretizing the message of gender equality as a good of humanity and alliances with communicators, publicists, speech analysts, journalists; iv) the generation of knowledge; and v) incidence in key areas, including gender parity in the composition of treaty bodies, and insisting on compliance by States with the human rights mandates of inter-American organizations.

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

5.3. Women's economic security and citizenship

Over the last three years, the CIM has broadened its collaboration with the Executive Secretariat for Integral Development (SEDI), including the inter-American committees and ministerial meetings of various sectors, their technical secretariats and cooperation networks that fall under SEDI. In this regard, the technical advice and assistance provided by the CIM is reflected in terms of its incidence in the formulation and implementation of policies, programs, and projects.

In addition to the economic area, which has focused primarily on the issue of labor, the CIM has worked with other sector areas including social development, disaster management, competitiveness, ICTs, and ports, as well as with the Educational Portal of the Americas and the OAS Scholarships Program.

In the area of labor, the Department of Human Development, Education, and Employment (DDHEE) is in constant coordination with the CIM to follow up on the “Strategic guidelines of the XV IACML for advancing gender equality and non-discrimination within a decent work framework” (2007),²⁵ the conclusions of the First Inter-Ministerial Meeting between Ministers of Labor and Ministers of Women or senior authorities in this sector in the Hemisphere regarding Gender Equality in Decent Work (2011), and the results of the CIM project “Advancing Gender Equality in the Context of Decent Work” (2009-2011).²⁶ The CIM-IACML collaboration is reflected in the consolidation of a gender and women's rights perspective on the technical and political agenda of this Conference. The CIM has also worked very closely with DDHEE through the Educational Portal of the Americas in the preparation and delivery of OAS online courses and management of the OAS' Gender Community of Practice. Additionally, as a result of the open competitions in which it participates with the OAS Scholarships Program, the CIM receives scholarships that it can offer in the region for online training.

With the then-Department for Economic and Social Development (DDES), currently the Department for Social Inclusion, the CIM is supporting the implementation of Participatory Gender Audits (PGAs) in various Social Ministries in collaboration with the National Machineries for the Advancement of Women, in the framework of the Inter-American Social Protection Network (IASPN), and with the support of the Government of the United States of America. To date, PGAs have been carried out with the Social Ministries of Guatemala (March-April 2014), Uruguay (July-August 2014), and Paraguay (September 2014). This technical assistance includes training on the PGA methodology from a team of facilitators that includes personnel from the Social Ministry and the National Machinery, followed by the PGA itself over a two-week period under the guidance of experts and with the participation of the team that has been trained. The PGA concludes with an Action Plan for mainstreaming a gender perspective in the Social Ministry.

The CIM has continued its collaboration with and technical support to the Inter-American Telecommunications Commission (CITEL), through the meetings of its Consultative Committee on Gender Issues in the Americas (CCP1), which in 2015 adopted resolution PCC.I/RES. 243 (XXVI-15) “Collaboration Request Between CITEL and the Inter-American Commission of Women to Address Issues Related to the Benefit of the Use of ICTs as Tools for the Empowerment of Women, Particularly to Prevent and Eradicate Violence against Women.” This resolution envisions close coordination with the CIM for implementation of a work program on harassment and violence against women in cyberspace, including through the Follow-up Mechanism to the Belém do Pará Convention (MESECVI).

On the issue of ports, the CIM has strengthened the collaboration that was initiated in 2013 with the Inter-

25. Available at: [http://www.oas.org/es/sedi/ddse/documentos/trabajo/15cimt/doc10%20ing%20\(Genero\).doc](http://www.oas.org/es/sedi/ddse/documentos/trabajo/15cimt/doc10%20ing%20(Genero).doc).

26. The results of this project are available at: <http://www.oas.org/en/cim/labour.asp>.

American Committee of Ports (CIP). Such collaboration resulted in the “Hemispheric Seminar on Public Policies and the Visibility of Women in the Ports Sector in the Americas,” which was held on March 14-15, 2013 in the Dominican Republic, with the participation and technical advice of the CIM. Since then, the CIP has annually presented the “Maritime Award of the Americas: Outstanding Women in the Port and Maritime Sector”²⁷ and continues to make visible the situation of women in the port sector through the regular meetings of the CIP

5.4. Institutionalization of the human rights and gender equality approach²⁸

Methodological Transfer of the Participatory Gender Assessment

In follow-up to the original PGA project with the Ministries of Labor and Social Development (described above), in 2014 the CIM established a methodological transfer program to make available to the National Machineries for Women of the Member States, the methodology for carrying out the Participatory Gender Assessment (PGA). This, in order to strengthen their capacities to carry out PGAs on the state of gender mainstreaming in policies, strategies, programs and in the organizational culture of the public institutions of the respective countries.

In this regard, the CIM prepared a project document to be presented to donors, which allows the methodological transfer of the PGA to the National Women's Machineries of the region, for replication in other sectors. Since then, the project has received funds from the Government of Liechtenstein (2015, 2016, and 2017) to implement the methodological transfer in Paraguay (2016) and Costa Rica (2017, at the municipal level) in collaboration with the Principal Delegates and the National Machineries of those countries. In 2018, the CIM collaborated with the Ministry of Women of the Dominican Republic to implement the methodological transfer, carrying out the initial workshop in Santo Domingo from August 28th to 31st.

The human rights and gender equality approach in the work of the OAS

On March 7th 2016, the OAS General Secretariat adopted *The General Secretariat's Institutional Policy on Gender Equality, Diversity, and Human Rights* (Executive Order No. 16-03).²⁹ This policy seeks to advance equality and equity in the exercise of rights, equal opportunities, and equal treatment for men and women in all GS/OAS work by strengthening its management, culture, and institutional capacity. The GS/OAS, under the coordination of the CIM Secretariat, is currently preparing a plan of action for implementing this policy. In the course of 2016, the GS / OAS, under the coordination of the CIM Secretariat, carried out a Participatory Gender Assessment of the General Secretariat of the OAS, and the results thereof will form the basis of an Action Plan for the implementation of the Policy, a document that was approved in October 2017 and that is currently in execution.³⁰

During 2017, the main achievements in the execution of the Action Plan included:

- The formation of Working Groups to oversee the execution of each of the five strategic lines of action of the Action Plan, namely: i) Strengthen the institutionalization and mainstreaming of the Institutional Policy on Gender Equality, Diversity and Human Rights of the General Secretariat of the OAS; ii) Strengthen the competencies of GS/OAS staff in terms of gender, diversity and

27. For more information, see: <http://portalcip.org/2017-winners/>

28. For more information on progress at the OAS General Secretariat in mainstreaming the rights and gender equality perspective, 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. 2908 (XLVII-O/17)*, document CIM/doc.138/18, available at: <http://www.oas.org/en/cim/reports.asp>.

29. Available at: <http://www.oas.org/en/cim/gender.asp>

30. Available at: <http://www.oas.org/en/cim/gender.asp>

rights to consolidate the integration of a gender perspective in daily work; iii) Mainstream a gender equality, diversity and rights approach to programs and projects of the GS/OAS; iv) The OAS projects an image that is committed to equal opportunities and rights for more people; and v) Integrate an inclusive and equal opportunities approach in the human resources policy and in the organizational culture of the GS/OAS.

- The beginning of a series of workshops within the General Secretariat of the OAS on workplace harassment with emphasis on sexual harassment, which seeks to provide all OAS staff with practical tools to identify and stop harassment, be it as victims or as bystanders. The workshops began in November 2017 and will conclude in May 2018 with the participation of all the staff of the Organization (staff members, consultants and interns).
- The preparation of a Massive Open Online Course (MOOC) in collaboration with the Educational Portal of the Americas addressed to all OAS personnel on the Institutional Policy and its implications, including a module on the Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment (Executive Order No. 15-02) of the OAS.³¹

Part of the work of the CIM to advance the institutionalization of the rights and gender equality approach in the work of the OAS, includes ongoing work on: i) coordinating the implementation of the Institutional Policy on Gender Equality, Diversity and Rights Human; ii) collaboration with the Department of Planning and Evaluation (DPE), through technical assistance and recommendations, to ensure that gender and women's rights are integrated into the cycle of projects and programs; and iii) provision of timely 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, projects and initiatives.

In addition to these efforts, the CIM maintains a permanent offer of online training to OAS staff, officials of the Member States and other interested persons. In 2018, the CIM carried out:

- Two editions of the "Virtual Course on Rights and Gender Equality in Policies, Programs and Projects."³²
- Two editions of the "Virtual Course on Strategic Planning with Gender Focus."³³
- An edition of the Diploma on Communication, Gender and Human Rights, in collaboration with the Civil Association Communication for Equality (Argentina).³⁴
- The second edition, in collaboration with the Latin American Council of Social Sciences (CLACSO) of the Specialization and International Course: Public Policies and Gender Justice, which will continue until February 2019.³⁵

5.5. Strengthening the visibility of the CIM

Commemoration of the 90th anniversary of the CIM

In 2018, the Inter-American Commission of Women (CIM) of the Organization of American States (OAS) will celebrate 90 years of struggle for the recognition and protection of women's human rights, in compliance with the mandates granted by its Assembly of Delegates, the General Assembly of the OAS,

31. Available at: <http://www.oas.org/legal/english/gensec/EXOR1502.htm>

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

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

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

35. For more information, see: https://www.clacso.org.ar/red_de_posgrados/PoliticasyJusticiadeGenero.php?s=4&idioma=esp (only available in Spanish)

the Summits of the Americas and other hemispheric intergovernmental forums. Since its creation in 1928 during the Sixth International Conference of American States that took place in Havana, Cuba, the CIM has played a leading role in the struggle for women's equality in the region and has become the hemispheric forum par excellence for reflection and debate on public policies to promote women's rights and gender equality.

Throughout these years, the work of the CIM has taken shape in three fundamental areas:

- Promotion of the adoption of inter-American agreements for the recognition and promotion of women's rights;
- Provision of technical support to OAS Member States for these agreements to be translated into public policies and programs for women's rights and gender equality; and
- Institutionalization of a gender equality and human rights approach in the work of the OAS.

The 90 years of the CIM provide an opportunity to take stock of achievements and to identify remaining challenges for the full enjoyment of women's rights and to refine the priorities that the CIM has established as the basis of its work for the next years. In this context, and with a view to reaffirming and strengthening the commitment of States to women's human rights and gender equality, the Second Regular Session of the Executive Committee of the CIM adopted the " Proposal for the Celebration of the 90th Anniversary of the Inter-American Commission of Women" (CIM/CD/doc.11/17 Rev.1), which includes the following specific activities:

- Development of a review document on the persistent challenges to the achievement of gender equality and the full exercise of the rights of the women in the Americas. In this sense, in November 2017 the Delegates were sent a request for articles and guidelines for their preparation. As of the date of this report (March 19th 2018), articles have been received from ten member states.
- Organization of a public event for the 90th anniversary. The event was held on Tuesday, February 20th 2018 as a special session of the Permanent Council of the OAS,³⁶ under the Presidency of the Permanent Representative of Chile to the OAS and with the participation of: Isabel de Saint Malo de Alvarado, Vice President and Minister of Foreign Affairs of Panama; Maria Alejandra Vicuña, Vice President of Ecuador; Ana Helena Chacón Echeverría, Second Vice President of Costa Rica; Néstor Mendez, Assistant Secretary General of the OAS; the President of the CIM; Elizabeth Odio Benito, Judge of the Inter-American Court of Human Rights; Otilia Lux de Coti, Activist for the rights of indigenous communities (Guatemala); and Andrea Irarrázaval Olavarría, General Manager, Clean Energy. The event focused on the concrete actions needed to close the persistent gap between women's rights on paper and in practice, which is one of the biggest obstacles to sustainable development, effective democratic governance and human security. Subsequently, the Third Regular Session of the Executive Committee of the CIM was held.
- Organization of a dissemination campaign prepared by the Secretariat of the CIM and replicated by the Delegates. For this, with the support of the Delegation of Mexico, a logo was designed for the 90th anniversary and a social network campaign (Facebook, Twitter) was launched with specific messages about the achievements of the CIM since its creation.

36. The video of the full event is available at:
<https://www.youtube.com/watch?v=qWC5qGbSCYg&list=PLkh9EPEuEx2tZ4zuqBaAJkJAy1cDYlzk5&index=11>

6. Financial situation and budget execution as of August 31st 2018

Table 1 - CIM Regular Budget

	2012	2013	2014	2015	2016	2017	2018
OAS Regular Budget	\$85,350,800	\$83,870,500	\$82,978,100	\$84,324,100	\$84,300,000	\$73,500,100	\$81,575,000
CIM Regular Budget	\$1,254,000 (1.5%)	\$1,295,100 (1.5%)	\$ 1,355,400 (1.6%)	\$1,353,600 (1.6%)	\$1,413,600 (1.7%)	\$1,261,600 (1.7%)	\$1,726,800 (2.12%)
	\$237,000 (Non-personnel)	\$237,000 (Non-personnel)	\$223,500 (Non-personnel)	\$223,500 (Non-personnel)	\$285,500 (Non-personnel)	\$218,500 (Non-personnel)	\$410,800 (Non-personnel)
OAS Staff (regular budget)	464	431	435	405	389	412	412
CIM Staff (regular budget)	6 (1.3%)	8 (1.9%)	8 (1.8%)	8 (2.0%)	8 (2.0%)	7 (1.7%)	9 (2.18%)

Table 2 – Execution of the CIM Regular Budget through August 31st 2018

Expenditure line	Funds executed
Personnel	\$1,040,883.00
Inter-agency assistance	\$60,764.00
Documents	\$15,534.00
Supplies and equipment	\$4,284.00
Contracts and conferences	\$300,830.00
Other expenses	\$20,883.00
Total	\$1,443,178.00
Personnel	\$1,040,883.00
Non-Personnel	\$402,295.00

Table 3 - CIM 2018 Budget

Programs/Products/Services (PPS)	Regular Budget (2017)	Regular Budget (2018)
Program		
Institutionalization of a rights and gender equality approach		
Technical and administrative support	33,000	62,043
Conference services (includes translation/interpretation)	17,450	33,108
Printed documents for meetings	3,000	5,640
Inter-agency assistance	4,200	7,596
Computing and office equipment	2,500	4,700
Publicity, printing and reproduction of documents	6,500	12,221
Internet, LAN, telephone and fax services	4,400	8,272
Mail and courier	1,850	3,478
Sub-Total	72,900	137,058
Program		
Follow-Up Mechanism to the Belem do Para Convention (MESECVI)		
Technical and administrative support	44,500	83,664
Conference services (includes translation/interpretation)	21,110	39,689
Printed documents for meetings	2,000	3,760
Inter-agency assistance	4,040	7,596

Publicity, printing and reproduction of documents	6,500	12,221
Internet, LAN, telephone and fax services	4,400	8,272
Mail and courier	1,850	3,478
Sub-Total	84,400	158,680
Program		
Women's political citizenship for democracy and governance		
Technical and administrative support	33,000	62,043
Conference services (includes translation/interpretation)	2,520	4,738
Printed documents for meetings	1,310	2,463
Inter-agency assistance	2,020	3,798
Sub-Total	38,850	73,042
Program		
Citizen security from a gender perspective		
Technical and administrative support	16,500	31,021
Conference services (includes translation/interpretation)	2,520	4,738
Printed documents for meetings	1,310	2,463
Inter-agency assistance	2,020	3,798
Sub-Total	22,350	42,020
TOTAL	218,500	410,800