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**REPORT OF THE EXECUTIVE SECRETARIAT OF THE CIM
TO THE THIRTY-NINTH ASSEMBLY OF DELEGATES OF THE INTER-AMERICAN COMMISSION OF
WOMEN**

1. Introduction

This report contains the activities carried out by the Executive Secretariat of the Inter-American Commission of Women (CIM) in compliance with its mandates for the period between June 2019 and April 2022, including the execution of its Strategic Plan 2016-2021.¹

In the first half of 2010, the Executive Secretariat of the CIM, in collaboration with the Executive Committee and other relevant partners (UN Women, ECLAC, IDB, etc.) carried out a strategic planning effort based on an exhaustive review of the existing mandates of the CIM and attending to the priorities raised by the member states, in particular through the Delegates to the CIM, the heads of the National Mechanisms for the Advancement of Women. The main result of this process was the CIM Strategic Plan 2011-2016, adopted during the XXXV Assembly of Delegates (Mexico City, November 3-5, 2010), whose main objectives are:

- i) the positioning of the CIM as the hemispheric political forum and benchmark for the full exercise of women's human rights and the achievement of gender equality; Y
- ii) the institutionalization of the rights, gender and diversity approach in the main forums, programs and in the institutional planning of the Organization of American States.

After an evaluation of the implementation of the Strategic Plan 2011-2016 and the identification of its main impacts in terms of strengthening and making the work of the CIM more visible, it was submitted for consideration by the XXXVII Assembly of Delegates of the CIM (Lima, 24 and May 25, 2016) a draft Strategic Plan for the period 2016-2021, which sought to capitalize on the progress of the first Plan and consolidate the main areas of work of the CIM based on its comparative advantages and the priorities set by the States. . At the XXXVIII Assembly of Delegates (Santo Domingo, May 7 and 8, 2019), a mid-term report on the execution of the Strategic Plan and this Report was presented to the Delegates, submitted to the XXXIX Assembly (Ciudad de Panamá, 25 and May 26, 2022) represents the Final Report on the execution of this Plan.

The role of the Strategic Plans is to guide the work of the Commission, through its Annual Operational Plans and its specific projects, laying the foundations for management by results, which contributes to strengthening the institutional management capacity of the CIM. It should be noted that the full and effective implementation of the CIM Plans is inescapably linked to the human and financial resource situation of the OAS General Secretariat, and therefore of the CIM Executive Secretariat, in particular the following realities:

- According to the analysis and prioritization of mandates carried out by the States between 2013-2014, of the more than 1,700 mandates granted to the OAS by the General Assembly and other authorities, the CIM has more than 250 (15.4%), including mandates specific and permanent from its Assembly of Delegates, its Executive Committee, the OAS General Assembly, and the Summits of the Americas;
- From the regular budget of the OAS, the CIM currently receives 1.9% of the funds; Y
- Of the OAS staff (Regular Fund), the CIM has 2.4% (9 female officials).

¹ Disponible en: <https://www.oas.org/es/cim/docs/CIM-StrategicPlan2016-2021-ES.pdf>

Pursuant to the multiple mandates granted by the OAS General Assembly to the General Secretariat in relation to Strengthening the CIM,² the Secretary General and the OAS Member States during the period under review have provided significant political support to the CIM. The Presidency of the CIM, from the Dominican Republic,³ has influenced important spaces such as the General Assembly and the Permanent Council of the OAS and other specific spaces created to highlight key issues such as parity, women's economic rights, and labor domestic, with emphasis on the impact of COVID-19 and the gender dimensions and the leadership of women in the response. Similarly, the Vice Presidencies of the CIM, from Canada, Colombia and Panama, have provided support and key political leadership to the process of strengthening and making the Commission more visible.

In recent years, a growing number of States have expressed their support for the work of the CIM and have requested assistance and technical support in different areas. Likewise, within the current financial situation of the OAS, marked by a deep crisis and a series of budget cuts, the States and the General Secretariat have taken actions to cushion the impact on the CIM, which have allowed the staff to be sustained. However, the budget cut has forced the CIM to place greater emphasis on the mobilization of specific resources, and in this regard, the governments of Canada, China, Chile, Spain, France, Italy, Liechtenstein, Mexico, Portugal, Trinidad and Tobago, as well as the EuroSocial+ Program, the Spotlight Program and the Pan American Development Foundation (PADF), have provided essential support to strengthen the Commission and its work in different areas.

Similarly, a significant number of States have reaffirmed their commitment to mainstreaming gender equality and the need to broaden, deepen, and reenergize efforts both at the national level and within the OAS to achieve the objectives set forth in commitments such as the Program Inter-American Convention on the Promotion of Women's Human Rights and Gender Equity and Equality (PIA) and other agreements. However, intergovernmental negotiations on the issue of gender equality continue to be marked by a growing polarization that poses significant limitations to the capacity of the CIM and the OAS to reach consensus to guarantee the progressivity of rights. In this sense, the CIM has noted a clear demand from many States, civil society, and other partners to strengthen strategic alliances, build bridges through dialogue, build will and capacity, and generate knowledge on gender equality as a good of humanity.

Compliance with the two main objectives of the 2016-2021 Strategic Plan also requires increased internal coordination with all areas of the Organization and continuous participation in its activities to ensure the integration of a gender equality, diversity and rights, in the context of the full implementation of the Institutional Policy on Gender Equality, Diversity, and Human Rights of the General Secretariat (Executive Order No. 16-03). Particularly noteworthy is the collaboration with the Department for Electoral Cooperation and Observation (DECO) and the Mission to Support the Peace Process in Colombia (MAPP) of the Secretariat for Strengthening Democracy (SFD), the Department of Public Management Effective (DGPE) and the Summits of the Americas Secretariat (SAS) of the Secretariat for Hemispheric Affairs (SAH), the Inter-American Commission against Terrorism (CICTE) and the Inter-American Drug Abuse Control Commission (CICAD) of the Secretariat for Multidimensional Security (SSM), the Department of Human Development, Education and Employment (DDHEE), the Department of Economic Development (DDE) and

2. AG/RES. 1451 (XXVII-O/97), AG/RES. 1592 (XXVIII-O/98), AG/RES. 1625 (XXIX-O/99), AG/RES. 1777 (XXXI-O/01), AG/RES. 1941 (XXXIII-O/03), AG/RES. 2021 (XXXIV-O/04), AG/RES. 2124 (XXXV-O/05), AG/RES. 2161 (XXXVI-O/06), AG/RES. 2323 (XXXVII-O/07), AG/RES. 2441 (XXXIX-O/09), AG/RES. 2560 (XL-O/10), 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)/capítulo xviii, AG/RES. 2928 (XLVIII-O/18)/capítulo xiv, AG/RES. 2941 (XLIX-O/19)/capítulo xvi y AG/RES. 2961 (L-O/20)/capítulo xx.

3. Para más información, ver el Informe de la Presidencia ante la XXXIX Asamblea de Delegadas de la CIM (CIM/doc.06/22): <https://www.oas.org/es/cim/asamblea.asp>

the Department of Sustainable Development (DDS) of the Executive Secretariat for Integral Development (SEDI) and the Secretariat for Access to Rights and Equity (SADyE), all of which have produced substantive and important results in terms of strengthening the OAS's capacity to respond to the gender agenda in the Americas in a coordinated and articulated manner.

2. COVID-19 as a Turning Point

This second period of execution of the 2016-2021 Strategic Plan has been marked and determined by the COVID-19 pandemic. The CIM was one of the first actors to alert about the situation of women in the context of the pandemic,⁴ highlighting the differentiated impacts of COVID-19 on women's lives and warning of the risk of deepening existing gender inequalities:

- #StayAtHome for women victims of violence confined them with their aggressors, with the result that violence against women and girls increased and even femicides in several countries in the region.
- #StayAtHome in the new normal could be the continuation of the strategy of reducing and keeping women in the private world, with an increase in poverty and inequality as a result of the absence of human talent in half of the population. population in economic development.
- The confinement turned the private space into the place where everything happens: care, education, socialization, and teleworking; disproportionately increasing the burden of domestic work, assigned mainly to women.

Of course, the series of documents that the CIM has published on the gender dimensions of the pandemic⁵ have given an account of the gender dimensions of the pandemic and have provided a series of practical recommendations on their approach that have been disseminated and socialized in multiple spaces. and forums, placing the needs of women at the top of the international agenda.

As a multilateral organization, the CIM has given a voice to women, particularly the Ministers of Women but also making visible, as Secretary of the Inter-American Task Force on Women's Leadership, the "anonymous" leadership of women from the communities, the laboratories, chambers of commerce, parliaments and other strategic and central spaces for mitigation and reactivation:

- One of the first efforts of the CIM was a general document of visibility and analysis of the gender dimensions of the pandemic: "COVID-19 in the lives of women: Reasons to recognize the differentiated impacts,"⁶ which brought together the knowledge generated in previous health emergencies; the evidence and analysis on the current emergency; and the information gathered on the reality of the region during a series of meetings organized by the CIM with key actors
- In "Violence against women in the face of measures aimed at reducing the spread of COVID-19,"⁷ the CIM, in its role as Technical Secretariat of the Follow-up Mechanism of the Belem do Para Convention, the MESECVI, gathered evidence of a series of meetings and media coverage and other analyses, to highlight how the pandemic had exacerbated violence against women
- "COVID-19 in the lives of women: Global emergency of care,"⁸ analyzed how COVID-19 had increased the workload of unpaid care and attention to people and identified new patterns of care that led to an emergency in this area.

4 Coronavirus: Una pandemia mundial que afecta diferenciadamente a las mujeres. Disponible en: <https://dialogocim.wordpress.com/2020/03/18/coronavirus-una-pandemia-mundial-que-afecta-diferenciadamente-a-las-mujeres/#more-1188>

5 Disponible en: <https://www.oas.org/es/cim/COVID-19.asp>

6 Disponible en: <http://www.oas.org/es/cim/docs/ArgumentarioCOVID19-ES.pdf>

7 Disponible en: <http://www.oas.org/es/cim/docs/COVID-19-RespuestasViolencia-ES.pdf>

8 Disponible en: <http://www.oas.org/es/cim/docs/CuidadosCOVID19-ES.pdf>

- Following up on this initial analysis of the care emergency, the CIM prepared the document "COVID-19 in women's lives: Care as an investment,"⁹ which seeks to place care at the center of recovery and reactivation strategies. as an investment in economic growth and as an integral part of public policies and recovery measures, and thus obtain the economic return associated with these decisions.
- From all this analysis, the "[CIM Repository: COVID-19 in the lives of women](#)" was established, which seeks to make visible the promising practices from national public policy in terms of responding to the pandemic from a gender perspective, highlighting the effective and innovative efforts and outline a roadmap for other States.

The CIM, and the OAS in general, demonstrated an enormous capacity to adapt to change and the different challenges of this new normality. The immediate strategy was the generation of knowledge and later the dissemination of that content in different virtual spaces. As a result of these approaches and the large number of requests that came to the CIM to participate in spaces for reflection, during this process it was possible to diversify and greatly expand the CIM's target audience, generating new alliances with civil society, academia, and others. international and regional organizations, other government entities less sensitive to gender, other OAS Secretariats, private sector, etc. All of the above with the aim of further strengthening the role of the Ministers of Women and/or high gender authorities in the context of the pandemic and broadening the spectrum of opportunities for the CIM Delegates themselves, and guaranteeing the rights of women.

At the same time, the necessary change to virtuality served to accelerate a transformation process in terms of work methodologies. Virtual meetings became the norm, and allowed the CIM to establish more regular contact with its multiple partners, bridging the gap between the national and regional levels and allowing for a much closer channeling of women's voices and priorities into the political space. of the OAS.

3. Strengthening CIM

3.1. Strategic planning and results-based management

In addition to providing a roadmap for the work of the CIM, the 2016-2021 Strategic Plan seeks to strengthen the Commission's results-based management, identifying a series of specific indicators against which progress can be measured and reported. This report, therefore, reports on the progress achieved in relation to the indicators established in each strategic line of work of the CIM, with a view to continuing to deepen results-based management and accounting for the impact of the CIM's work in the region.

As stated in the Strategic Plan, the work of the CIM has been carried out through the generation and participatory management of knowledge, the construction of alliances and dialogue, and the awareness and strengthening of capacities to bring the gender agenda to the center of the debate. politics and the daily task of formulating and implementing public policy.

3.2. Coordination, alliances and incidence

Over the past three years, the CIM has made significant efforts to expand its coordination with the representatives of the OAS Member States, the Ministers, high-ranking gender authorities and other

⁹ Disponible en : <http://www.oas.org/es/cim/docs/CuidadosCOVID19-ES-Corto.pdf>

relevant political actors, international organizations, public entities at the national level, parliaments , civil society, academia and gender non-sensitive sectors.

In 2020, the Generation Equality Forum process was launched, a global mass movement to commemorate the 25th anniversary of the adoption of the Declaration and Platform for Action of the Fourth World Conference on Women (Beijing, 1995). The Forum has been organized around six Coalitions for Action, each dedicated to a specific theme: i) Gender-based violence; ii) Justice and economic rights; iii) Autonomy over the body, rights and sexual and reproductive health; iv) Feminist action for climate justice; v) Technology and innovation for gender equality; and vi) Feminist movements and leadership. In consultation with the Delegates, during 2020 the CIM made the decision to join the Coalition on Justice and Economic Rights, with a view to strengthening its work of analysis and dialogue on the legal framework and persistent gaps in this space. As part of this initiative, the CIM also signed up to the Global Alliance for Care, a space in which it has sought to position its work to strengthen the legal framework around this issue.

At the invitation of the OAS Member States, the CIM spoke on different occasions at the OAS Permanent Council to commemorate the Day of the Women of the Americas, International Women's Day, and the International Day for the Elimination of Violence against the Woman. Likewise, in this space the importance of achieving parity in all areas of life was highlighted, the work of identifying and addressing the gender dimensions of COVID-19 was presented, and the 2019 annual report of the Commission was presented. . Similarly, the Executive Secretary of the CIM and several members of the team met regularly and on a sustained basis with the Member States and Observers to discuss different aspects of their work, including the organization of activities in the States themselves, albeit virtually via the moment

In this regard, and in follow-up to the Strategy for Strengthening Coordination between the CIM and civil society (CIM/CD/doc.6/13 rev.3), the CIM has also strengthened coordination and has established new alliances with civil society organizations, particularly in the context of the impacts of COVID-19 on women's lives, and the need to establish alliances to rethink the discourse and priorities within the framework of a feminist reflection, anchored in human rights and Gender equality. In response to the agreement adopted by the Executive Committee 2019-2022 at its fourth regular session,¹⁰ the CIM has prioritized coordination and articulation with feminist and women's organizations

In this sense, between 2020 and 2022, the CIM convened a group of ten outstanding leaders of the feminist movement with a strategic and multidisciplinary vision to create a space to share reflections on the role of feminism, in light of the current historical moment and around the CIM's work pillars: human rights and violence against women; democracy and political participation; economic empowerment and global care emergency; security; and gender mainstreaming. At the culmination of this work process, in December 2021 the CIM launched, with some representatives of this group of allied leaders, the "Decalogue for a feminist State based on human rights."¹¹

In addition, meetings have been held with a growing group of organizations from the women's and feminist movement in the region around the gender dimensions of COVID-19, gender equality as a good of humanity and the thematic lines of the work of the CIM. In recognition of the importance of generating and systematizing evidence to support advocacy for the gender agenda in the region, the CIM has established alliances with some academic institutions in the region. Similarly, the CIM held regular

10. (CIM/CD/doc.25/21) Acuerdos Adoptados en la Cuarta Sesión Ordinaria del Comité Directivo de la CIM 2019-2022, <https://www.oas.org/es/cim/docs/CIM-CD-doc25-21-ES.pdf>

11. Ver <https://twitter.com/CIMOEA/status/1467840499667333121> para más información.

meetings with key representatives of several international organizations to deepen the work of collaboration and identification of synergies that allows it to maximize its comparative advantage as a hemispheric political forum in a scenario of increasingly scarce resources and time.

3.3. CIM Communication Strategy

The CIM has a communication and positioning strategy focused mainly on giving greater visibility to its strategic axes and aligning the discourse with the four pillars of the OAS, seeking to improve results and generate greater reach on the different platforms. During 2020, the communication content focused on disseminating the alliances, the preparation of content and the work of the CIM in the context of the differentiated impacts of COVID-19 on the lives of women, through the preparation of communication campaigns, press releases, internal and external events, interviews, articles, and presence in the media, both internally and externally throughout the region.

In 2020, 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 Medellin, Colombia, was activated. Through the #NosotrasSomosCIM campaign on social networks, *lives* on Instagram and press management, we have sought to promote the empowerment and leadership of girls and young women, sisterhood and alliances between women to achieve a more egalitarian world, as well how to disseminate the content prepared by the CIM in the context of COVID-19.

These efforts are made through different communication channels, mainly mass messaging, institutional emails, social networks and the website. The CIM has a virtual network of more than 5,000 participants, made up mostly of women interested in gender issues, Ministers and high-ranking gender authorities, representatives of various sectors of the State, civil society organizations, academia, research centers, media communication, other regional and international agencies, among others.

The pandemic has limited the possibility of organizing face-to-face events and meetings at headquarters and in the countries, which is why the CIM has prioritized and deepened the use of information technologies and social networks to position its issues. This evolution towards the digital world represents a paradigmatic change that opens up a multitude of opportunities to generate new alliances, increase visibility and impact, as well as optimize the use of limited resources. This process has involved an intensification of the dissemination of CIM products, participation in online activities, the generation of content on social networks, and the use of videoconferencing platforms, podcasts, and videos to promote other forms of exchange.

As for the reach, it is estimated that through the more than 25 own events on the GoToWebinar, Kudo and Zoom platforms, more than 6,000 people have been reached who connected directly, in addition to the significant subsequent reach that the asynchronous views of webinars and the scope of participation in a multitude of external events. Regarding its presence in the region, the CIM participated in more than 20 interviews with different media outlets and more than 150 virtual events, both in the region and in Europe.

In 2021, with a view to strengthening results-based management, the CIM has identified a series of indicators that account for the impact of its work. These indicators – which include details such as the number of downloads of CIM videos and documents, the number of followers of a live broadcast, and the movement on social media during and immediately after an event – began to be measured from 2021 and have been part of the CIM reports since then.

As a result of the increase in virtual activity, there has been a significant growth in the network of contacts and followers in the multiple channels of dissemination of the CIM:

Account	Messages sent 2020-21	Followers 2018	Followers diciembre 2021	Page views
Twitter (@CIMOEA)	1234	6,000	13,400 (+123%)	Ave. 321/day
Facebook	559	15,000	24.510 (+63,4%)	Ave. 1,000/day
YouTube	68 videos	N/A	566	3,431 total views
Instagram (@cim.oea) ¹²	N/A	N/A	615	
CIM Network of Women in Politics (FB Group)	230	N/A	307	Ave. 15/day

With the aim of systematizing CIM communications, giving coherence to the graphic image and contributing to the positioning of the CIM, in 2020 a Style Manual was drawn up that defines permanent graphic parameters. Likewise, with the aim of systematizing online work and the presence of the CIM in the different digital spaces, an internal protocol was drawn up for the coordination and organization of virtual events and meetings.

4. Activities of the Executive Secretariat of the CIM in compliance with its mandates and the 2016-2021 Strategic Plan of the CIM

4.1. Political rights of women for democratic governance

In the area of women's political rights for governance, it is worth remembering that the Strategic Plan of the CIM 2016-2021 indicates that the fulfillment of most of the products foreseen under the immediate objectives is contemplated only with the mobilization of funds specific. During 2020 and 2021, a significant amount of specific funds were mobilized in this area, especially from the Government of Spain, which has allowed the advancement of many of the goals contemplated in the CIM Strategic Plan..

Final Objective

The full exercise of women's political citizenship and parity in political representation are supported as essential conditions for governance and citizen democracy in the countries of the Americas, within the framework of the international and inter-American commitments assumed in relation to the human rights of women

Immediate Objective 1

¹² La cuenta Instagram de la CIM se activó recién en agosto de 2021.

Greater understanding by the leaders of political parties and electoral bodies of the impacts of gender inequalities in the political sphere, women's political rights and parity, including the application of existing laws on quotas or other laws and measures in countries selected from the Americas			
Expected product	Indicator	Degree of compliance with the goal	Means of verification
Betting on parity II: Case studies carried out and published	Published study and policy briefs distributed in appropriate formats	Exceeded (the original goal was 2 countries and studies were published on 3 countries, Argentina, Mexico and Nicaragua)	CIM Webpage
Good gender parity practices compiled and analyzed	Number of good practices identified and analyzed Good practices organized and presented online	Exceeded (the original goal was 10 practices and 15 have been identified)	CIM Webpage Videos and documents of CIM events
Parity Toolkit: Guidelines Developed and Disseminated	Manual published and distributed Manual used in political party and other activities	In process	N/A
Sub-regional workshops organized on the basis of the toolkit	Organized workshops (number of men and women participants) Greater awareness of the importance of gender parity and existing legal and regulatory tools	exceeded (the original goal was 300 people and almost 1,000 have been trained) not measured (pending the preparation of a survey-type instrument to be able to measure this indicator)	CIM reports to authorities CIM social media
Immediate Objective 2			
Increased institutional capacity of political (parliaments and political parties) and electoral authorities in OAS Member States to mitigate political violence and harassment against women			
Expected product	Indicator	Degree of compliance with the goal	Means of verification
Manual of policy guidelines to prevent, punish and eradicate political violence and harassment against women prepared, published and disseminated	Manual published and distributed Manual used in political party and other activities	exceeded (the original goal was a manual sent to two political parties per country, 3 manuals have been published and widely distributed)	CIM Webpage CIM social media
Guide for electoral institutions to respond effectively to political violence and harassment against women in the framework of their functions prepared, published and disseminated	Guide published and distributed Guide used in activities related to the organization and management of elections	In process (the guide is under revision and will be published during 2021)	CIM Webpage CIM social media

Recomendaciones del Comité de Expertas del MESECVI sobre la violencia y el acoso políticos preparadas, publicadas y difundidas	Recommendations adopted and disseminated Number of recommendations implemented by States or that have served as a basis for action by States	Fulfilled	CIM reports to authorities MESECVI national reports CIM social media CIM Webpage
Model protocol for political parties on political violence and harassment against women prepared, published and disseminated	Published and distributed protocol Protocol used in activities of political parties and other types	Fulfilled Fulfilled	CIM reports to authorities CIM social media CIM Webpage
Political and electoral authorities trained in the use of the instruments produced by the project	Organized workshops (number of men and women participants) Increased awareness of political violence and harassment	Exceeded (of the original goal of 300 people, at least 500 have been trained) not measured (pending the preparation of a survey-type instrument to be able to measure this indicator)	CIM reports to authorities CIM social media CIM Webpage
Immediate Objective 3			
Increased understanding of the quality and impact of training for women in political parties and strengthening of institutional capacity to provide effective training to empower women participating in electoral contests			
Expected product	Indicator	Degree of compliance with the goal	Means of verification
Guide for strengthening the political leadership of women in political parties through training activities	Guide published and distributed Guide used in the formulation of training programs for women in political parties	Fulfilled (of the original goal, a series of 7 training modules have been developed through the Course for Electoral Candidates)	CIM reports to authorities CIM social media OAS School of Government Webpage
Staff of the women's secretariats of the political parties trained through sub-regional workshops	Organized workshops Increased awareness of the need for better design of training programs to empower women	Fulfilled (of the original goal of 200 people, more than 600 have been trained through the Course for Electoral Candidates)	CIM reports to authorities CIM social media OAS School of Government Webpage

Construction of a regional agenda on parity in political life

The CIM has positioned the issue of parity as a measure of justice that incorporates three dimensions: (i) equal participation of women and men (50/50) in decision-making positions in the public and private sectors, from the international level to the local level (ii) exercise of power in conditions of equality, that is, free from discrimination and violence based on gender and/or sex; and (iii) the incorporation of the women's rights and gender equality agenda. Based on this definition, the CIM has worked to position and make parity visible in all its work as a sine qua non for effective democratic governance, comprehensive sustainable development, and effective recovery and reactivation in the post-COVID period. In this regard, the CIM actively participated in the commemoration of the twentieth anniversary of the Inter-American Democratic Charter (2001-2021), highlighting the important progress made in the region, particularly in recent years, and making visible the pending challenges in terms of achieving parity and "...the full and equal participation of women in the political structures of their respective countries."

Strengthening the leadership and participation of women in political life

In 2017-2018, the CIM launched the Course for Electoral Candidates with three objectives: 1) Improve the performance of the participants in the electoral campaign, with sessions on campaign strategy and political communication; 2) Strengthen their response to the different forms of discrimination and violence they may face because they are female candidates, with sessions on leadership, political violence, and physical and digital security; and 3) Commit the participants to the promotion of the women's rights agenda in the Americas and participation in political women's networks. The Course was launched in Mexico in April 2018 and until 2021, nine editions were held in person in several countries in the region, including Mexico (at the federal level, in Chiapas and in Aguascalientes), Peru, the Dominican Republic, Panama, Bolivia, Colombia and Costa Rica, all in collaboration with the National Mechanism for Women and/or the electoral body.

The CIM has contextualized this Course within the framework of an Inter-American Program for the Democratic Strengthening and Leadership of Women, which seeks to promote the leadership and political empowerment of women from a comprehensive perspective, through actions for the political empowerment of women, the generation of knowledge, and the creation of a regional network that, from the ideological and partisan plurality, articulates women in the promotion of the agenda for equality. The elements that make up this program are: (1) Course for Electoral Candidates; (2) Specialization in Leadership and Public Policies; (3) Research on women's political leadership; (4) the CIM Network of Political Women; and (5) research and training in women's leadership for crisis and conflict management.

Within the framework of the Program and in the context of the pandemic, five virtual editions of the Course for Electoral Candidates have been held, in Ecuador (November 16-20, 2020), Honduras (November 30 to December 4, 2020), Mexico (April 12 to 23, 2021), Paraguay (July 6 to 23, 2021) and Costa Rica (November 22 to December 3, 2021) and an agreement has been reached to hold another edition in the context of the upcoming elections in Colombia, in collaboration with the Mission to Support the Peace Process in Colombia (MAPP-OEA) from January 20 to February 2, 2022. On the one hand, the virtual modality is more flexible for the participants. For the organizing entities, the economic and coordination costs linked to the face-to-face part were eliminated. However, the COVID-19 situation also brought new challenges related to the time availability of the participants, which forces the coordinating team to adjust the schedules, as well as to shorten the Course times, due to the limitations it presents.

Also within the framework of the Program, the closed Facebook group “CIM Network of Political Women” has been created, a virtual space that brings together women who have been trained in the different editions of the Course for Electoral Candidates. This network, which today has more than 150 active users, seeks to bring together women political leaders from throughout the region, serve as a platform for the exchange of information, experiences, and new resources among women politicians themselves and with the CIM, and be a strategic space to promote new alliances and new pacts based on priority among women who seek to promote the gender agenda.

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 Leadership,¹³ was launched in 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-American and international institutions that address the empowerment and leadership of women from different perspectives. Since its establishment, the Task Force, through the CIM as the Technical Secretariat, has coordinated a series of inter-institutional work meetings. As a collective result, key advocacy spaces have been generated in high-level forums such as the CSW, the Assembly of Delegates of the CIM, the CAF Annual Conference, and the Regional Conference on Women in Latin America and the Caribbean.

In the context of the pandemic, the Task Force has positioned women's leadership as one of the keys to equal, effective and sustainable recovery and reactivation. The #LeadershipofWomenagainstCOVID19 campaign was launched, which includes an Interagency Pronouncement³³ calling on States to ensure the equal participation of women in decision-making to mitigate the crisis, as well as a series of messages on social networks. To accompany this campaign, stories were published of 25 women who from their environments and realities are leading the response to COVID-19 in an “anonymous” way. At the same time, a series of high-level conversations have been generated in webinar format, and a Podcast “Raising the voices and leadership of women” of which 13 episodes have been published, to highlight the leadership of women in facing the pandemic from different spheres and contexts. All of these tools are available on the Task Force website: <http://www.taskforcewomenleadership.org>.

Given the progress of the Task Force since its creation and also the fact that the Ninth Summit of the Americas, due to the pandemic, has been postponed until the summer of 2022, the Government of Canada has granted funds to the CIM for the continuation of the Task Force. until December 2022. This extension will allow accountability by the Task Force before the Ninth Summit, as well as the visibility of the issue of women's leadership in the preparatory process and during the Summit.

Violence against women in political life

Following up on the guidelines of the Inter-American Model Law to Prevent, Punish and Eradicate Violence against Women in Political Life,¹⁴ on July 15 and 16 the first workshop for political parties “Protocols on

13. El Task Force está compuesto por la Comisión Económica para América Latina y el Caribe (CEPAL), el Banco Interamericano de Desarrollo (BID), la OEA - Comisión Interamericana de Mujeres (CIM) y Comisión Interamericana de Derechos Humanos (CIDH), la Organización Panamericana de la Salud (OPS), ParlAmericas, el Programa de las Naciones Unidas para el Desarrollo (PNUD), ONU Mujeres, el Instituto Internacional para la Democracia y la Asistencia Electoral (IDEA Internacional) y la Secretaría General Iberoamericana (SEGIB). Además, dos organizaciones de la sociedad civil actúan como miembros permanentes del Task Force: Caribbean Women in Leadership (CIWiL) y el Comité Latinoamericano y del Caribe para la Defensa de los Derechos de las Mujeres (CLADEM). La CIM sirve como la Secretaría del Task Force, con responsabilidad por su funcionamiento general y las operaciones diarias.

14. MESECVI (2017). Ley Modelo Interamericana para Prevenir, Sancionar y Erradicar la Violencia contra las Mujeres en la Vida Política, <http://www.oas.org/es/mese cvi/docs/LeyModeloViolenciaPolitica-ES.pdf>

violence against women” was held organized by the CIM with the Ministries of Women of Paraguay and the Dominican Republic. The event sought to be a training space aimed at political parties and people who participate in party militancy and the electoral field in Latin America, to publicize the Model Protocol for Political Parties of the CIM and the work of the Commission to strengthen the democracy from a feminist and equal approach. After a successful call for more than 600 applicants, 100 people from 17 countries in the Latin American region were selected, a fact that demonstrates the demand to modernize and transform political parties to respond to the demands of women on the continent.

Promotion of electoral governance with a gender perspective

In the framework of the COVID-19 pandemic and with a view to analyzing the specific impacts on the political-electoral rights of women, the CIM has been monitoring the development of the elections and paying attention to the challenges faced by women, particularly the candidates, in the face of the negative gender impacts of the pandemic. In this framework, the CIM has highlighted the need to observe the impact of the pandemic on the guarantee of gender equality laws in the electoral field; has warned about the increase in cyber violence against women politicians associated with the increase in digitality in electoral campaigns; and has pointed out the risk of moving away from support networks and electoral financing, derived from confinement policies, which could have a greater impact on female candidates; among others. Thus, on June 11, 2020, the CIM organized the Webinar "Electoral Guarantees in Times of COVID-19", which obtained an audience of more than 20,000 people. This dialogue was organized jointly with International IDEA and the University of Buenos Aires, and included the participation of ten electoral authorities from Mexico, Colombia, Ecuador, Costa Rica, Brazil and Argentina.

4.2. Economic rights of women for integral development

In the area of women's economic rights for integral development, it is worth remembering that the CIM Strategic Plan 2016-2021 indicates that the fulfillment of most of the products foreseen under the immediate objectives is contemplated only with the mobilization of specific funds. In this task, coordination with the EUROsocial + Program has been key in terms of the contribution of resources, especially human resources, to this work, in addition to what is contributed from the regular fund of the CIM.

Final objective
Hemispheric agenda for women's economic rights established on the basis of current gaps

Immediate Objective 1			
Monitoring the exercise of women's economic rights			
Expected product	Indicator	Degree of compliance with the goal	Means of verification
Matrix of indicators on the economic rights of women and collection of information on the exercise of these rights	Information compiled from OAS member states and other sources	In process	N/A N/A

Preparation of a hemispheric report on the exercise of the economic rights of women, with specific recommendations on policies and programs to close the gaps observed	Report drafted and published	In process The CIM documents on the global emergency of care and care as an investment partially respond to this goal The series of technical webinars on the impacts of COVID-19 on the economic empowerment of women in the Caribbean partially responds to this goal	CIM Webpage CIM social media
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Immediate Objective 2

Labor and competitiveness policies imbued with a gender and rights perspective have been promoted and strengthened in selected countries in the Americas and in the framework of the Inter-American Conference of Ministers of Labor (IACML)

Expected product	Indicator	Degree of compliance with the goal	Means of verification
Established community of practice and learning on policies and strategies to accelerate the elimination of gender inequalities and produce new opportunities for decent work for women	Community of practice established Good practices exchanged Mentoring conducted	Fulfilled Progress has been made in this work within the framework of the Inter-American Ministerial Conference on Labor (IACML), with advice from the CIM	Documentos y pagina Web de la CIMT
Conduct participatory gender diagnoses in select ministries of labor and the draft plans of action for institutionalizing a gender and rights-based approach.	Evaluations conducted Plans of action formulated	In process (the original goal was 12 and 4 DPGs have been carried out)	CIM reports to authorities CIM Webpage

Immediate Objective 3

Tools provided to States to Foster co-responsibility between women, men, the State, and the private sector for social reproduction, including care

Tools provided to States to Foster co-responsibility between women, men, the

				State, and the private sector for social reproduction, including care
Expected product	Indicator	Degree of compliance with the goal	Means of verification	
Search for, standardization of, and dissemination of good practices on public and private policies and programs to strengthen care infrastructure, raise awareness on unpaid domestic labor, and support the work-life balance for men and women.	Good practices found and disseminated	Fulfilled	CIM reports to authorities CIM social media CIM Webpage	
Preparation of model laws, policies, and other instruments for strengthening the care infrastructure and supporting the work-life balance for men and women	Model laws and other instruments/recommendations produced	Fulfilled	CIM reports to authorities CIM social media CIM Webpage	
Immediate Objective 4				
Policies have been promoted in selected countries in the Americas to provide comprehensive support and social protection from a gender and rights perspective to women engaged in economic activities in the informal sector				
Expected product	Indicator	Degree of compliance with the goal	Means of verification	
Inventory of the social protection policies and services available to women employed in the information economy	Inventory conducted and gaps noted	Partially fulfilled The work of the CIM on the gender impacts of COVID-19 partially responds to this goal	CIM social media CIM Webpage	
Search for and dissemination of policies and other good practices	Good practices found	Partially fulfilled The CIM's work on the gendered impacts of COVID-19, as well as its work on existing care policies, partially responds to this goal.	CIM social media CIM Webpage	

In cases where there are gaps, preparation of model laws and other instruments	Instruments prepared and disseminated	Fulfilled	CIM social media CIM Webpage
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In 2019 and following up on the Lima Declaration on Equality and Autonomy in the Exercise of Women's Economic Rights, adopted by the 37th Assembly of Delegates of the CIM in 2016, the CIM launched an initiative that seeks to conceptually and politically: (i) the need to strengthen the inter-American legal framework around women's economic rights; and (ii) the importance of reconceptualizing work to make unpaid and care work visible in the domestic sphere and promote social co-responsibility of care between women, men, the State and the private sector.

In this sense, in 2020 the CIM, in collaboration with the Governments of Mexico and France, organized a series of meetings, first on "Economic Rights and Empowerment of Women in the Americas" (March 2020) to identify the persistent gaps in the full exercise of women's economic rights, with emphasis on the private sector, with a view to formulating concrete recommendations to close these gaps. Then, in the context of the pandemic, a virtual meeting was organized on "COVID-19: Recommendations to mitigate its impact on women's economic rights" (September 2020) and a subsequent Meeting of Experts to deepen the analysis of the impact of COVID -19 in economic sectors where women are concentrated and which have been particularly hard hit by the crisis: care, informal economy, domestic work, private sector/SMEs, rural sector/agriculture, technology and tourism. In September 2021,¹⁵ an event was held with the First Lady of Honduras and renowned experts on the subject to highlight the gaps in the existing legal framework, with a view to formulating concrete recommendations to close these gaps. During the event, the CIM presented some of the preliminary results of the research carried out in collaboration with the European Union Program for Social Cohesion in Latin America (EUrosociAL+ Program). Within the framework of this collaboration, a series of consultations were also held with experts from the private (MYPIMES), digital/technology, rural and tourism sectors, spaces considered highly affected by the pandemic and whose differentiated impact on the lives of women has effects on their economic empowerment. These meetings sought to identify and delve into the gaps, realities and specific problems in terms of equality and non-discrimination, as well as the identification of initiatives and concrete proposals to strengthen the rights and economic autonomy of women in each of the sectors. Aforementioned.

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 a necessary precondition for Gender equality. Also in the context of the COVID-19 pandemic, which, as mentioned above, has caused an emergency in care, the CIM, in collaboration with the EuroSocial+ Program, has placed this issue firmly at the center of the debate on policies and mitigation measures. and recovery from this crisis. The bet has been that the States, the market and families, particularly men, take ownership of this issue as an investment not only in economic recovery, but also in future sustainable development, early childhood, and equity and gender equality.

The cornerstone of this work has been the Inter-American Model Law on Care,¹⁶ a document prepared by the CIM and the EuroSocial+ Program, together with an important group of experts. The Model Law was officially launched at an event in Costa Rica, on March 8, 2022, which featured the then Vice President of Costa Rica, Epsy Campbell Barr, as well as former President Laura Chinchilla and an outstanding group of

15. El video del evento está disponible en: <https://www.youtube.com/watch?v=95TSfWqyOvU>

16 Disponible en: <https://www.oas.org/es/cim/docs/LeyModeloCuidados-ES.pdf>

leaders and experts. The Model Law is a concrete tool for the States, with the aim of recognizing, valuing, redistributing, regulating and generating new forms of care and unpaid domestic work, as well as making visible and recognizing the historical contribution of women in this matter.

In November 2020, the CIM, in collaboration with the Executive Secretariat for Integral Development (SEDI), launched a series of technical webinars on the impacts of COVID-19 on the economic empowerment of women in the Anglophone Caribbean, with an emphasis on sectors particularly impacted by the pandemic, such as tourism and entrepreneurship from the private sector. The objective of this series of dialogues, which took place between 2020 and 2021 with the National Mechanisms, other relevant government sectors, civil society, academia and international organizations is: i) to prepare a diagnosis of the human rights situation women in the Caribbean in the context of the pandemic; and ii) identify concrete recommendations and programs to ensure the integration of a gender approach and the participation and leadership of women in the process of economic reactivation.

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In the labor sphere, the CIM has maintained permanent coordination with the Department of Human Development, Education and Employment (DHEEE) to follow up on the "Strategic lines of the XV IACML to advance towards gender equality and non-discrimination in the decent work framework" (2007). This collaboration is reflected in the consolidation that the gender and women's rights perspective has on the technical and political agenda of the Inter-American Labor Ministerial Conference (IACML). Within the framework of the implementation of the 2018-2020 Work Plan of the IACML, during 2020 a virtual dialogue was held with the persons responsible for the gender units or areas of the Ministries of Labor of the Americas, in order to discuss emerging issues and challenges to institutionalization and gender equality in light of COVID-19, with a view to providing recommendations and steps to follow on the matter. These recommendations served to complement the Study on "Gender Institutionalization in the Ministries of Labor of the Americas: An Update."⁴⁰ As a second action in follow-up to the IACML Work Plan 2018-2020, and in preparation for the Ministerial meeting to be held in 2021, progress was also made in the development of a virtual course, in collaboration with the Educational Portal of the Americas, aimed at people in charge of the gender units or offices of the Ministries of Labor, with the aim of promoting, through collaborative work, the development of the capacity of the participants to identify, address and counteract gender-based violence in the workplace, in accordance with international human rights standards.

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

In the area of institutionalization of the gender equality approach, it is worth remembering that the Strategic Plan of the CIM 2016-2021 indicates that the fulfillment of many of the products foreseen under the immediate objectives is contemplated only with the mobilization of specific funds.

Final objective
Gender and human rights concerns are a central component of the policy and programmatic work of the OAS and its Member States

Immediate objective 1
Capacity of OAS Member States developed/strengthened to effectively integrate gender and human rights concerns into their policy and programme work

Expected output	Expected output	Expected output	Expected output
Methodology of the participatory gender diagnoses for incorporating a gender perspective adapted to the needs of the national women's advancement mechanisms	Methodology of the participatory gender diagnoses adapted, translated, and published as a manual	Partially fulfilled	CIM reports to authorities CIM Webpage
Methodology transferred to the national mechanisms for the advancement of women so they can conduct participatory gender diagnoses and follow up on them in the sector ministries of their own countries	Transfer activities conducted with the national women's advancement mechanisms Number of men and women who have received training on the methodology for participatory gender diagnoses	Fulfilled (Of the goal of 75 people trained, 75 have been trained)	CIM reports to authorities CIM Webpage
Monitoring and follow-up on project activities	Good practices found and lessons learned Document published with the outcomes of the transfer activities held	Fulfilled	CIM reports to authorities CIM Webpage

Immediate objective 2
The OAS institutionalizes a gender equality and human rights approach in its internal and external operations

Expected output	Expected output	Expected output	Expected output
Gender policy drafted, adopted, and disseminated	Policy adopted and published Number of men and women aware of the gender policy and its implications	Fulfilled Exceeded	CIM reports to authorities CIM Webpage
Personnel trained on gender analysis and planning and budgeting techniques	Evaluation conducted Outcomes analyzed and disseminated Corresponding actions in the plan of action included	Fulfilled Fulfilled Fulfilled	CIM reports to authorities CIM Webpage

Action plan prepared to guide implementation of the policy	Action plan prepared with the corresponding budget	Fulfilled	CIM reports to authorities CIM Webpage
OAS personnel trained to effectively integrate gender and human rights concerns into their normative and programmatic work	Personnel trained on gender analysis and planning and budgeting techniques	Exceeded (Of the goal of 300 people, more than 450 people have been trained)	CIM reports to authorities CIM Webpage

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

Twenty-one years ago, the OAS Member States adopted the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (PIA),¹⁷ with the aim of i) systematically integrating 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. The IAP laid the foundations for sustained, ongoing, and strategic work by the entire Organization, led politically by the OAS General Secretariat (GS/OAS) and technically and strategically by the CIM. The PIA opted for the gender perspective as a transversal tool to address the identities of men and women, power relations and asymmetries that are marked in this context, and that negatively impact access to opportunities and rights of women and girls.

During 2020, an evaluation of 20 years of implementation of the IAP was carried out within the GS/OAS, to identify both the concrete advances and good practices as well as the persistent challenges and areas that still require a concentration of efforts. The Final Report¹⁸ of this evaluation was presented to the States by the President of the CIM during the 50th General Assembly of the OAS.

In general terms, the report highlights the political commitment of the OAS to place the women's agenda in all work spaces and issues, which has been manifested in the adoption of various instruments, such as the "Institutional Policy on Equity and Equality of gender, diversity and human rights in the General Secretariat of the OAS" (2016) and of specific mandates on gender equality for the vast majority of programs and other initiatives of the OAS. Similarly, it highlights a greater visibility of gender within the work of the OAS, including not only the strengthening of technical assistance from the CIM to other areas of the OAS, but also the deepening of the work of all parts of the OAS to promote participation and eliminate discrimination and violence against women. The evaluation also evidenced a persistent gap in terms of the full institutionalization of the gender, diversity and rights approach, and indicated new lines of intervention and the need to continue strengthening the CIM to achieve these objectives..

Institutional Policy on Gender Equality, Diversity and Human Rights of the General Secretariat

On March 7, 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). The policy seeks to advance equality and equity in the exercise of rights, equal opportunities, and equal treatment for men

17. OEA (2000). Programa Interamericano sobre la Promoción de los Derechos Humanos de la Mujer y la Equidad e Igualdad de Género, <http://www.oas.org/es/CIM/docs/PIA-ES.pdf>

18 Disponible en: <https://www.oas.org/es/cim/docs/PIA-Report2019-ES.pdf>

and women in all the work of the GS/OAS by strengthening its management, its culture, and its institutional capacities. The Policy is accompanied by an Action Plan for its implementation, a document that was approved in October 2017 and is currently being executed.

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

- Continuous training for staff of the OAS and member states in the implementation of the gender, diversity, and rights approach, through a series of specific tools developed in collaboration with the Educational Portal of the Americas: i) the massive open virtual course (MOOC – Massive Open Online Course) on Gender, Diversity and Human Rights in the GS/OAS; ii) the "Virtual Course Focus on Rights and Gender Equality in Policies, Programs and Projects,"¹⁹ adding to the total of more than 1,200 people trained since the launch of the course in 2013; and iii) and the "Virtual Course on Strategic Planning with a Gender Approach,"²⁰ adding to the total of more than 250 people trained since the launch of the course in 2016, both in collaboration with the Educational Portal of the Americas.
- The continuation of the MOOC on Gender Analysis Plus (ABG+),²¹ launched in June 2021 in Spanish and English, with the support of the Government of Canada. Initially developed by Canada's Department of Women and Gender Equality (WAGE), ABG+ is an analytical process used to assess how different groups of women, men and people with diverse gender identities they may experience policies, programs and initiatives differently. In the opening semester of the course, 80 people from Canadian embassies, consulates and other missions in Latin America, 30 staff members from the Peruvian Environmental Assessment and Enforcement Agency (OEFA) and 30 staff members from the Financial Intelligence Unit (UIF) of the Ministry of Finance and Public Credit of Mexico
- The Diploma in Communication, Gender and Human Rights, offered in collaboration with the Asociación Civil Comunicación para la Igualdad (Argentina), adding to the total of more than 150 people trained since the launch of the course in 2015.²²
- The Specialization in Gender Violence, Participation and Public Policies offered in collaboration with the Asociación Civil Comunicación para la Igualdad (Argentina), adding to the total of more than 100 people trained since the launch of the course in 2018.²³
- In collaboration with the OAS Department of Press and Communication and the Department of Social Inclusion, and with the support of the Government of China, the CIM finalized the GS/OAS Guide to Inclusive Communication,⁴⁹ which seeks to guide communication both externally and internally with a view to institutionalizing the use of inclusive and non-sexist language, images and other forms of communication.
- During 2020, the CIM completed, with the Department of Human Resources and a consulting company, and with the support of the Government of China, the review of the GS/OAS institutional regulations on human resources management from a perspective of gender, rights and diversity, for the identification of gaps in said regulations, with a view to presenting a report with recommendations for the elimination of these gaps. The final report of this work will be presented in 2021.

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 continuous work of (i) collaboration with the Department of Planning and Evaluation (DPE), through technical assistance and recommendations; and (ii) provision of specific technical and theoretical assistance and advice to other secretariats and departments of the OAS,

19. Para más información, ver: <http://portal.portaleducoas.org/es/cursos/enfoque-derechos-igualdad-g-nero-en-pol-ticas-programas-proyectos>

20. Para más información, ver: <http://portal.portaleducoas.org/es/cursos/planificaci-n-estrat-gica-enfoque-g-nero>

21. Disponible con inscripción en: <https://moocs.educoas.org/course/index.php?categoryid=7>

22. Para más información, ver: <http://www.comunicarigualdad.com.ar/diploma-de-comunicacion-y-genero/>

23. Para más información, ver: <https://comunicarigualdad.com.ar/especializacion-en-violencia-de-genero-participacion-y-politicas-publicas/>

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.

Strengthening of the National Mechanisms for the Advancement of Women to advance in the mainstreaming of the gender perspective

The Ministers face numerous structural, institutional and political challenges to carry out their role as rectors 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 (PGDs) 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, draw up an action plan. Following up on this work, in 2014 the CIM developed a project to facilitate the methodological transfer of the DPG to the National Mechanisms 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 and 2019, at the inter-institutional level) in collaboration with the Principal Delegates and the National Mechanisms of said countries.

As a result of this experience and the great demand for technical assistance that the CIM receives from the National Mechanisms, in June 2020 the CIM began an exchange dialogue at the technical and political level with representatives of selected Mechanisms to identify the main advances, challenges and needs of the National Mechanisms in terms of the effective operationalization of their role as directors of the national equality/gender policy. The results of these dialogues, together with the evaluations of the PIA +20 and of the DPG implementation process, have formed the basis for the elaboration of a new Support Strategy for the National Mechanisms for Women in the Mainstreaming of the Gender Approach, Intersectional and Rights throughout the State, whose preliminary index was circulated to the Executive Committee of the CIM for its consideration during the Fourth Regular Session.

4.4. Citizen security from a gender perspective

In the area of citizen security from a gender perspective, it is worth remembering that the CIM Strategic Plan 2016-2021 indicates that the fulfillment of many of the products foreseen under the immediate objectives is contemplated only with the mobilization of specific funds. In this regard, since 2020 the CIM has been able to mobilize significant support from the Governments of Italy and Liechtenstein to strengthen the implementation of the women, peace, and security agenda in the Americas, with particular emphasis on women's leadership in dealing with situations of crisis and conflict.

Final Objective
Hemispheric security agenda incorporates the gender dimension and the particular situation of women.

Immediate Objective 1
Tools and information have been provided to strengthen the guarantee and protection of the human rights of women affected by incarceration.

Planned product	Indicator	Degree of compliance with the goal	Means of verification
Study of human rights and the impact of incarceration on women (both incarcerated women and women who care for incarcerated relatives)	Study published and disseminated Public policy guidelines formulated and disseminated	Partially completed The study was published in 2021	CIM Annual Report CIM Web Page
Study of the impact of crime and gangs on the citizen security of women in the Caribbean	Study published and disseminated Policy guidelines and disseminated to the public	Not met	N/A
Four national pilot workshops on women, drug policy and incarceration	Workshops organized (number of men and women participants) Changes in drug and incarceration laws and policies that are beneficial to human rights	Fulfilled CIM has supported the Inter-American Drug Abuse Control Commission (CICAD) in the implementation of a series of workshops.	CIM Annual Reports CICAD Documents

Immediate Objective 2

A citizen security agenda has been formulated with a rights and gender equality approach that takes into account women's perspectives and experiences.

Planned product	Indicator	Degree of compliance with the goal	Means of verification
Preparation of an item document on citizen security with a rights-based and gender equality approach to guide the discussion on policy public	Document prepared and communication disseminated with the Committee on Hemispheric Security and MISPA	Partially completed The document has been prepared but not yet launched	CIM Annual Report
Development of model laws, policies and other instruments to address the gaps found in the security field and gender issues	Tools developed and disseminated	Not met	N/A
Elaboration of a OAS strategy to address the trafficking of people with a gender human rights focus	Internal meetings and meetings with Member States conducted to analyze the institutional approach	Not met The issue of human trafficking is being addressed within the framework of the Follow-up Mechanism of the Belem do Para Convention.	N/A

Immediate Objective 3

Support has been provided for the participation of women at all levels of the security sector, especially in security policy formulation and decision-making processes.

Planned product	Indicator	Degree of compliance with the goal	Means of verification
Preparation of orientation, sensitization and training materials to reinforce the impact of women leaders in security matters (negotiation, communication, media relations, policy dialogue, etc.)	Guidance material developed and disseminated	Not met Specific funds were secured to address this issue during 2022.	N/A
Development of codes of conduct, gender policies and other instruments to address the gaps and challenges faced by women in the security sector	Instruments developed and broadcasted	Not met	N/A

In October 2019, the United Nations Security Council encouraged regional organizations to convene meetings with the participation of governments, relevant agencies and civil society to review the implementation of the women, peace and security agenda in their respective regions; formulate practical and measurable actions. The social reality of the Americas requires a non-traditional approach to the issue of crises, (armed) conflicts, peace and security. The recent social and political tensions that have crystallized in different parts of the hemisphere in recent years present a complex scenario that directly affects women's security and has created new entry points for an expanded women, peace and security agenda in the region, based on Resolution 1325 and related resolutions.

In this regard, the CIM has initiated a process of dialogue and reflection to identify these entry points, which include the unmet demand for social and economic equality, the social conflict that generates this demand and the violence that sometimes arises from this conflict, transnational organized crime and the insecurity it generates, the deterioration of democracy, in particular the rise of authoritarianism and explicit threats to the human rights of women and LGBTI people, the reduction of civil society spaces for action, violence against women human rights and environmental defenders, the destruction of the environment and the growing insecurity of all kinds resulting from climate change, the proliferation of weapons, particularly small arms and their role in the intensification of gender-based violence and the increase in femicides, and the displacement and migration related to all these situations.

CIM's response revolves around knowledge management, the creation of spaces for dialogue and capacity building in three key areas: i) the re-energization of the women, peace and security agenda in the Americas; ii) the role of women in the management of all types of crises and conflicts, based on democratic feminist leadership; and iii) violence against women in contexts of conflict. During this period, the CIM has managed virtual spaces for dialogue, building knowledge and identifying priorities for future action on these issues, which will include the publication of a series of documents and the development of virtual courses.

5. Continuity of operations and financial and human resources situation

The financial and human resources scenario for the OAS over the next few years is bleak, and any cuts in the CIM's regular budget will necessarily have an impact on the Commission's ability to fulfill its mandates.

From the CIM, priority has been given to essential activities that are contemplated in the legal instruments of the CIM, such as holding the regular sessions of the Executive Committee, the preparation of the annual reports of the CIM and the MESECVI, the follow-up to the implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (PIA), and the provision of technical assistance within the OAS to ensure the incorporation of the gender, diversity and rights approach in the organization's projects.

Budgetary Execution of the CIM Regular Fund 2021

Object of Expenditure	2021
	Budget Execution (USD \$)
CIM staff salaries	\$1,247,910.50
Interagency assistance	-
Documents	-
Equipment and supplies	-
Contracts and conference services	167,512.66
Other expenses	12,605.52
Total	\$1,428,028.68
Total (Personnel)	1,247,910.50
Total (Non-Staff)	180,118.18

In 2020, the CIM considered and ratified that the staff of the Executive Secretariat was its most important and limited resource. Therefore, in view of the budget cut of 5.14% applied to the year 2021, a cut in personnel was not contemplated, so the totality of the cut came from the "non-personnel" funds of the CIM. This implied a reduction of 24.45% in available funds.

The staff of the CIM Executive Secretariat currently includes an Executive Secretary, seven professional staff members and one administrative staff member. In addition, the Secretariat has a fluctuating number of consultants, depending on the regular and specific funds available for the execution of programs and projects, and interns, provided by the OAS Internship Program.

Table 1: Evolution of the budgetary situation of the Executive Secretariat of the CIM

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
OAS Regular Fund	\$85,350,800	\$83,870,500	\$82,978,100	\$84,324,100	\$84,300,000	\$73,500,100	\$81,575,000	\$82,700,000	\$82,700,000	\$79,000,000
CIM Regular Fund	\$1,254,000 (1.5%)	\$1,295,100 (1.5%)	\$1,355,400 (1.6%)	\$1,353,600 (1.6%)	\$1,413,600 (1.7%)	\$1,261,600 (1.7%)	\$1,726,800 (2.12%)	\$1,726,800 (2.01%)	\$1,659,000 (2.00%)	\$1,573,800 (1.99%)
	\$237,000 (Non-personal)	\$237,000 (Non-personal)	\$223,500 (Non-personal)	\$223,500 (Non-personal)	\$285,500 (Non-personal)	\$218,500 (Non-personal)	\$410,800 (Non-personal)	\$381,100 (Non-personal)	\$258,100 (Non-personal)	\$195,000 (Non-personal)
OAS Officials (regular fund)	464	431	435	405	389	412	412	400	375	373
CIM Officers (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%)	9 (2.4%)

Funds Specific AEO	\$77,815,621	\$79,338,917	\$84,454,396	\$82,930,757	\$78,374,693	\$75,485,200	\$64,914,600	\$52,732,000	\$47,839,400	\$47,438,000
Funds Specific CIM	\$746,203 (0.96%)	\$433,427 (0.55%)	\$558,119 (0.66%)	\$638,505 (0.77%)	\$225,937 (%0.28)	\$85,000 (0.11%)	\$203,300 (0.31%)	\$85,000 (0.16%)	\$208,900 (0.43%)	\$370,000 (0.78%)