



Organization of
American States
More rights for more people



INTER-AMERICAN COMMISSION OF WOMEN

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**REPORT OF THE SECRETARY GENERAL ON THE IMPLEMENTATION OF THE
“INTER-AMERICAN PROGRAM ON THE PROMOTION OF WOMEN'S HUMAN RIGHTS
AND GENDER EQUITY AND EQUALITY (IAP)”**

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EXECUTIVE SUMMARY

The “Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality” was adopted by the General Assembly of the OAS in Windsor, Canada, in June 2000, pursuant to resolution AG/RES. 1732 (XXX-O/00), “*Approval and Implementation of the Inter-American Program on the Promotion of Women’s Rights and Gender Equity and Equality*,” wherein the Secretary General is asked to submit annual reports to the General Assembly on fulfillment thereof. This report, prepared by the Executive Secretariat of the CIM with input from the departments and other organs of the OAS General Secretariat and autonomous and decentralized organs, agencies, and entities, covers the period from March 2015 through February 2016.

The Executive Secretariat of the CIM sent a communication to all the organs, agencies, and entities of the General Secretariat reminding them of the need to comply with the provisions of the General Assembly resolutions, and requesting them to send the information that made it possible to draft this report. To that end, as with last six years, the Secretariat attached a questionnaire to this request, prepared by the CIM specifically for the compilation of the inputs for this report.

The level of reply from the areas and autonomous and decentralized organs, agencies, and entities of the GS/OAS to the questionnaire has remained high, reaching 90.2% in 2015. This indicator is slightly higher than in 2014, when it reached 87.8%, reflecting the upward trend in the level of reply since 2010, when the figure was 78.9%. As for the National Offices, the level of reply to the questionnaire has risen from 50% in 2010 to 85.7% in 2015.

The main conclusions of this questionnaire are summarized below:

- a. 18 areas (12 of the GS departments and 6 autonomous and decentralized organs, agencies, and entities), i.e., 43.9% of all areas queried (41), higher than in the previous period (39%), replied that they had a specific mandate or mandates to advance gender equality and women’s rights in the work areas of the department/unit/agency. Similarly, 43.9% (18) said that they did not and 12.2% (5) did not reply.
- b. 29 bodies (20 GS departments and 9 autonomous and decentralized organs, agencies, and entities), i.e., 70.73% of all areas polled (41), compared to 63.4% in 2014, replied that that had a strategy to mainstream gender equality and rights in their activities; 14.6% (6) said that they did not have such a strategy; and 17.07% (7) did not reply or offer specifics. De las Oficinas Nacionales, el 39,3% (11) respondió afirmativamente; mientras que el 46,43% (13) dijo que no y un 14,29% (4) no respondió o especificó.
- c. 53.6% (22 areas) of all GS/OAS departments and autonomous and decentralized organs, agencies, and entities surveyed indicated that they served as the Technical or Executive Secretariat of inter-American commissions or committees and/or ministerial or similar meetings, compared to the similar figure of 51.2% (21) in 2014 and 53.8% (21) in 2013. Of these areas, all but three, one less than in 2014, indicated that the issue of gender equality and women’s rights was a consideration of the inter-American commissions/committees or ministerial meetings.
- d. 63.4% (18 departments and 8 autonomous and decentralized organs, agencies, and entities) replied that they had policy(ies), program(s) and/or project(s) to promote gender equality and women’s rights, constituting an increase over previous years (48.8% in 2012 and 56.4% in 2013, similar to 2014). This question was also put to the

- National Offices, 53.6% (15) of which answered in the affirmative, compared to 32.1% (9) in 2014.
- e. 68.29% (28) of the GS departments and autonomous and decentralized organs, agencies, and entities replied that they had the technical capacity to mainstream gender and women's rights, compared to 63.4% (26) in 2014 and 56.4% (22) in 2013; 19.5% (8) said that they did not, and 12.2% (5) did not reply or offer specifics. Of the national offices, 32.1% (9) indicated that they had this technical capacity, 50% (14) said that they did not, and 17.9% did not answer or offer specifics.
 - f. The majority of areas replying to the questionnaire indicated that they wished to continue receiving technical support and assistance as well as training from the CIM/OAS to advance the implementation of the IAP. Currently, all secretariats have staff members and consultants trained in gender and rights.
 - g. 58.54% (15 departments and 9 autonomous and decentralized organs, agencies, and entities) of the areas that replied indicated that they had promoted the integration of women's rights and/or a gender perspective in their reports during this period. Additionally, 24.3% (10) indicated that they had not and 17.07% did not answer the question.
 - h. 51.22% (16 departments and 5 agencies) indicated that the programs, projects, and other activities associated with the 2015 Operational Goals adopted for their department/unit/agency had mainstreamed gender and/or rights; 7.32% (3 departments) indicated that this was not the case, whereas 26.83% (11) did not reply, and 14.63% (6) did not provide specific information or indicated that the question did not apply.

This report reflects the ongoing commitment and specific actions of the areas comprising the General Secretariat of the OAS (GS/OAS) and the various autonomous and decentralized organs, agencies, and entities to promote the mainstreaming of the gender perspective and women's human rights in their policies, programs, and projects, in keeping with the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP or Inter-American Program).

As in previous years, and promoted on this occasion by the new leadership of the Organization, with the theme "More Rights for More People," especially noteworthy is the qualitative headway made by the departments of the GS/OAS and the autonomous and decentralized organs, agencies, and entities in their work. This headway is reflected not only in their efforts to mainstream a gender perspective in projects and programs, but also in the formulation and implementation of initiatives, projects, and programs specifically designed to improve the situation of women and contribute to their empowerment in different spheres. This process has led, internally, to growing collaboration between the departments of the GS/OAS and the CIM.

Of note is the adoption, by Executive Order No. 16-03 of March 7, 2016, of the OAS' Institutional Policy on Gender Equity and Equality, Diversity, and Human Rights in the General Secretariat of the OAS. The terms of this policy were agreed upon through a participatory process during the period between different areas of the GS/OAS and the Executive Secretariat of the CIM. It aims to promote equity and equality in the exercise of rights, equal opportunity, and equal treatment in all aspects of the work of the GS/OAS by strengthening its management, culture, and institutional capacities.

Also of note is the creation of the Office of the Ombudsperson in the Organization, and the adoption of Executive Order No.15-02, titled “Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment,” issued on October 15, 2015, whereby it adopted Staff Rule 101.8, “Prohibition against Workplace Harassment,” and the “Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment.”

I. BACKGROUND

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

The Program was adopted by the OAS General Assembly at its regular session held in Windsor, Canada, in June 2000, by resolution AG/RES. 1732 (XXX-O/00), “*Adoption and Implementation of the Inter-American Program on the Promotion of Women’s Rights and Gender Equity and Equality*,” in which the Secretary General is requested to present annual reports to the General Assembly on the implementation of the IAP. This report, prepared by the Executive Secretariat of the CIM with input from the departments and other organs of the OAS General Secretariat and autonomous and decentralized organs, agencies, and entities, covers the period from March 2015 through February 2016.

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

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

More recently, the CIM, in keeping with its mandates and based on the evaluations of the IAP (CIM/doc.7/10) prepared ten years after its adoption and on the Mechanism to Follow Up on Implementation of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, “Convention of Belém do Pará” (MESECVI), and taking into account the internal consultations on institutional priorities effected with the OAS Secretariats, the CIM has prepared its 2011–2016 Strategic Plan. With this Strategic Plan, adopted by the CIM’s 2011–2012 Executive Committee at its First Regular Session (April 7 and 8, 2011), the CIM seeks not only to

strengthen its fundamental role as a hemispheric political forum in the area of gender equality and equity, and the human rights of women, but also to contribute to the implementation of the IAP in the light of existing institutional and regional challenges. This plan also provides the foundation for results-based management.

The principal strategies of the 2011–2016 Strategic Plan and the 2013–2015 Triennial Work Program of the CIM have been the coordination and harmonization of the Commission’s actions with those of the OAS, and the institutionalization of a rights-based and gender equality approach in the main forums and programs and in the institutional planning of the Organization.

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

In the context of the Summits Process, the IAP, since its adoption, has had the support of the Heads of State and Government of the Americas. For the first time ever, the Plan of Action of the Third Summit (Quebec, 2000) incorporated a gender perspective in some of its chapters, with one chapter devoted to gender equality. Moreover, the Declaration of Nuevo Leon of the Special Summit of the Americas (Monterrey, 2004) reiterated the commitment to continue to promote gender equality and equity; while the Fourth Summit (Mar del Plata, 2005) focused on creating decent work and strengthening democratic governance, and reaffirmed the intent to combat discrimination against women in the workplace. The Fifth Summit (Port of Spain, 2009) affirmed the commitment to strengthen institutional mechanisms for the advancement of women, including the Convention of Belém do Pará and its the funding, as well as encouraging the full and equal participation of women in the political life and decision-making structures of our countries at all levels through laws and public policies that promote respect for women’s human rights and fundamental freedoms, as well as gender equality, equity and parity.

At the Sixth Summit (Cartagena, 2012), the Heads of State and Government resolved to implement, in the area of citizen security and transnational organized crime, policies containing measures to prevent, investigate, punish, penalize, and eradicate sexual and gender based violence; to strengthen the administration of public security by governmental agencies through promotion of citizen and community participation, institutional coordination, and the training and education of civilian and police personnel, with full respect for the rule of law, gender equality, and human rights; and to strengthen our efforts to prevent and fight the smuggling of migrants and trafficking of persons, particularly of women, children and adolescents. With regard to poverty, inequality, and inequity, they resolved to deepen inter-American cooperation in the area of development and social protection with a view to strengthening human and institutional capacity-building efforts and

generating a skilled work force, with a gender perspective and giving attention to vulnerable groups; and to take specific steps to improve access to quality education for girls, especially in rural areas, and as well as promoting improved capacities of schools to reduce the barriers to regular attendance for women and girls.

At the Seventh Summit (Panama City, 2015), the Heads of State and Government indicated their intent, in the area of citizen participation, “To promote and strengthen economic, political, social and cultural empowerment for women, ensure the protection and guarantee of all their rights, and redouble our collective efforts to end discrimination, child, early and forced marriage, recognizing that gender equity and equality is necessary and legitimate for the sustainable and democratic advancement of our societies.” Also, in the area of migration, the Heads of State and Government indicated their intent “To strengthen programs to prevent and fight illicit smuggling of migrants and trafficking in persons, particularly of women, children and adolescents, as well as to generate, review and amend laws, where appropriate, against these crimes so that, in their enforcement, they will render assistance and protection to victims of trafficking and to promote cooperation among states to that end, in accordance with the Convention against Transnational Organized Crime and its protocols on trafficking in persons and smuggling of migrants.” In the area of security, they indicated their intent “To strengthen efforts and prioritize actions to effectively address violence against women and girls, particularly through the promotion of initiatives to empower women, and the implementation of effective public policies focused on achieving this goal, including measures to prevent, investigate, punish, and eradicate such violence; training for public officials at national and local levels; implementation of programs to educate, sensitize, and raise awareness about this phenomenon; and the collection of data and statistics within, as applicable, the framework of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Convention of Belém do Pará) and its follow-up mechanism.”

In its Section IV.2, paragraphs 2.1.3 and 2.1.4, the IAP recommends that the governments of the member states adopt the measures needed to integrate a gender perspective into the execution of programs and activities by all organs, agencies, and entities of the OAS and to provide them with the necessary training. In May 2001 the OAS Secretary General signed an agreement with the Canadian International Development Agency (ACDI/CIDA) for the execution of the “Project on Integration of Gender Perspective within the OAS,” to be coordinated by the OAS and the CIM. Two hundred General Secretariat staff members were trained in a first phase of this project from February 2002 to December 2003, particularly those charged with the implementation of programs and policies. In a second phase, from October 2005 to August 2006, seven workshops were held in specific areas, in which 125 staff members received training. This stage provided tools in response to specific needs in different areas of the Secretariat. A handbook on the integration of a gender perspective was written for the organization’s personnel, with tools for gender analysis. Document CIM/doc.13/06, “Report on the Implementation of the IAP,” provides details regarding the results of the first two phases of this effort.

Subsequently, in 2008, as part of the 2009–2011 OAS/CIDA Cooperation Plan, Canada approved funding to implement the project “Integrating Gender Analysis and Gender Equality and Equity as Crosscutting Themes and Objectives of all OAS Programs,” which constituted the third phase of the earlier initiative (OAS Gender Program). Project components included on-site and virtual training, and development of a community of practice, and gender indicators. The first three

components were to be executed by CIM, and the fourth component by the Department of Planning and Evaluation (DPE).

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

On-site training in 2010 was conducted as gender workshops for Department of Human Resources staff and for prospective facilitators, and three specialized sessions were held for Secretariat for Integral Development professionals on the topic of competitiveness; for Secretariat of Political Affairs staff on civil registration and electoral observation; and for Secretariat for Multidimensional Security staff on the topic of trafficking in persons. Eighty-four staff members (62 women and 22 men) received training. The DPE also participated; over this period it assisted in the preparation of a manual on gender mainstreaming in the OAS project cycle.

Based on on-site training conducted in 2010 and training materials prepared under the program in 2011, with the support of FLACSO, a training guide on gender for participants and facilitators was prepared, which, together with the above mentioned DPE manual, were the basis for the online CIM/OAS course prepared, "Gender equality and human rights-based approach in policies, programs and projects," launched in January 2013, through the virtual classroom of the Educational Portal of the Americas, of the OAS, whose first edition was for GS/OAS staff members and contract personnel associated with the formulation and implementation of policies, programs and projects. Professionals of all OAS secretariats have participated in the online course, which includes a community of practice.

Six editions of the course have now been given: the first and second in 2013, the third, fourth, and fifth in 2014, and the sixth in 2015 (June 24 to August 25). On this course, whose seventh edition was convened for 2016, 568 persons have taken part, including OAS staff members (59 who passed) and participants from different countries of the region, most associated with the formulation and/or evaluation of public and private sector policies, programs, and projects in their respective countries. One hundred and fifty-six persons (137 women and 19 men) from 18 member states, including 12 GS/OAS professionals, participated in the sixth edition (2015). The GS/OAS staff members included OAS program teams from headquarters and the field, from the Inter-American Program of Judicial Facilitators, the Mission to Support the Peace Process in Colombia (MAPP-OAS), and departments of all the OAS secretariats, including the Department of Planning and Evaluation (DPE). The participation costs for GS/OAS staff members and consultants were defrayed by the CIM/OAS. Likewise, in 2015, professionals from 12 countries of the region were awarded scholarships through the Professional Development Scholarship Program. New editions will be submitted shortly based on the recommendations, both methodological and content, made by experts based on an evaluation of the course.

A second, 10-week, online course is being developed under the OAS Gender Program. Titled the “Strategic Planning with a Gender Focus,” it is based on the methodology of the same name drawn up by the CIM/OAS in the framework of the hemispheric project on gender and decent work (CIDA cooperation 2009–2012), with the participation of national machinery for the advancement of women and labor ministries in the region. The first edition of this course is programmed for July to September 2016.

At the same time, the OAS Gender Community of Practice (CoP) is being developed. It debuted—on the occasion of the launch of the online course in 2013—via a discussion and experience-sharing session on gender mainstreaming and a rights-based approach at the OAS, which was streamed live in December 2012. During that session, a video welcome by the OAS Secretary General was played, and opening remarks were delivered by the Executive Secretary of the CIM, Ambassador Carmen Moreno Toscano; in addition, two OAS officials gave presentations. During 2015, the CoP held on-site meetings, including forums for discussion and exchange with eminent experts on gender and women’s rights of the region. These meetings include one held on September 29, 2015, with the President of the CIM and Minister for Women of Costa Rica, Ms. Alejandra Mora Mora; the then Chief of Staff of the Secretary General; and the President of the Asociación Civil Comunicación para la Igualdad, Ms. Sandra Chaher. At the request of members of the CoP, a meeting was also held to discuss the importance of promoting in the OAS a group on women’s empowerment. Also to be noted is the contribution made by members of the CoP to the draft Institutional Policy on Gender Equity and Equality, Diversity and Human Rights in the General Secretariat of the OAS, which was being discussed for subsequent approval by the Secretary General.

As regards efforts to institutionalize a gender and women’s rights perspective in the policy, project, and program cycle of the OAS, the ongoing advice and technical assistance in the area of gender and rights has been strengthened that is provided by the CIM to the GS/OAS entities and any others of the inter-American system that so request; as has the active participation by the CIM in specific projects and activities carried out in collaboration with those entities. In addition, collaboration between the CIM and the DPE has been stepped up through participation by the Executive Secretariat of the CIM in the Working Group of the Project Evaluation Committee (PEC), and on the PEC itself.

Of note is the adoption of the Institutional Policy on Gender Equity and Equality, Diversity and Human Rights in the General Secretariat of the OAS, by Executive Order No. 16-03 of March 7, 2016. The outcome of a participatory process during the period between the different GS/OAS areas and the Executive Secretariat of the CIM, consensus was reached on the terms of this Policy, which aims to promote equality and equity in the exercise of rights, equal opportunity, and equal treatment in all work done by GS/OAS by strengthening its management, culture, and institutional capacities.

Also of note is the creation of the Office of the Ombudsperson in the Organization, and the adoption of Executive Order 15-02, titled “Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment,” issued on October 15, 2015, whereby it adopted Staff Rule 101.8, “Prohibition Against Workplace Harassment,” and the “Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment.”

Lastly, of note are changes in the structure of the GS/OAS by Executive Order 08-01 Rev. 9, "Structure of the General Secretariat," adopted on December 11, 2015, which was also taken into account in preparing this report.

II. BASIC INDICATORS

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

On November 6 and 9, 2015, the Executive Secretariat of the CIM sent a communication to all organs, agencies, and entities of the General Secretariat reminding them of the need to comply with the provisions of the General Assembly resolutions, and requesting them to send the information that has made it possible to prepare this report. To that end, as it has for the last six years, the Secretariat attached to this request a questionnaire prepared by the CIM and specifically designed to collect the input for this report. The questionnaire has remained essentially the same since the first year it was launched, which has facilitated better identification of trends and needs.

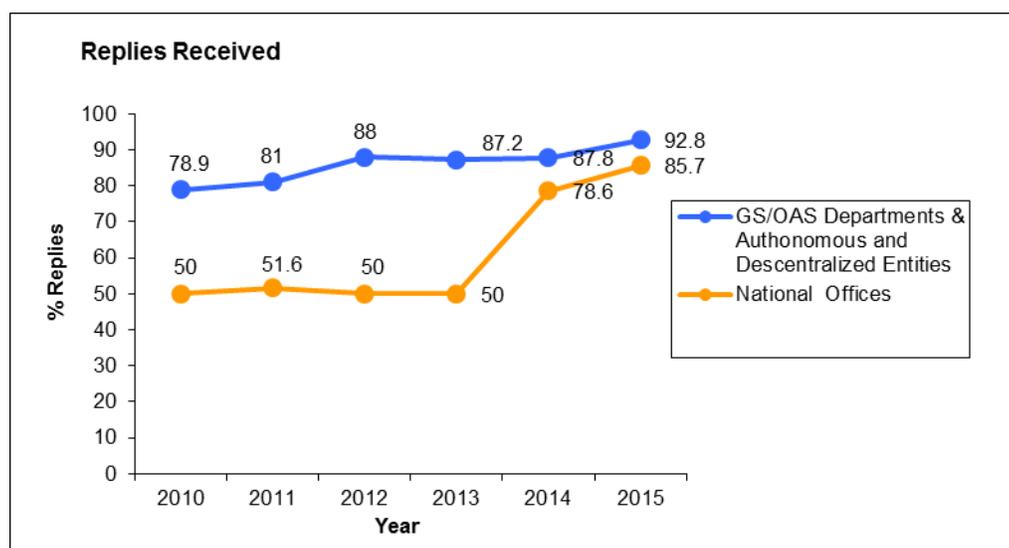
For the second period, a question has been included about the 2015 Operational Goals approved by the GS/OAS departments/units/agencies and the programs, projects, and other efforts associated with said goals that incorporate a gender and/or rights-based perspective. This was done to promote the mainstreaming of these perspectives in the Organization's annual operational goals.

As can be seen below, the 12-question questionnaire was sent to the directors of 30 GS departments and 11 autonomous and decentralized organs, agencies, and entities. An abbreviated version with seven questions was also sent to the OAS national offices. (The questionnaires can be found in Annex 2). Replies were received from 27 departments and 11 autonomous and decentralized organs, agencies, and entities and from 75% of the National Offices.

As shown below, of the 38 replies received from the departments and the autonomous and decentralized organs, agencies, and entities, 22 indicated that they served as the Technical or Executive Secretariat of an inter-American committees and/or ministerial or similar meetings. Of these, 19 replied that the issue of gender equality and women's rights was present in some measure in their work. (*See page 21*) (*Annex 1 contains a summary of all the replies received*).

Body	No. of questionnaires sent						No. of questionnaires returned						% replies					
	2010	2011	2012	2013	2014	2015	2010	2011	2012	2013	2014	2015	2010	2011	2012	2013	2014	2015
GS departments	33	34	32	29	30	30	25	26	27	25	26	27	75,8	76,5	84,4	86,2	86,7	90,0
Autonomous, & decent. agencies	5	8	9	10	11	11	5	8	9	9	10	11	100	100	100	90,0	90,9	100
Total questionnaire 1	38	42	41	39	41	41	30	34	36	34	36	38	78,9	81,0	88,0	87,2	87,8	92,8
National offices	30	31	28	28	28	28	15	16	14	14	22	24	50,0	51,6	50,0	50,0	78,6	85,7
Total questionnaire 2	30	31	28	28	28	28	15	16	14	14	22	24	50,0	51,6	50,0	50,0	78,6	85,7

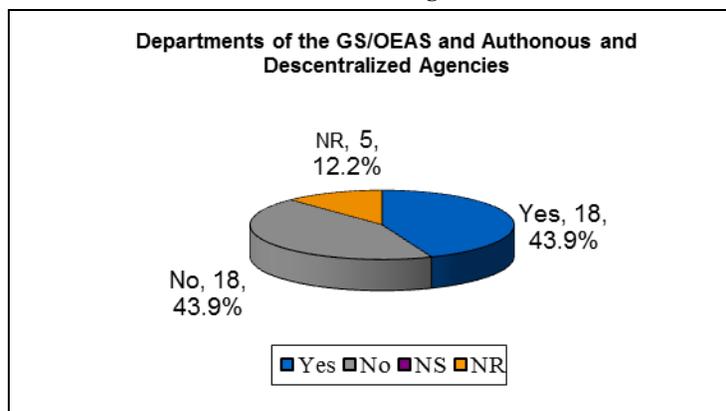
Reply rates by OAS bodies to the questionnaire have held quite steady, showing an upward trend compared to the previous year, with rates rising from 78.9% in 2010 to 92.8% in 2015. The rate of reply for the national offices rose from 50% to 85.7%.



A. Specific mandates on gender equality and rights

When asked whether *in addition to the IAP, they have (a) specific mandate(s) to advance gender equality and women's rights in the areas of the department/unit/agency under their responsibility*, 12 of the GS departments and 6 autonomous and decentralized organs, agencies, and entities, i.e., 43.9% of the bodies surveyed (41), answered in the affirmative, i.e., that they had a specific mandate, higher than in the preceding period (39%). By the same token, 43.9% (18) said that they did not while 12.2% (5) did not reply.

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



The following bodies have specific mandates on gender:

The departments of the *Executive Secretariat for Integral Development (SEDI)* follow the “Strategic Plan for Partnership for Integral Development 2006–2009,” in force until December 2016,¹ in which gender equity and equality is a crosscutting theme that, as the plan indicates, must be considered in all partnership-for-development programming. The plan also addresses the empowerment of women, their full participation in development, and equal opportunities for them to exercise leadership, all of which are central to integral development and the elimination of inequalities. In addition to the Strategic Plan, SEDI’s three departments—the Department of Economic Development (DED), the Department of Human Development, Education, and Employment (DHDEE), and the Department of Sustainable Development (DSD)—have specific mandates in this area, adopted at ministerial meetings and sessions of the OAS General Assembly. Likewise, the Inter-American Committee on Ports (CIP), which is part of this secretariat, has specific mandates.

Through the Department of Economic Development, in science and technology, the Plan of Action of Guatemala, Inclusive Innovation: Key to Reducing Inequality and Increasing Productivity in the Region, was adopted at the Fourth Meeting of Ministers and High Authorities of Science and Technology within the Framework of CIDI, Guatemala, March 10-11, 2015, whereby they agreed to step up efforts to mainstream the gender perspective across the four pillars of this Plan of Action; promote the presence of women in leadership and decision-making positions in the areas of science, technology, and innovation, as well as equal working conditions; strengthen policies to encourage women to join and remain in scientific, technological, and engineering professions; and promote measures to enable women to participate equally in the development of the knowledge society and have equal access to its benefits. In the area of competitiveness in the context of the Eighth Annual Americas Competitiveness Forum (Santo Domingo, 2011), the Competitiveness Authorities and Councils of the Inter-American Competitiveness Network (RIAC) adopted, among the principles for

¹According to AG/RES. 2874 (XLV-O/15), the term of the Strategic Plan for Partnership for Development 2006–2009 is extended until December 2015.

advancement toward a more competitive and prosperous region—as part of the Consensus of Santo Domingo—the principle of promoting gender equality.

As concerns sustainable development, a number of commitments have been made since 2007 to promote public participation in all sectors of society, including women, which the area indicates it has been doing through implementation of the Inter-American Strategy for the Promotion of Public Participation in Decision-Making for Sustainable Development. For its part, the DSD has specific mandates on gender in disaster management that have come from sustainable development authorities and from the CIM.

In the area of labor, in 2015 and 2013, in the framework of the XIX and XVIII Inter-American Conferences of Ministers of Labor, held in Cancun, Mexico and Medellin, Colombia, respectively, mandates in the area of gender equality and women's rights in the workplace were reaffirmed, with firm commitments in the framework of their declarations and plans of action intended, among other things, to mainstream gender in labor and employment policies, eliminate discrimination, harassment, and violence based on gender or sexual orientation, and strike a balance between work and family responsibilities.

In the context of the Inter-American Committee on Ports (CIP), the states, as part of its Lima Action Plan 2012–2013, paid special attention to the topic of Corporate Social Responsibility and Women in Ports, through which significant progress has been made within the CIP in the area of gender. This commitment was reiterated in 2014 in the Plan of Action of Cartagena 2014–2015 of the CIP, which reaffirms that the role and participation of women in port operations is of the utmost importance and establishes specific actions to take in that regard.

- *In the Strategic Counsel for Organizational Development and Management for Results*, the Department of Planning and Evaluation (DPE) emphasizes General Assembly mandates pertaining to the IAP that call for systematic incorporation of the gender perspective in international instruments and procedural mechanisms in the framework of the OAS, and on ministerial agendas; and those whereby the Secretary General is urged to continue, with support from the CIM, promoting and working on full implementation of the IAP so as to achieve integration of a gender perspective into all programs, activities, and policies of the Organization of American States (OAS); The DPE also refers to more recent mandates associated with the IAP [AG/RES. 2831 (XLIV-O/14)], whereby the Secretary General is urged to continue to implement jointly with the CIM the gender analysis training project at the OAS, targeted especially at senior staff in management positions and new staff members who work in priority areas.
- The *Secretariat for Strengthening Democracy*, the Department of Sustainable Democracy and Special Missions refers to the mandate of the OAS Mission to Support the Peace Process in Colombia (MAPP/OAS), of December 15, 2014, to carry out broad and flexible monitoring of the peace policy of the Colombian State regarding illegal armed groups, incorporating in all work areas a differential approach to gender, ethnicity, and age.
- *Secretariat for Access to Rights and Equity*: in the area of persons with disabilities, of note are mandates arising from the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, “Convention of Belém do Pará,” as well as the Declaration of the First Summit of the Americas (1994) on meeting the needs of the population, especially the

needs of women and the most vulnerable groups, including indigenous peoples, the disabled, children, the aged, and minorities. The area also referred to the Program of Action for the Decade of the Americas for the Rights and Dignity of Persons with Disabilities (2006-2016), in connection with preventing, prohibiting, and punishment maltreatment, sexual abuse, and exploitation, in particular within the family, of persons with disabilities, especially children and women; and ensuring access by persons with disabilities, especially women, children, and older persons, to social assistance programs and anti-poverty strategies.

- *In the Secretariat for Hemispheric Affairs*, the Department of Effective Public Management mentions commitments in the framework of the Inter-American Program for Universal Civil Registry and the Right to Identity. The Department's work to address this is carried out primarily through the Universal Civil Identity Project of the Americas (PUICA), in which efforts are being made to mainstream a gender perspective.
- Within the *Secretariat for Multidimensional Security*, the Inter-American Drug Abuse Control Commission (CICAD) since 2010 has had a direct mandate regarding gender in its Hemispheric Drug Strategy, adopted by the OAS General Assembly in its fortieth regular session in Lima: "3. Policies, measures, and interventions to address the world drug problem should take gender issues into account;" this is also the case with regard to treatment models (point 21), which are to consider the needs of different population groups, taking into account factors such as gender, age, cultural context, and vulnerability. Regarding public security, the Meeting of Ministers of this sector (MISPA), for the first time, at their third meeting (Trinidad and Tobago, November 2011), discussed the gender perspective. The "Port of Spain Recommendations for Police Management" were approved, underscoring the need to continue promoting police reform processes in the Americas from a gender perspective. This constitutes a step forward, politically, since the launch of the MISPA process in 2008. At MISPA V (Lima, Peru, November 2015), the Inter-American Program for the Prevention of Violence and Crime was adopted, one of whose guidelines is to mainstream a gender perspective in all its initiatives. The Department of Public Security also refers to the Second Work Plan to Combat Trafficking in Persons in the Western Hemisphere 2015-2018, adopted in 2014, and implemented through its incorporation in the Inter-American Program for the Prevention of Violence and Crime.
- At the *Secretariat for Administration and Finance*, the Department of Human Resources (DHR) refers to specific gender mandates. The DHR mentions General Assembly mandates related, on the one hand, to the amendments to Chapter III (Personnel) of the General Standards, adopted in October 2014 [AG/RES. 1 (XLVIII-E/14)], with respect to maintaining gender equity and equality in every phase of the recruitment process; other mandates requesting the GS to distribute to the member states each quarter an up-to-date register of the staff, by dependency, including statistics by gender (CP/doc.5081/14); in addition to those mandates requesting the GS to present quarterly administrative and financial management reports to the Committee on Administrative and Budgetary Affairs (CAAP) that contain information on human resource management, including information on new appointments, trust positions, staff transfers, reclassifications, resignations, and terminations, and the budgetary impact of these changes, as well as gender distribution and geographic representation [AG/RES. 1 (XLII-E/11)]; and the distribution to member states of an up-to-date Register of Staff Members that includes statistics broken down by gender, grade and step, country of origin, duty station, fund and projects financing the post, date of entry, etc. [AG/RES. 2755 (XLII-O/12)].

In addition to the CIM, six of the 11 *autonomous and decentralized organs, agencies, and entities* surveyed by CIM/OAS replied that they had specific mandates:

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

The Inter-American Telecommunication Commission (CITEL) adopted several mandates in this area in 2015, including 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 ICT's as Tools for the Empowerment of Women, Particularly to Prevent and Eradicate Violence against Women," and resolution PCC.I/RES. 258, "2016-2018 Roadmap for the Development of Projects, and Human and Financial Resources to Promote Women's Access, Use, and Leadership in ICT Development," adopted at the XXVI and XXVII Meetings of Permanent Consultative Committee I: Telecommunications/Information and Communication Technologies (PCC.I), respectively, held in Lima, in May 2015, and in Washington, D.C., in September 2015. Prior to these resolutions, CITEL adopted the Declaration of Santo Domingo [CITEL RES. 69 (VI-14)], established a Rapporteurship on Broadband for universal access and social inclusion and, in that framework, pledged to pay special attention to women and children, among other people, with the aim of bringing about digital inclusion and ensuring that ICTs facilitate their development. Likewise, the Strategic Plan for CITEL for 2014–2018 includes among its strategic targets "Reduction of the digital divide and inequality, particularly in underserved areas and in regards to gender and to persons with disabilities." These mandates are additional to that arising from the XIX Meeting of Permanent Consultative Committee I, at which it is resolved, in connection with the gender issue in the Americas region, to create a "Program for the Inclusion of Women and Girls in ICT" [PCC.I/RES. 194 (XIX-11)], and instructs the Secretariat of CITEL to forward this resolution to international organizations and to other organizations specialized in this area for linkage of this proposal with current and emerging issues in the gender perspective area. This mandate complements that adopted by the Permanent Executive Committee, which instructs the Coordination for the Development of Human Resources with the organization of the necessary activities to promote gender equality. Since 2003, the CITEL has had guidelines in place aimed at promoting gender equality [COM/CITEL RES.160 (XIII-03)].

The Inter-American Institute for Cooperation on Agriculture (IICA) has a mandate to incorporate the gender perspective in institutional policies, which was adopted in 1999 in the framework of the Inter-American Board of Agriculture (IICA/JIA/Res.342 (X-O/99), whereby it resolved to incorporate the gender perspective into IICA institutional system and request the Director General to make the legal, regulatory and operational changes needed to comply with this mandate. The Director General of IICA is also requested to ensure that the Institute's gender policy is also expressed in the institution's action and instruments for technical cooperation. It further requests the

General Director of IICA to ensure that the Institute's gender policy is also expressed in the institution's action and instruments for technical cooperation. More recently, in 2010, its Executive Committee adopted a 2010–2014 Medium-term Plan, adopting as one of its principles, equity and social inclusion through capacity building and knowledge management.

The Inter-American Children's Institute (IIN) refers to resolution AG/RES. 2432 (XXXVIII-O/08), in which the OAS General Assembly takes notes with satisfaction of the decision of the Directing Council of the IIN to develop an *Inter-American Program for the Prevention and Eradication of Commercial Sexual Exploitation and Smuggling of and Trafficking in Children*.

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

The Pan American Health Organization (PAHO), in addition to the mandates reported for earlier periods, for 2015, refers to the "Evaluation of the Plan of Action for Implementing the Gender Equality Policy and Proposed Strategic Lines of Action" (document CD54/INF/2). The report summarizes, ten years since the adoption of PAHO's Gender Equality Policy, in 2005, the progress achieved and analyzes the final evaluation of the implementation of that Policy through the 2009-2014 plan of action.

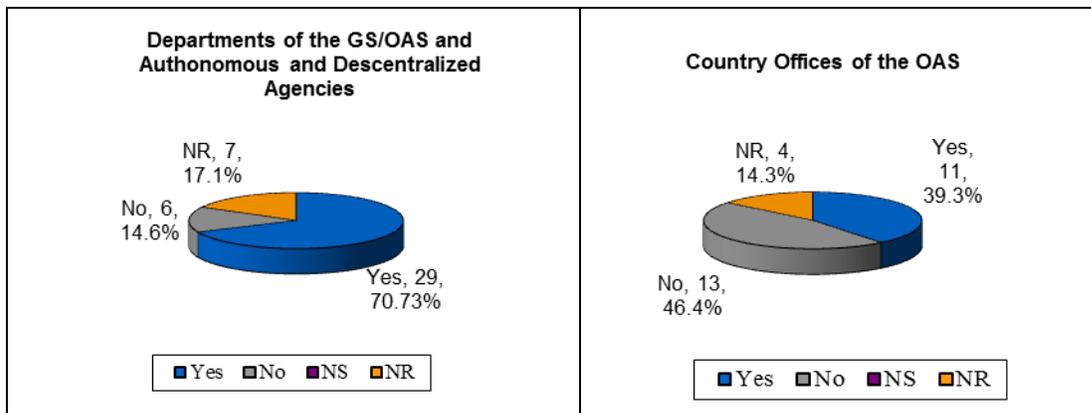
B. Strategies to integrate a rights-based and gender equality approach

When asked whether their *department/unit/agency has any strategy to integrate a rights-based and gender equality approach in its activities*, as shown in the following graph, 29 bodies (20 GS departments and 9 autonomous and decentralized organs, agencies, and entities), i.e., 70.73% of all the bodies queried(41), replied in the affirmative, compared to 63.4% (in 2014), 66.7% (in 2013), 58.5% (in 2012), and 60% (in 2010); 14.6% (6) said that they did not have any, compared to 22% (9) the previous year, and 17.1% (7) did not reply or give specifics. Of the National Offices, 39.3% (11) answered in the affirmative, a figure similar to that for 2014, and 21.4% (6) in 2013; while 46.43% (13) said that they did not and 14.29% (4) did not reply or provide specific information. It must be clarified that several bodies indicated that their strategies were not formal and were being introduced gradually into their activities.

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

Of the departments that said they did not have a strategy, the Department of Procurement Services, replying the question about the technical support it would need from the CIM, indicated that it would like training on any steps taken by other international organizations in the area of procurement to ensure the mainstreaming of a gender perspective in the procurement area.

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



Next to be noted are bodies that have more formal strategies, though not necessarily a formulated one, which in some instances address specific mandates or commitments approved by the sector, which are: the Section on Employment (strategic guidelines adopted by its ministerial meeting, for furthering the integration of the gender perspective in ministries of labor); the Department for Electoral Cooperation and Observation (DECO) (incorporating the gender perspective into the election observation methodology and the methodology for observing political financing models in elections in the countries of the region); the Department of Sustainable Democracy and Special Missions (through different actions promoted by the gender area of MAPP/OAS, and the Culture of Peace Program of the Peace Fund; the Department of Planning and Evaluation (incorporating the gender perspective in the OAS project cycle); the Department of International Law (DIL) and the Department of Economic Development (DESD) (through specific projects and in the context of ministerial-level meetings); in the social area, the Department of Social Inclusion (through Participatory Gender Assessments in the framework of the Inter-American Social Protection Network (IASPN), and different actions in support of vulnerable populations); the IACHR (through the work of the Special Rapporteur on the Rights of Women); CITES (coordination of efforts, as mandated by its Executive Committee); the CIP (through the Subcommittee on the Participation of Women in Port Affairs); PAHO (implementation of the Strategic Plan 2014-2019, whereby gender equality is reaffirmed as a priority (crosscutting) theme for the Secretariat at the member states); and the PADF (through its Strategic Plan).

National offices: 39.3% (11) of the National Offices (28) during this period, compared to 35.7% (10) in 2014, and 21.4% (6) in 2013, said that they had a strategy to further gender equality and rights, although their strategies were not formal and were being introduced through the promotion of these matters and the integration of this perspective in the projects and activities they were involved in. In addition to these Offices, at least another five, despite indicating that they had no strategy in this area, referred to actions they were carrying out to promote gender equality in their work.

The replies provided the GS/OAS departments and autonomous and decentralized organs, agencies, and entities are summarized below:

- *In the Strategic Counsel for Organizational Development and Management for Results*, the Department of Planning and Evaluation (DPE), as the department charged with developing tools and procedures to facilitate project management based on results, has responsibility for promoting gender mainstreaming in project formulation, design, monitoring, and evaluation processes. To that end, the DPE maintains a close working relationship with CIM. For its part, the Department of Press and Communication strives to promote gender equality, including the dissemination of information in this area. Although on this occasion input was not received from the areas responsible for resource mobilization with the permanent observers and interinstitutional relations, reference is made to the efforts over the years to mobilize resources with the permanent observers and to submit projects and initiatives of the CIM, in accordance with the Strategic Plan for Mobilization of External Funds in the OAS with permanent observers and voluntary donors 2013-2015; and through the promotion of inclusion of gender issues in memoranda of understanding and other strategic partnerships with international organizations of the United Nations system and inter-American system, in the framework of interinstitutional relations.
- In the *Secretariat for Legal Affairs* (SLA), the Department of International Law (DIL) has as a horizontal policy the incorporation of a gender perspective in all its programs, projects, and activities and in the technical advice it provides. The leadership of the Department has required all its staff and independent contractors to include the gender perspective as a crosscutting theme in their activities and has promoted training thereon on the courses offered by the CIM. Women's participation and effective inclusion of the gender perspective are reflected in all of the Department's activities, courses, seminars, symposia, and workshops. Gender parity has also been emphasized at DLI events. For its part, the Department of Legal Cooperation emphasizes that OAS efforts against corruption, through the Mechanism for Follow-Up on the Implementation of the Inter-American Convention against Corruption (MESICIC), demonstrates that it promotes gender equality, given that the harmful effects of corruption have a disproportionate impact on the most vulnerable segments of society, including women. It notes that women are involved in MESICIC activities through their participation as principal experts on the Committee of Experts; it does not, however, refer to any specific strategy.
- In the *Secretariat for Strengthening Democracy*, the Department of Electoral Cooperation and Observation (DECO) has established a policy for the promotion of awareness in gender topics for its staff and for the members of the OAS Electoral Observation Missions (EOMs). The gender perspective is being included in the formulation and implementation of projects. Efforts are being made to disaggregate the information about the EOMs by gender and to expand the participation of women in the structure of the EOMs, especially in decision-making positions. DECO has methodologies for both electoral observation and the observation of political financing in elections—each with a gender approach—that have now been implemented in the region. The Department of Democratic Sustainability and Special Missions, via the OAS Mission to Support the Peace Process in Colombia (MAPP/OAS), implemented a strategic plan 2011–2013, with a gender approach incorporated during its preparation. The MAPP/OAS's gender area, created in 2012, provides support to the Mission's different thematic areas for incorporating a gender and women's rights-based approach in the Mission's support, monitoring, and verification activities. Under the efforts of the OAS Office in the Belize-Guatemala Adjacency Zone, as part of the implementation of resettlement projects, special

attention is given to ensuring greater protection and participation of women. In this connection, the Peace Fund has striven to mainstream gender in all of its activities and projects.

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

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

- In the *Secretariat for Access to Rights and Equity (SARE)*, the Department of Social Inclusion, in order to promote social development with equity, emphasizes the protection of the rights of groups vulnerable by reason of age, gender, disability, and/or ethnic or geographic origin. Under Promotion of Equity, it has no formal strategy, but efforts are made to incorporate a gender perspective in the programming of the Inter-American Social Protection Network (IASPN), in work related to the Meeting of Ministers and High Authorities of Social Development, in monitoring the implementation of the Plan of Action of the Social Charter, and in monitoring the national reporting process of the Additional Protocol to the American Convention on Human Rights in the Area of Economic, Social and Cultural Rights, "Protocol of San Salvador. In the area of migration, the Continuous Reporting System on International Migration in the Americas, in its request to the participating countries for standardized information, requests all information needed to analyze migration trends in the Americas from a gender perspective. It also has a technical assistance component to improve the quality of information on migration at the national level, including obtaining data disaggregated at the gender level, a necessary condition for analysis of the phenomenon with a gender perspective. Under Inclusion of Vulnerable Populations, the SARE has paid particular attention to the gender perspective in the context of the activities of the Consumer Safety and Health Network (CSHN), in designing workshops and training courses, and in selecting participants for the CSHN's hemispheric graduate courses. As for activities with civil society, efforts are being made to

ensure gender balance, depending on the availability of resources to fund participation by civil society representatives in the activities or on panels at plenary sessions of our forums.

- In the *Secretariat for Multidimensional Security*, the Inter-American Committee against Terrorism (CICTE) has an open policy for the participation of women in all of its courses and programs, recognizing the vital role that women play in member states' efforts to prevent, combat, and eliminate terrorism. CICTE has developed a strategy for keeping track of, and including in mission reports, all CICTE events, along with the number of participants in them disaggregated by gender and other variables. This will make it possible to produce reports with information on participants disaggregated by gender, region, country, program, and event for all officials who attend events funded by CICTE. CICTE also indicates that it will foster greater participation by women in its activities. In this regard, any invitations CICTE extends to the member states, whether to sponsor or host events in their cities or to designate national participants to attend international events sponsored by other member states, will include a request to that effect. CICAD has a mandate to develop and evaluate policies and projects based on scientific evidence, in which one of the central parameters is gender, since drug use often follows different trends depending on age, gender, social class, etc. It seeks to further this approach in its horizontal and international cooperation, and to identify gender gaps as part of its training follow-up.

The Department of Public Security indicates that although it does not have a specific mandate or formal strategy in the area, it promotes the inclusion of a gender and rights-based perspective as a crosscutting theme in its projects and activities through the ongoing advisory services of an expert in this area. The DPS is also continuing its direct cooperation initiatives with the other units of the Secretariat for Multidimensional Security, specifically for the joint design of proposals and projects with a violence prevention approach, participation in specialized workshops and panels, and advice on the effective incorporation of matters related to “women’s security” and “security and gender.”

- In the *Secretariat for Hemispheric Affairs*, the aim of the strategy implemented by the Department of Effective Public Management is, on the one hand, to raise awareness and provide training for its staff members on the importance of mainstreaming gender in its activities; and of gradually incorporating that perspective as a crosscutting theme in projects, online courses, ministerial meetings, networks, guidelines, and studies, and throughout its work, and of establishing a relationship for coordination with the CIM to support the implementation of the Department’s work plan. To that end, it provides training and raises awareness among its staff, incorporates a gender perspective in project profiles and in its budget; analyzes online courses and the Guide of Strategies and Mechanisms for Effective Public Management; identifies and presents best practices of management with a gender perspective in the framework of the Inter-American Cooperation Mechanism for Effective Public Management (MECIGEP); and works to introduce the gender perspective in its ministerial meetings. It has also held meetings with the CIM to obtain feedback and advice on mainstreaming gender in its activities.

The Summits Secretariat, for its part, promotes the inclusion of a gender perspective in all its activities, including the preparatory process for the Summit of the Americas, as well as in its events with social actors and political dialogues, and in aspects related to following up on and implementing the Summit commitments. As for the Art Museum of the Americas, it

emphasizes in its programs the work of women artists, curators, and academics, and, to the extent possible, seeks equitable representation of male and female artists, curators, and academics and to explore gender-related matters in its exhibitions.

The Secretary for Hemispheric Affairs, together with the Advisor for Strategy and Organizational Development, co-chair the recently created Committee to Analyze Strategic Initiatives (Executive Order 16-02, “Strategic Initiatives of the General Secretariat,” February 9, 2016), to be composed of the Chiefs of Staff of the Secretary General and Assistant Secretary General and all the secretaries, and in which the CIM will participate through its Executive Secretariat to ensure gender mainstreaming in all initiatives to be analyzed.

- In the *Secretariat for Administration and Finance*, the Department of Human Resources (DHR) continues its efforts to strike a gender balance by (i) providing the GS/OAS with information on the current status of geographic and gender distribution in its Quarterly Resource Management Reports and the Register of Staff Members of the OAS; (ii) distributing a report to directors, as part of the internship program, in which information is provided on the current status of geographic and gender representation in their areas, with a view to issuing recommendations on the nationality and gender of future interns; and (iii) providing the areas with a report on gender representation by area as an element to be considered in the recruitment, selection, and appointment process. The Department of Information and Technology Services indicates that its strategy is based on recommendations emanating from the DHR.

The autonomous and decentralized organs, agencies, and entities listed the following among their strategies:

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

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

The IIN has a 2011–2015 Plan of Action that includes the topic of gender as part of its crosscutting and rights-based approach, and indicates that gender will be mainstreamed at all stages of developing each thematic area of the plan. The IIN also seeks gender parity in spheres of its work, including senior management. With respect to communications, the IIN has a policy that aims to incorporate and promote a gender perspective in its communications.

The IICA does not officially have a specific strategy; however, the Institute's technical cooperation activities make visible the importance of the matter through actions such as: (i) establishment of the principle of equity and equality in its 2010–2014 Medium-Term Plan; (ii) the political intent to establish specific measures on gender in the 2014–2018 Medium-Term Plan, for which an institutional position paper on gender (currently under discussion) has been drawn up as input; (iii) support from the Interagency Gender Working Group and inclusion of the Regional Platform for Technical Support for the implementation of the Central American Strategy for Rural Area-based Development (ECADERT) through the organization of and participation in various workshops, forums, and events in support of mainstreaming gender and of inclusion and equity; (iv) information-sharing; (v) support for projects of women's groups or the different institutions or entities responsible for gender issues; (vi) online publications to promote equity and inclusion-related matters; (vii) organization of workshops to mainstream gender in agricultural and rural development projects; and (viii) compilation and promotion of concept documents, toolkits, systematization of experiences, and other activities to facilitate the integration of matters such as gender equity and inclusion in the action of the institution, its partners, and member states, through the Central American Territories web page.

The ideas expressed in CITEI's mission, as adopted in 2010, and which are based on the principles of universality, solidarity, transparency, equity, reciprocity, nondiscrimination, technological neutrality, and resource optimization, taking into account the environment and sustainable human development to benefit society in every country of the region, permeate all of its activities. In addition to the "Program for the Inclusion of Women and Girls in ICT" [(PCC.I/RES. 194 (XIX-11)] and all efforts of earlier years made in connection with ICT policies and projects executed by CITEI focused on the area of gender, was the creation, in 2015, of CITEI's ad hoc group on gender [(CCP.I/RES. 243 (XXVI-15)].

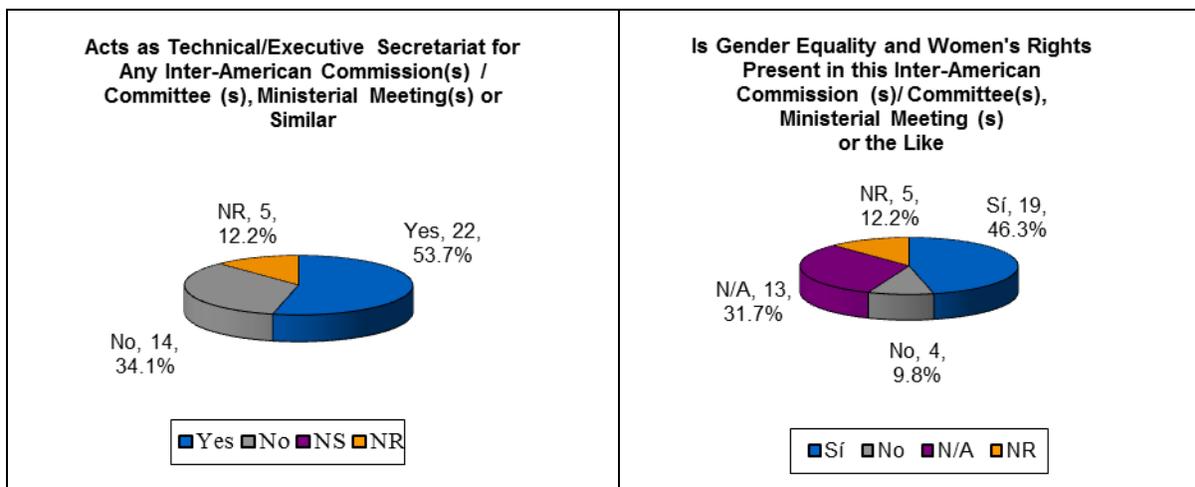
Since the headquarters of the Pan American Institute of Geography and History and the offices of the History Commission are located in the United Mexican States, this guarantees compliance with the international and national legal framework on human rights and the promotion of gender equity. In this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

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

Of all the GS/OAS departments and autonomous and decentralized organs, agencies, and entities polled, 53.7% (22 bodies) said that they served as the Technical or Executive Secretariat of inter-American commissions and/or committees, ministerial meetings, or the like, compared to 51.2% (21) in 2014, 53.8% (21) and 46.3% (19) in 2012. Noteworthy is the fact that these bodies, with the exception of three (Department of Legal Cooperation, Department of Procurement Services, and the Relations with Civil Society Section, replied that the theme of gender equality and women's rights was present in the inter-American committees or in ministerial or similar meetings for which they

served as secretariat. Similarly, of the 22 bodies, seven indicated that they served as the Technical/Executive Secretariat of at least two ministerial-level forums. Only SEDI, through its Department of Economic Development, serves as Technical and/or Executive Secretariat of seven ministerial-level bodies, as well as the Secretariat for Access to Rights, with six forums under the Department of Social Inclusion and one under Civil Society. Another case is the Department of Public Security, which serves as Technical and/or Executive Secretariat to eight bodies.² This demonstrates the potential impact that the OAS can have at the inter-American level, through these sectoral forums, in furthering a rights-based and gender approach at the inter-American level. Deeper analysis would be required to identify the level at which this has been taking place in each one of these forums.

Departments of the GS/OAS and Autonomous and Decentralized Organs, Agencies, and Entities

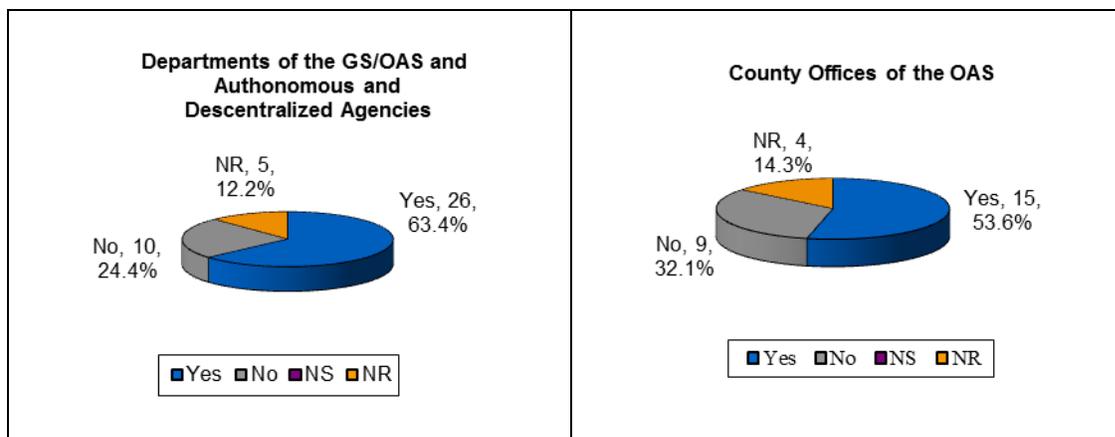


In addition, as shown in the graph above, the number of entities, whether committee or ministerial/inter-American meeting secretariats that indicate that they mainstream the gender approach is on the rise.

² In addition to these two Secretariats and the Department of Public Security, other OAS bodies that serve as Technical and/or Executive Secretariat of ministerial-level bodies for more than two ministerial level bodies include the Department of Human Development, Education, and Employment (at least four), the Department of Effective Public Management (four), the Summits Secretariat (three), and the Department of Financial Services (two).

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

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



Based on the replies that were provided by the SG/OAS departments and autonomous and decentralized organs, agencies, and entities that reported *having policies, projects or programs to promote gender equality and women’s rights*, 63.4% (18 departments and 8 autonomous and decentralized organs, agencies, and entities). Compared to the previous years, there has been marked progress (47.6% in 2011, 48.8% in 2012, 56.4% in 2013), and the same in 2014. This question was also put to the National Offices, 53.6% (15) of which, compared in 32.1% (9) in 2014, replied in the affirmative. Despite these figures, several departments, and autonomous, and decentralized agencies indicated, in connection with those efforts, that not all their projects were necessarily formulated for the above-mentioned purpose, although the gender perspective and women’s rights were taken into account in their execution.

Based on the replies received (*see details in Section III*), below are listed are the departments and agencies with projects or programs through which gender equality and women’s rights are promoted. Compared to the preceding period, marked progress was made. Analysis of the extent to which this is being achieved is beyond the scope of this report.

Secretariat	Department	Project/Program
Executive Secretariat for Integral Development (SEDI)	Dept. Economic Development	<ul style="list-style-type: none"> - Economic Empowerment and Trade Program (2010-2015), especially the following: <ul style="list-style-type: none"> - IV Inter-American Dialogue of High-Level MSME Authorities, April 2015 - Project: Establishment of Small Business Development Centers (SBDCs) in CARICOM Member States (2012–2015) - Training of Trainers in Information and Communication Technologies (ICTs) for MSME - - Establishment of Small Business Development Centers in CARICOM Member States (2012-2015) - Plan of Action of Guatemala 2016-2020, in the framework of the IV Meeting of Ministers and High Authorities on Science and Technology - Member of the advisory group of GenderInSITE LAC-Gender in Science, Innovation, Technology, and Engineering

Secretariat	Department	Project/Program
		<ul style="list-style-type: none"> - Member of the SciGirls advisory group - Periodic collaboration with LACCEI for annual conference - WG on gender and competitiveness of the Inter-American Competitiveness Network (RIAC) - Annual report of Signs of Competitiveness - Project: Expanding the Socioeconomic Potential of Cultural Heritage in the Caribbean. Phase II: Implementation of Project Components (January 2015-January 2017) - Project: Increasing Tourism Competitiveness Through Sustainable Destination Management and Capacity Building in the Caribbean and Central America (2014-2016)
	Dept. Human Development, Education, and Employment	<ul style="list-style-type: none"> - Activities in the framework of the Inter-American Teacher Education Network (ITEN) - Joint online capacity-building program on gender and rights between the Educational Portal of the Americas and the Inter-American Commission of Women. It includes: <ul style="list-style-type: none"> - Holding of the sixth edition of the online CIM/OAS course “Rights-Based and Gender Equality Approach to Policies, Programs, and Projects” - Progress in the instructional design of the CIM course “Strategic Planning with a Gender Focus” - OAS Gender Community of Practice, managed by the CIM - Ongoing collaboration between the Professional Development Scholarship Program and the CIM - Gender component program in the framework of the Inter-American Network for Labor Administration (RIAL), which includes: <ul style="list-style-type: none"> - RIAL support for the launch of the Gender Equality Seal program in El Salvador, 2015 - Project on Participatory Gender Audits in Ministries of Labor
	Dept. Sustainable Development	<ul style="list-style-type: none"> - Environmental Law, Policy, and Governance Program – Strengthening Public Participation Mechanisms for Sustainable Development - Sustainable Communities in Central America and the Caribbean project - Regional Project for Integrating a Gender Equality and Rights-Based Perspective into Comprehensive Risk and Disaster Management (in search of funds) - Integrated Disaster-Risk Management Initiatives, coordinated with the CIM
	Inter-American Committee on Ports	<ul style="list-style-type: none"> - Annual Port Woman of the Year in the Americas Award of the Inter-American Committee on Ports (CIP) (January-April 2016) - Preparation of the Hemispheric Seminar on Corporate Social Responsibility (CSR) and Gender Equality in the Port Sector: From Awareness to Action, April 2016
	YABT	<ul style="list-style-type: none"> - International courses held in Israel twice a year - IV Youth Forum of the Americas - Promotion of young female entrepreneurs in international forums
Secretariat for Legal Affairs (SLA)	Dept. International Law	<ul style="list-style-type: none"> - Secured Transactions and Equitable Access to Credit Project - Equitable Access to Public Information Project - Rio de Janeiro Course on International Law
Secretariat for Political Affairs (SPA)	Dept. Electoral Cooperation and Observation (DECO)	<ul style="list-style-type: none"> - Project on Incorporating the Gender Perspective into OAS Electoral Observation Missions (EOMs) - Methodology for Observing Political-Electoral Financing in Electoral Observation Missions - Toolbox for Financing from a Gender Perspective - Methodology for Observing the Electoral Participation of Indigenous Peoples and Persons of African Descent in Electoral Processes - Methodology for Observing Voting Abroad - Electoral Security Methodology - Electoral Dispute Resolution Methodology – Electoral Justice - Methodology for Observing the Participation of Persons with Disabilities in Electoral Processes
	Dept. Sustainable Democracy and Special Missions	<p>Efforts in the framework of the Peace Fund - the OAS Office in the Adjacency Zone between Belize and Guatemala of the Peace Fund, including</p> <ul style="list-style-type: none"> - Culture of Peace Program - Promotion of development and technical cooperation in the most vulnerable communities <p>Efforts in the framework of the Mission to Support the Peace Process in Colombia (MAPP/OAS), including:</p> <ul style="list-style-type: none"> - Systematization of Focus Groups with Female Ex-Combatants - Panel Discussion with Women on Reintegration into Civilian Life - Policy to Strengthen Victims of Violence and Their Organizations - Policy to Support Women Victims of the Armed Conflict in Colombia

Secretariat	Department	Project/Program
Secretariat for Access to Rights and Equity	Dept. of Social Inclusion	<ul style="list-style-type: none"> - Project to follow up on the Project on Participatory Gender Assessments in Three Countries of the region - Pilot Project on Participatory Gender Assessments in Three Countries of the Region (executed) - The work of the Technical Secretariat of the Protocol of San Salvador Working Group (PSS) - Project: Promoting gender-sensitive labor migration policies in Costa Rica, Dominican Republic, Haiti, Nicaragua, and Panama(executed) - Continuous Reporting System on International Migration in the Americas - Project on Strengthening the Legal and Institutional Framework for Persons with Disabilities in Haiti (2011-2015) - The policy on mainstreaming disability in the OAS (2016-2018) - Training program for mainstreaming disability in the Mission to Support the Peace Process in Colombia(2015) - Online training programs on the legal capacity of persons with disabilities in the region (March-December 2015) - Technical and executive assistance to the Secretariat of the Working Group on Protection of the Human Rights of Older Persons - Activities in the framework of the Consumer Safety and Health Network (CSHN)
	Relations with Civil Society	<ul style="list-style-type: none"> - Promotion of great CSO participation in OAS activities - Promotion of greater participation by CSOs and social actors in the Summits Process
	Judicial Facilitators	Activities in the framework of the Inter-American Program of Judicial Facilitators (IPJF), including the Certification Course on Access to Justice for Judicial Personnel (gender module)
Strategic Council for Organizational Dev. & Mgmt. for Results	Dept. Planning and Evaluation	<ul style="list-style-type: none"> - Project: Strengthening the Capacity of the OAS to Implement Results-Based Management - Ongoing collaboration with the CIM to further the gender equality and women's rights perspective in projects and programs - Innovative tool to measure the level of gender mainstreaming in mandates and goals of the GS/OAS
	Dept. Press and Communication	-Promotes gender equality through communiqués and press releases
Secretariat for Multidimensional Security.(SMS)	CICAD	<ul style="list-style-type: none"> - Training and Certification Program for Drug and Violence Prevention, Treatment, and Rehabilitation (PROCCER) - Construction of National Anti-Drug Strategy and Plans of Action - Alternatives to Incarceration for Drug-related Crimes program - Drug Treatment Courts - Health and Life in the Americas (SAVIA) project - International Research Capacity Building Program for Health Related Professionals to Study the Drug Phenomenon in Latin America and the Caribbean - Inter-American Drug Use Data System (SIDUC) in Latin American countries - Information system on drug treatment centers
	CICTE	<ul style="list-style-type: none"> - Cyber security program - Aviation security courses - Efforts made in the context of activities in the major events area
	Dept. of Public Security	<ul style="list-style-type: none"> - Inter-American Program for the Prevention of Violence and Crime, adopted in 2015 - Work Plan to Combat Trafficking in Persons in the Western Hemisphere 2015-2018 - Observatory on Citizen Security - Education planning guide - Training courses on public security topics - Project: Design and implementation of a Code of Police Ethics, for the National Police of Uruguay - Project: A New Path – Promoting a Healthy Environment and Productive Alternatives for Juvenile Remandees and Offenders in Jamaica - Project: Strengthening of Institutions specialized in the Assistance and Protection of victims of violence generated by organized crime in Central America - Promotion of the protection of the rights of migrants in irregular status
Secret. Adm. and Finance (SAF)	Dept. Human Resources	<ul style="list-style-type: none"> - OASES Human Resource Module - Quarterly Human Resource Management Reports and staff records - Organizational Personnel Database
	Dept. of	Preparation with the DPE in collaboration with the CIM of an innovative tool to measure the level of

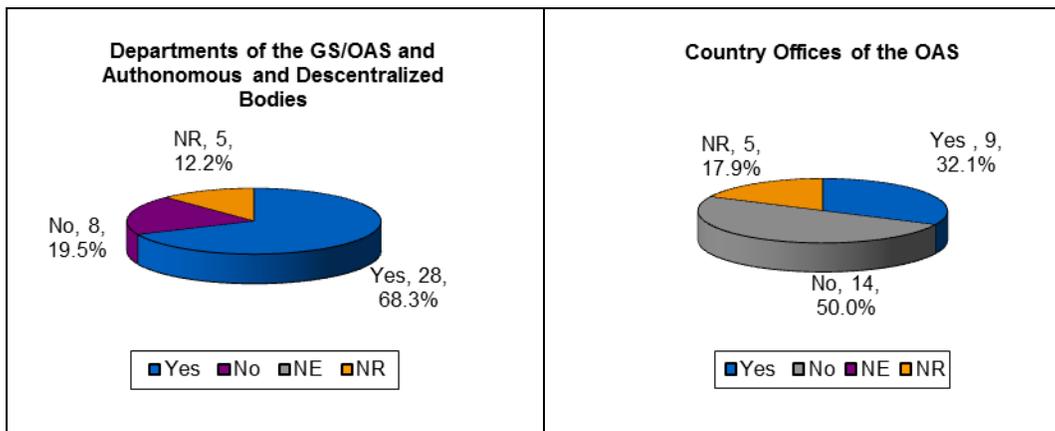
Secretariat	Department	Project/Program
	Information & Technology Services	gender mainstreaming in mandates and goals of the SG/OAS.
Secretariat for Hemispheric Affairs	Dept. of Effective Public Management	<ul style="list-style-type: none"> - Project: Strengthening the Hospital Records System in El Salvador, Honduras, and Paraguay(2013-2015) - Project: Latin American and Caribbean Council for Civil Registration, Identity, and Vital Statistics (CLARCIEV) (2015) - Promoting Civil Identity in the border areas of Colombia-Ecuador, Ecuador-Peru, and Bolivia-Paraguay (2015) - Activities in the framework of the Inter-American Cooperation Mechanism for Effective Public Management (MECIGEP) –Analysis rounds - OAS program to promote open government in the Americas – First edition, March –Nov. 2015 - Workshops to increase women’s participation in public procurement - Public awareness campaign on the rights of access to public information - “¡Infórmate! y mejora tu vida” [Get Informed and Improve Your Quality of Life] short film contest, September 2014 to April 2015 - Third Inter-American Prize for Innovation in Effective Public Management, 2015 - Observatory on Strategies and Mechanisms for Effective Public Management (2012 - 2015)
	Summits Secretariat	Dissemination of gender-related initiatives and programs by the actors of the Summits Process in the Summits of the Americas Follow-up System (SISCA)
	Dept. Strategic Initiatives and Public Diplom.	Periodic exhibitions in the Art Museum of the Americas
Autonomous and decentralized organs, agencies, and entities		
IACHR	Important actions through the Rapporteurship on the Rights of Women	
PAHO	<ul style="list-style-type: none"> - Program on integration of the gender perspective - Implementation of PAHO’s Plan of Action for Implementing the Gender Equality Policy, 2005 	
CITEL	<ul style="list-style-type: none"> - Project: <i>Collaboration Request between CITEL and the Inter-American Commission of Women to Address Issues Related to the Benefit of the Use of ICT’s as Tools for the Empowerment of Women, Particularly to Prevent and Eradicate Violence against Women, including:</i> <ul style="list-style-type: none"> - 2016-2018 Roadmap for the Development of Projects, and Human and Financial Resources to Promote Women’s Access, Use, and Leadership in ICT Development - <i>Call for Awards and Award Rules "ICTs to Prevent and Eradicate Violence against Women" (PCC.I/RES. 259(XXVII-15))</i> 	
IIN	Through various lines of deliverables contained in the framework of the IIN 2011-2015 Action Plan, including: <ul style="list-style-type: none"> - the Inter-American Program for the Prevention and Eradication of Commercial Sexual Exploitation and Smuggling of and Trafficking in Children - Project on building family childcare and child rearing capacities in early childhood 	
PAIGH	Publication: <i>Historia comparada de las mujeres en las Américas</i> [Comparative History of Women of the Americas] (available in the preceding period) Publication: <i>Historia Comparada de las Migraciones en las Américas</i> [Comparative History of Migrations in the Americas] (available in the preceding period)	
PADF	<ul style="list-style-type: none"> - Project: <i>Development of Entrepreneurs and Micro Enterprises in the Region of Valparaíso, Chile</i>, executed from December 2014 and August 2015 - Current efforts to create a specialized gender unit 	

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

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

Of the GS departments and the autonomous and decentralized organs, agencies, and entities, 68.29% (28) replied that they had the technical capacity to implement a gender and women's rights approach, higher than in 2014 (63.41%) and 2013 (56.4%); 19.5% (8) said that they did not, compared to 22% (9) in 2014 and 25.6% (10) in 2013; and 12.2% (5) did not answer or offer specifics, compared to 14.6% (6) in 2014 and 17.9% in 2013. Of the National Offices, 32.1% (9) said that they had this technical capacity, compared to 32.1% (9) in 2014 and 10.7% (3) in 2013; 50% (14) said they did not, compared to 42.9% (12) in 2014; and 17.9% did not reply or give specifics.

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



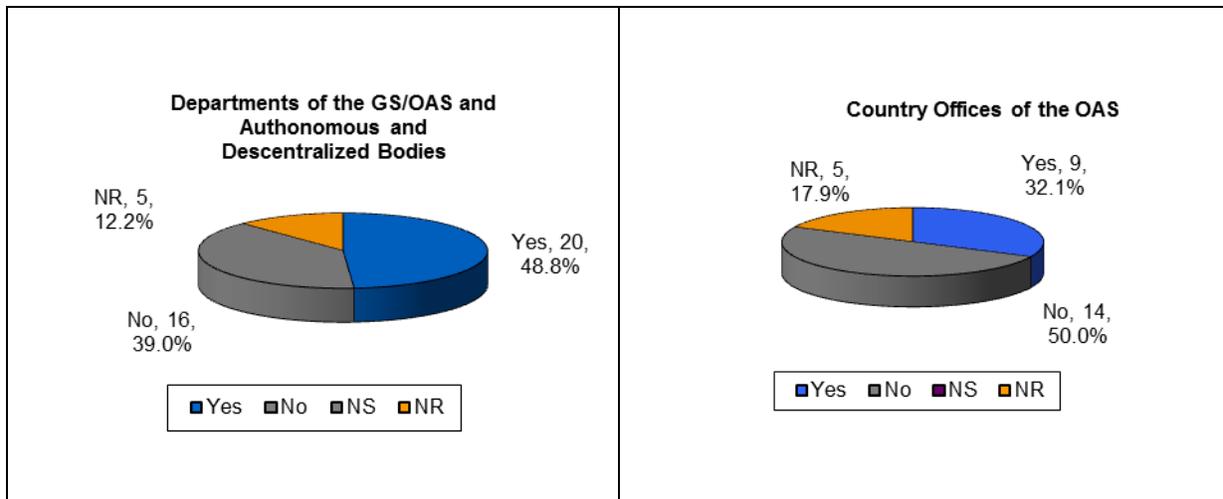
In referring to the nature of their technical capacity, replies included: having professional staff who have been trained on the subject of gender through courses offered by the OAS, personnel that had more in-depth education and greater experience in the field of gender (for example, the Department of Planning and Evaluation – DPE, DECO, the Department of Public Security (DPS), the Department of International Law (DIL), Department of Social Inclusion (DSI), and departments that have gender experts as staff members or contract employees (for example, DECO, the Department of Social Development and Employment (DSDE), the Department of Democratic Sustainability and Special Missions (DSDSM)– since the beginning of 2012, MAPP/OAS has had a formally constituted Gender Area – DPS, and DPE. Emphasis was placed on gender training in thematic areas conducted during this period by several departments with the support of experts, as was the periodic training provided by the CIM, with support from the Educational Portal of the Americas, to OAS staff through online training (nine weeks) given by experts, and ongoing assistance and technical advice. Among the organizations, it was mentioned that PAHO has advisors on gender and health; having access to partner institutions with experience in the subject (for example, DSDSM-MAPP; having materials or methodologies available for reproduction (for example, DECO, DPE, DSI, and DIL), and having an institutionalized mechanism, such as the IACHR (Rapporteurship on the Rights of Women). The DHR, for its part, has systematized information on the GS/OAS staff, specifically the OASES HR Module, which is useful in developing statistics on gender and on geographic representation.

The National Offices underscore, as part of their capacity in gender issues, the guidance and training they receive from the GS/OAS, the knowledge some representatives had before they were appointed, and access to the experience of local partner institutions. Nine (32.14%) National Offices

reported that at least one of their staff had participated in gender training or in related courses/seminars, although not necessarily in the period, including the offices in Guatemala, Guyana, Jamaica, Panama, Paraguay, Peru, Suriname, and Venezuela.

During this period, the CIM on three occasions offered, with support from the Educational Portal of the Americas, the sixth and seventh editions of the online course titled “Gender and Equal Rights Approach in Policies, Programs, and Projects.” Personnel from all areas of the GS/OAS, including the National Offices, were invited to participate. Staff members who received training include the teams of professionals of the Inter-American Program of Judicial Facilitators and the Mission to Support the Peace Process in Colombia (MAPP-OAS).

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



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

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

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

OAS work areas, joint development of informative content for different populations, including the Hemisphere's youth; in receiving advice for organizing online tutorials, and in continuing to hold joint high-profile regional events.

National Offices: The predominant replies were receiving training on gender and rights, and incorporating these perspectives; exchanging information and best practices; having materials made available to them for dissemination and outreach; and sharing strategies, manuals, and publications on this subject. They also expressed their interest in enhanced communication with the CIM. The representatives likewise expressed their interest in having greater communication and cooperation with the CIM in order to promote the implementation of the IAP in the country in question, and in receiving feedback on activities that the CIM is carrying out in the corresponding country.

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

With a view to learning about the efforts being made by the departments of the GS/OAS and the autonomous and decentralized organs, agencies, and entities to promote the inclusion of women's human rights and a gender equity and equality perspective in reports published by the OAS—an aspect of the IAP emphasized in resolution AG/RES. 2831 (XLIV-O/14)—all of the OAS entities were asked to provide information in this regard. Of the number that replied to the questionnaire, 58.54% (i.e., 15 departments of the GS/OAS and 9 autonomous and decentralized organs, agencies, and entities) answered that they had indeed promoted the integration of a women's human rights and a gender equity and equality perspective in their reports. By the same token, 24.3% (i.e., 9 departments and 1 organization) said that they had not and 14.63% (6) did not answer the question.

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

As regards the question on programs, projects, and other activities associated with the 2015 Operational Goals³ approved for their department/unit/agency that mainstream gender and/or rights, 51.22% (16 departments/units of the GS/OAS and 5 organizations) said that they had them, compared to 7.32% (3 departments) that said they did not have activities associated with their approved goals that incorporated a gender perspective; 24.39% (10) did not reply and 17.07% (7) did not give specifics or said that the question was not applicable.

III. ACTIONS TAKEN BY OAS ORGANS, AGENCIES AND ENTITIES

Based on the information received from the different bodies, this section covers the specific measures taken between March 2015 and February 2016 to follow up on the IAP.

³ The 2015 Operational Goals of the OAS General Secretariat are available at:
http://oasconnect/Portals/0/Plan-Ctrl-Eval/Planning_&_Control/POAs/Costo_de_Metas_Operativas_SPAN_2015.pdf

A. OAS ENTITIES AND AGENCIES

1. Strategic Council for Organizational Development and Management for Results

The Council was created by Executive Order .08-01 Rev. 9, titled “Structure of the General Secretariat,” on December 11, 2015. It is composed of the Department of Planning and Evaluation, the Department of Press and Communication, and the Department of International Affairs.

The Strategic Council for Organizational Development co-chairs with the Secretariat for Hemispheric Affairs the Committee to Analyze Strategic Initiatives, recently created by Executive Order 16-02, titled “Strategic Initiatives of the General Secretariat,” adopted on February 9, 2016 by the OAS Secretary General. By this Executive Order, the Committee will be composed of the Chiefs of Staff of the Secretary General and Assistant Secretary General and all the Secretaries. The CIM will participate through its Executive Secretariat to ensure gender mainstreaming in all initiatives to be analyzed.

(a) Department of Planning and Evaluation (DPE)

The DPE, as part of its *Project to Strengthen OAS' Capacity to Implement Results-based Management* (June 2012–March 2015), which aims to strengthen the Organization’s management capacity through results-based management and inclusion of gender equality in programs and projects, has prepared guidelines for classifying mandates and results based on the extent to which gender equality has been included, classified institutional mandates and operational goals in accordance with their level of gender mainstreaming, and is also providing technical assistance to project managers in bringing on board gender-sensitive analysis of the issue and developing gender-sensitive indicators and activities. These efforts are being undertaken with the CIM and DOITS.

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

(b) Department of Press and Communication

The DPC indicates that it adheres to a gender equality policy in its day-to-day work. It publishes press notes, press releases, and activities, including those promoting gender equality and women’s rights. The composition of the DPC’s staff also reflects gender parity.

(c) Department of International Affairs

In the Organizational Development Section, the Strategic Council is working on the first phase of a project designed to help build institutional capacities in the General Secretariat for the implementation of the goals and guidelines of the Strategic Vision of the Organization by providing tools and methodologies for strengthening the GS’ internal management and organizational development. During the preparation of this project, consultations with the CIM were effected to ensure the mainstreaming of gender and rights in its activities.

2. Secretariat for Legal Affairs

a. Department of Legal Services (DLS)

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

b. Department of International Law

The *Río de Janeiro Course on International Law*: designed to foster the exchange of ideas and generate open dialogue on matters of special relevance to international law as a mechanism to promote study, in-depth analysis, and specialization on these matters. It had a high level of participation by women (57%) in 2015.

The main aim of the *Secured Transactions and Equitable Access to Credit Project* (2015) is to build the capacity of OAS member states to implement reform in secured transactions systems, including equitable access to credit, based on the corresponding OAS Model Law. Achievements of this project (funded by CIDA-Canada) include: identification of groups devoted to the inclusion of women, promotion of female entrepreneurs, and providing them with microfinance services. Under the project technical knowledge has also been provided on how reforms in the area of secured transactions can address their needs. The Inter-American Commission on Women (CIM) has participated in each of the international seminars held, in El Salvador, Peru, and Jamaica, through presentations given in conjunction with authorities and representatives of different sectors, and by providing technical assistance.

This project was executed in Jamaica in February 2015. Its central activity was an international training seminar on secured transactions reforms. The seminar included a discussion panel on the implications of secured transactions for women's empowerment through financial inclusion, access to credit, and entrepreneurship, and their economic impact. The panel brought together, among others, representatives of Jamaica's Bureau of Women's Affairs (institutional machinery for the advancement of women) and of the Secretariat of the CIM. Both the analytical report on the implementation of the Security Interests in Personal Property Act (SIPPA) in Jamaica and the compendium of recommendations and conclusions arising from the seminar contain sections on the financial inclusion of women. Additionally and more recently, a documentary was prepared that was inspired by the finding that many people in the Hemisphere do not understand the relationship between secured guarantees and access to credit, especially for women. The aim of documentary is to help explain this relationship, using the 2013-2014 project in El Salvador as illustration.

The project *Equitable Access to Public Information* (2012–2015), with CIDA financing. This project is intended to reinforce the capacity of the member states in the area of transparency and equitable access to public information, through the dissemination and promotion of national implementation of the Model Inter-American Law on Access to Public Information. Taking part in a conference held in Bolivia were NGOs whose missions included human rights, transparency, and public management, and that mainstream gender in their programs. Progress was made in achieving parity among both participants and experts. Some 45% of participants in these activities were women. The project was executed in partnership with various institutions in various sectors, among them,

Bolivia Transparente, Asociación Nacional de Periodistas de Bolivia, Instituto Prisma, Asociación Boliviana de Ciencias Políticas, Bolivianos en la Red, Capítulo Boliviano de Derechos Humanos, Democracia y Desarrollo, Centro Boliviano de Estudios Multidisciplinarios, Ciencias Políticas y Administración Pública, Ciudadanía, Colegio de Politólogos de la Paz, Fundación Construir, Fundación de Apoyo al Parlamento y a la participación Ciudadana (FUNDAPPAC), among others.

c. Department of Legal Cooperation (DLC)

The DLC serves as the Technical Secretariat to the Mechanism for Follow-up on the Implementation of the Inter-American Convention against Corruption (MESICIC) and to the Meeting of Ministers of Justice or Other Ministers or Attorneys General of the Americas (REMJA), which deals with issues of mutual assistance in criminal matters, extradition, and cybercrime. The DLC notes that women have been integrated in the various MESICIC activities, where they serve as members of the Committee of Experts, participating in examining the progress of other countries and sharing best practices followed in their countries of origin on matters covered by the Convention. Of the 31 expert members, 14 are women, as are 11 alternate representatives.

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

3. Secretariat for Strengthening Democracy

a. Department of Electoral Cooperation and Observation (DECO)

The DECO continued to implement the project *Incorporating the Gender Perspective into OAS Electoral Observation Missions (EOMs)*. The project aims to (i) incorporate the gender perspective into electoral observation in order to ensure a balance between men and women in the composition of the Electoral Observation Missions (EOMs); and (ii) develop tools for observing conditions for the exercise of men's and women's political rights in electoral processes. In the project framework quantitative and qualitative data is systematically compiled on women's participation in politics as voters, candidates, electoral board members, electoral attorneys, and election officials. DECO now has information on the situation of women's exercise of their political rights in electoral processes in the region, which has facilitated deeper analysis and enabled recommendations to be issued to the countries.

The DECO is working on a comprehensive program to provide electoral bodies with practical tools on how to incorporate the gender perspective in their institutions and within the electoral cycle, in order to increase women's political participation at the different stages of the electoral cycle. Progress in gender mainstreaming is also being made through the EOMs, with regard to the appointment of women to senior management positions in the OAS.

As regards the available technical capacity to mainstream gender and women's rights, DECO's staff includes gender specialists and consultants. DECO's team members have benefited not

only from the training given in the OAS on gender and rights, but also from other training and education on promoting women's political participation.

As concerns the *Methodology for the Observation of Political Financing Models in Elections in Electoral Observation Missions (EOMs)*, initiated in 2010 with financing from Canada and the United States, a manual on observing political-electoral financing in the countries was developed. The manual and the prior study take the gender perspective into account since they demonstrate how the components of the financing system are favorable or detrimental to women's rights to vote and be elected in electoral processes. This methodology made it possible for DECO to deepen its analysis and recommendations made to the countries from a gender perspective, with special attention to the differences between men and women and their respective barriers in access to political financing.

Toolbox for Financing with a Gender Perspective, October 2013– December 2015, on developing a toolkit for financing with a gender perspective, for electoral authorities of the Hemisphere, in the context of which a document for electoral authorities was produced, published, and disseminated. The CIM collaborated in this effort.

The *Methodology for Observing the Participation of Indigenous Peoples and Afro-Descendants in Electoral Processes* (2014–2017) is designed to identify the obstacles and limitations faced by these groups in exercising their political rights, for example, obstacles to exercising the right to vote, to run for office, or to be elected. The project focuses in particular on the barriers to political participation that indigenous women encounter and has enabled the methodology to be implemented through a pilot project carried out during the general elections in Bolivia (2014), which resulted in specific recommendations to the electoral body. In 2015, this methodology was implemented in Guatemala's general elections, where specific recommendations in this area were made to the electoral body.

The aim of the *Methodology for Observing Voting Abroad* (2014-2017) is to observe the workings of the legal framework for the voting process for citizens residing abroad, voting procedures and instructions, political conditions, and the overall levels of confidence in the electoral body and in administrators involved in the process. DECO is now seeking resources for the preparation of the methodology. This is being done in coordination with the International Organization for Migration (IOM).

The *Methodology for Electoral Security* (2014–2016) seeks to gather information to familiarize the OAS with the procedures and resources available to competent authorities to address complaints against, and electoral crimes committed by electoral authorities, as well as on their competence in electoral processes. This methodology endeavors to focus especially on complaints and acts of violence against women. Work is being done to prepare a draft methodology to be used to make specific recommendations to the electoral body. DECO is now seeking resources for the preparation of the methodology.

The *Methodology for Electoral Dispute Resolution – Electoral Justice* (2014–2017) is aimed at observing processes and mechanisms for resolving electoral disputes. The components of the methodology include the analysis of normative frameworks, the identification of mechanisms employed in the evidentiary phase, and monitoring of the effectiveness of existing legal resources so

that special attention may be paid to dispute resolution with a gender focus. Work is being done with the International Foundation for Electoral Systems (IFES).

The *Methodology for Observing the Participation of Persons with Disabilities in Electoral Processes* (2014–2017), carried out with the International Foundation for Electoral Systems, the Trust for the Americas, and the Secretariat for Legal Affairs of the OAS, is aimed at the systematic observation of electoral access and participation by persons with disabilities in electoral processes at all levels and in all electoral bodies, and as leaders of State institutions, in electoral bodies and political party structures. It will be of special importance to observe barriers to, in particular, the participation of women with disabilities. As in the cases above, DECO is seeking resources for the preparation of this methodology.

b. Department of Sustainable Democracy and Special Missions

Mission to Support the Peace Process in Colombia (MAPP/OAS)

Analysis of Colombia's internal armed conflict shows that armed confrontation has exacerbated the violence and discrimination antedating the conflict and has been used in that context to serve interests of different armed actors. The internal armed conflict has had different manifestations and impacts on different populations and groups, especially women. Recognition of such types of discrimination the context of the conflict and its differentiated impacts on the population is the foundation on which public policies should be developed that take account of such differences in providing care and protection, and ensuring women the effective enjoyment of their rights.

To that end, mainstreaming gender and women's rights is fundamental not only as an analysis tool in reading realities that lend visibility to forms of discrimination against women, but also as a methodology for developing actions for overcoming discrimination and inequity. This has enabled, based on differentiated analysis of reality, the specific needs to be identified, and the numerous types of vulnerability and discrimination to be recognized, as well as the different potentials and capacities of women as peace-building agents. Since 2012, MAPP/OAS has been establishing guidelines for implementing the gender equity and women's rights approach in its support, monitoring, and verification efforts. It has also worked to mainstream these approaches in public policy and promote participation by victims and civil society. In the context of this work, Mission officials are kept informed internally of progress, issues, and challenges in the area of gender and women's rights by means of a newsletter the distribution of which is limited to Mission personnel.

Moreover, through the preparation, development of various documents, the institutional position of MAPP/OAS has been established in the context of its work. These documents are used to identify matters that in the current environment are strategic and that therefore should be taken into account in the short- and medium-term in connection with a gender and women's rights perspective. This is how MAPP/OEA developed the document titled: *Línea argumentativa de enfoques diferenciales* [Argument for differentiated approaches]. Documents of this type serve as technical and conceptual contributions to the Mission's strategic and operational decision-making.

Thirdly, as established in the 2015 Operations Plan, tools are being developed to mainstream gender and women's rights and technical support is being provided to the thematic areas of peace building, transitional justice, and territorial dynamics, and to the different regional offices. To that end, specific work lines are being furthered, which has resulted in support and monitoring processes for different government policies from a gender equality and women's rights perspective. Fourth, various training workshops have been held for the conceptual and technical development of Mission personnel on different aspects of the gender equality and women's rights approach.

Earlier MAPP efforts, such as the monitoring of and support for the implementation of public peace-building programs and policies designed to promote gender equality and women's rights include:

Special collaboration: Systematization of Focus Groups with Female Ex-Combatants (2013-2014); Panel Discussion with Women on Reintegration into Civilian Life (September 2014), and the Policy to Strengthen Victims of Violence and Their Organizations (2014), the latter to make visible the specific needs of women and strengthen their capacity to impact the political sphere through training and awareness-raising in institutions with competence in this area.

Policy to Support Women Victims of the Armed Conflict in Colombia (2014): to support and promote participation by girls and women in transitional justice processes that promote comprehensive access to their rights. Taking part were women victims of sexual offenses perpetrated by structures of the United Self-Defense Forces of Colombia. The Policy aims to increase access to their rights by women victims of sexual violence in the context of the armed conflict.

The gender area has facilitated training in this area for MAPP/OAS personnel in the form of workshops with institutions such as the Land Restitution Unit to discuss the issue of women's access to land and their right to restitution, or the management of courses such as the 9-week course given online by the CIM since 2013, on the *Rights-Based and Gender Equality Approach to Policies, Programs, and Projects*, followed by 19 Mission officials.

Peace Fund

Although the Office in the Adjacency Zone between Belize and Guatemala of the Peace Fund is a civilian peace-keeping mission whose mandate is not specifically focused on gender mainstreaming, but rather on consolidating peace and promoting confidence-building mechanisms, the Peace Fund strives to mainstream gender in all its activities and projects.

Specifically, the OAS Office in the Adjacency Zone between Belize and Guatemala (OAS/ZA) has responsibility for investigating and reporting incidents arising in the Adjacency Zone; promoting communication and rapprochement between the armed and security forces of the two receiving countries, and holding periodic coordination meetings; promoting a culture of peace among children and youth living in the Adjacency Zone; supportive interinstitutional coordination among and training for relevant groups, such as customs and border administration officials, natural disaster organizations, and institutions responsible for forest reserves, among others; promoting development and technical cooperation in the most vulnerable communities; making available humanitarian assistance to those directly impacted by the conflict; and executing resettlement projects to relocate settlers covered by the MFC and who wish to be returned voluntarily to their country of origin.

Another mandate of the OAS/ZA Office is to promote greater communication and coordination, as well as rapprochement, among officials of Belize and Guatemala, different government entities, local and central, and the communities in the ZA. Specifically, the OAS/ZA Office coordinates, organizes, and hosts monthly operations coordination meetings between the Belize Defense Forces (BDF) and the Army of Guatemala for information-sharing on the security situation in the ZA, analysis of specific incidents, whether involving the use of force or programming liaisons between patrols.

Additionally, support for children and youth is a fundamental aspect of Mission efforts in the Adjacency Zone between Belize and Guatemala aimed at promoting and developing a culture of peace. To that end, in coordination with mayors of communities on both sides of the Adjacency Line, Melchor de Menco and Benque Viejo, the communities of Santa Cruz, Guatemala and Jalacte, Belize, the OAS/ZA Office is implementing a *Culture of Peace program*. This consists of music workshops (wind and string instruments), singing, painting, and theatre workshops, and training programs for Guatemalan and Belizean students living in the area. The Culture of Peace program promotes gender equality values in all its workshops and with its students. Thus far, over 2,000 children and youth have benefited from this program.

The aim will be participation by men and women in each of the activities carried out by the OAS/ZA Office. Although in general, it is Guatemalan men who enter the Adjacency Zone administered by Belize to carry out activities enabling them to support their families, and, therefore it is Guatemalan men who are arrested by the Belize defense forces, leaving their wives and partners without income while they serve their sentences in Belizean prisons, the aim of the program will be to provide training for both these men and women of the communities so that training is more comprehensive throughout the community.

Lastly, in light of UN Resolution 212 (2013), which asks for more women in dispute resolution functions, it is important to note that the Head of the Peace Fund, Magdalena Talamás, is the only woman present at meetings of the armed forces of Belize and Guatemala. The Peace Fund encourages the Governments of Belize and Guatemala to increase the number of women in senior posts of their armed forces.

4. Secretariat for Access to Rights and Equity (SARE)

The SARE was created by Executive Order 08-01 Rev.9, “Structure of the General Secretariat, on December 11, 2015. It is composed of the Department of Social Inclusion and the Relations with Civil Society Section. The Inter-American Program of Judicial Facilitators also reports to this Secretariat.

a. Department of Social Inclusion

This department was originally created by Executive Order 08-01 Rev.7, “Structure of the General Secretariat, on December 1, 2014, under the Executive Secretariat for Integral Development, covering the areas of development and social protection, migration, persons with disabilities, older persons, and consumer protection. However, since December 11, 2015 (Executive Order 08-01 rev.9), it has been part of the SARE.

i. Promotion of Equity Section

The *Project to follow up on the Project on Participatory Gender Assessments (PGA) in Three Countries of the Region* was executed in the framework of the Inter-American Social Protection Network (IASPN) and the CIM. An output thereof was a publication with the CIM in 2015 covering the results of the three PGA conducted in the Ministries of Social Development of Guatemala, Uruguay, and Paraguay, including the implementation of the Plan of Action in the Secretariat of Social Affairs of Paraguay.

Earlier, through the *Pilot Project on Participatory Gender Assessments (PGA) in Three Countries of the Region 2013-2014*, executed with the CIM, training was provided for a group of officials of the ministries of social development and of the national machinery for the advancement of women of the three countries participating in the PGA methodology. Through the execution of this project, designed to develop and build human and institutional capacities of the ministries of social development of the OAS member states by conducting PGAs, a Plan of Action for mainstreaming gender and rights was prepared and delivered to those ministries as a main output. The project was funded by the Government of the United States. The CIM participated at all stages of this project and provided the advice and technical assistance required. The PGA tool and methodology, an OAS/CIM output, has been taken up again by the CIM for adaptation in the context of the national machinery for the advancement of women and its application by that machinery in other State institutions.

The *work of the Technical Secretariat of the Protocol of San Salvador Working Group (PSS)*, a process in which the progress indicators for the seven economic, social, and cultural rights of the PSS that require national progress reports have equity as one of their crosscutting elements, and also have indicators disaggregated by gender. The first round of national reports has been implemented on the first group of rights: social security, education, and health. A publication on the PSS progress indicators was also produced.

ii. Inclusion of Vulnerable Populations Section

Migrants

The *Continuous Reporting System on International Migration in the Americas*, in its request to the participating countries for standardized information, requests all information needed to analyze migration trends in the Americas with a gender perspective. It also has a technical assistance component to improve the quality of information on migration at the national level, including obtaining data disaggregated at the level of gender, a necessary condition for analysis of the phenomenon with a gender perspective. Earlier, from 2011 to 2014, the project *Promoting gender-sensitive labor migration policies in Costa Rica, Dominican Republic, Haiti, Nicaragua, and Panama* was executed, whose aim was to help build capacities of policymakers and social partners to adopt and implement gender-sensitive policies, laws, and labor migration management. The participation of the OAS made it possible to provide technical inputs to these countries to improve their migration data compilation and processing capacity based on the regional standards.

One of the objectives of the Inter-American Program for the Promotion and Protection of the Human Rights of Migrants, Including Migrant Workers and Their Families is the protection of women's rights, as well as the corresponding activities for fulfilling these objectives. The Program is now being updated; therefore, results cannot yet be reported.

Protection of Persons with Disabilities

The Project on Strengthening the Legal and Institutional Framework for Persons with Disabilities in Haiti (2011-2015), executed in Haiti, was designed to ensure that staff recruitment policies adhere to gender equality policies. The project had support from USAID and the Government of Haiti. Thus far, 175 women have benefited from training on inclusive public policy and its application for the integration of persons with disabilities, and its application. The execution of this project made it possible to provide technical assistance to the Ministry for the Status of Women and the Rights of Women for drafting the Law on Violence against Women, and for drafting of the law on responsible paternity, and to provide financial support to four (4) female students of the State University of Haiti.

The policy on mainstreaming disability in the OAS (2016-2018) proposes, for the period 2016-2018, to promote equal opportunity and equal treatment for women and men with disabilities and the application of the international standards on the rights of persons with disabilities—regional and international--throughout the management of the OAS to lend consistency to the discourse and make the theme “More Rights for More People” hemispheric policy. To that end, a meeting convoked by the Chief of Staff of the General Secretariat was held with all GS/OAS directors to present the strategy and obtain commitments for actions by each Secretariat. The attendance and response was highly positive, including also the civil society organizations affiliated with the OAS. The Policy is now at the final stage of preparation, for subsequent adoption by the Secretariat for Access to Rights and Equity and the Secretary General. This effort was made in collaboration with all secretariats, departments, and offices of GS/OAS, the YABT, the Trust for the Americas, the Global Initiative for Inclusive ICTS (G3ICT), the IACHR, and the CIM.

The training program for mainstreaming disability in the Mission to Support the Peace Process in Colombia (differentiated approach), held in October 2015, which it is hoped will continue in 2016. A practical and useful two-day online training course was offered to a group of 40 individuals from 15 offices of the Mission to Support the Peace Process in Colombia (MAPP-OAS) on the paradigms of disability, inclusive development, and the inter-American and universal legal frameworks on the rights of persons with disabilities; as was a similar workshop on the same topic for a group of 200 individuals, including MAPP personnel from the Pasto office, and other key actors, such as law students, leaders of victims' groups, indigenous leaders, local government officials, and members of the army and police. It is also hoped to develop [a workshop on] the intersection of gender, disability, and armed conflict victims. As a result, online training has been provided to the MAPP personnel of Bogotá and other areas of Colombia on an inclusive disability and gender perspective. In addition, over 200 individuals from the Pasto area, including MAPP officials, law students, and leaders of organizations for armed conflict victims, received training on an inclusive disability and gender perspective. This was carried out in collaboration with MAPP/OAS and the CIM.

The online training programs on the legal capacity of persons with disabilities in the region (March-December 2015), designed to provide a day of training for Congressmen and women and their advisors, bar associations, the Ministry of Justice, judiciary, public defenders' offices, universities with law schools, and members of the public interested in matters related to legal capacity and access to justice by persons with disabilities, in light of the provisions of Articles 12 and 13 of the Convention on the Rights of Persons with Disabilities, of the United Nations (UN-CRPD), and of the recent actions of the OAS' Committee to follow up on the Inter-American Convention in this area. Outputs included four online training programs conducted, reaching over 100 individuals, including representatives of government, parliaments, and civil society organizations of the region, in the light of the Inter-American Convention for the Elimination of All Forms of Discrimination against Persons with Disabilities (CIADDIS), the Program of Action for the Decade of the Americas for the Rights and Dignity of Persons with Disabilities (PAD), and the UN-CRPD. Training programs have been scheduled for judges of Colombia. These efforts are made in collaboration with DSI/OAS, the Inter-American Institute on Disability and Inclusive Development (IID), the Congress of the Republic of Peru, and CONADIS – Peru.

Protection of older persons

Technical and executive assistance is being provided to the Secretariat of the Working Group on the Protection of the Human Rights of Older Persons (DHPM). This working group had responsibility for supporting the negotiation of the Inter-American Convention on Protecting the Human Rights of Older Persons. Throughout the negotiation of the draft convention, account was taken of gender equality and of the binding international and inter-American human rights instruments. The principle of gender equality was included in different articles of the text adopted.

Consumer protection

Technical and executive assistance is being provided to the Secretariat of the Consumer Safety and Health Network (ISHN). Work is being done within the ISHN on the impact of safety on consumer products and its consequences from a gender perspective, especially on the design of workshops and training courses, and account is being taken of gender distribution in the selection of participants for those activities.

c. Relations with Civil Society Section

As for activities with civil society organizations (CSO), efforts are being made to ensure gender balance therein, depending on the availability of resources for financing participation in activities by representatives of this sector, including the formation of panels for the plenary sessions of forums.

Promotion of greater CSO participation in OAS activities (2012-2015), through the facilitation of consultation processes with a gender balanced regional representation of those involved in the sector, as well as the presentation of gender-sensitive recommendations to OAS member states and the General Secretariat in preparation for the General Assembly session and ministerial meetings. Results of this effort are that some 11% of the recommendations made by civil society in the consultations incorporate a gender perspective; nine of the 39 CSOs registered in the OAS Registry in 2015 are working on matters related to women's participation and women's rights; and 259 civil

society representatives participated in the forty-fifth regular session of the OAS General Assembly, 143 of whom were women (55%).

Promotion of greater participation by civil society and social actors in the Summits Process, through actions allowing the presentation of recommendations, an output of online and on-site consultations, to OAS member states on the decision-making process, such as, at the level of the Summits Implementation Review Group (SIRG). Some 11% of the recommendations made by civil society and social actors in preparation for the Seventh Summit incorporate a gender perspective; 918 representatives of that sector participated in the activities prior to the Seventh Summit of the Americas, 420 (46%) of whom were women.

d. Inter-American Program for Judicial Facilitators (IPJF)

The IPJF is a regional program whose aim is to provide access to justice for vulnerable populations. In its framework, gender has been mainstreamed in training for and discussions with 11,000 facilitators, gender-related training included in the Program's diploma course for 7,500 graduates, and the figure of 40% of female facilitators (over 50% in Panama) achieved. Prior to 2015, the CIM, at the request of the Program, provided training on gender and rights to the managers of the IPJF and its coordinator (the OAS Representative in Panama), some years ago provided technical assistance in the strategic planning process and revised the Program's diploma program content to ensure the mainstreaming of gender and rights.

5. Executive Secretariat for Integral Development (SEDI)

a. Department of Economic Development (DED)

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

i. Trade and Economic Development Section

The *Economic Empowerment and Trade Program* (2010–2015) is designed to help micro, small, and medium enterprises (MSMEs) make the most of business opportunities linked to international trade and tourism. It seeks to foster the economic inclusion of MSMEs run by women and vulnerable groups (small farmers, small tourism enterprises, indigenous groups, and youth) and to provide support for institutional and human strengthening in the areas of the negotiation, implementation, and management of trade agreements. In addition, during the period, the *IV Inter-American Dialogue of High-level MSME Authorities: "Public Policies to Promote Competitiveness, Innovation, and internationalization of MSMEs"* was held, on April 16-17, 2015, at OAS headquarters. The agenda took into account the specific needs of businesswomen. Three working groups were formed to follow up on the implementation of the plan of action of the IV Dialogue. The theme of Working Group 3 is to provide technical assistance to microenterprises, taking into account the needs of female entrepreneurs. This is being carried out in partnership with the Governments of Canada, member states, the Andean Development Corporation (CAF), the Inter-American Development Bank (IDB), the Regional Center for the Promotion of Micro, Small & Medium Enterprises (CENPROMYPE), the Economic Commission for Latin America and the

Caribbean (ECLAC), the Secretariat for Central American Economic Integration (SIECA), and Caribbean Export. The following projects are being executed in the framework of this program:

The project “*Establishment of Small Business Development Centers (SBDCs) in CARICOM Member States*” (2012–2015) strengthens institutions that support MSMEs in the CARICOM countries on the basis of the successful SBDC model in the United States. This pilot model is currently moving forward in five CARICOM countries (Barbados, Belize, Dominica, Jamaica, and Saint Lucia). Partners in this effort are the Government of the United States (United States Mission to the OAS), Caribbean Export, and the University of Texas at San Antonio. The project has promoted the participation of women entrepreneurs. The SBDCs established have offered assistance to a large number of young women entrepreneurs, who constitute the majority of SBDC clients.

The *Training of Trainers in Information and Communication Technologies (ICTs) for MSME Development Centers Program*, aimed at businesswomen and female entrepreneurs in Central America and the Dominican Republic and in the Caribbean (2012–2015) seeks to promote technological adaptation of the women’s business community through MSME development centers in the region. The idea is to boost women’s competitiveness by providing support for their incorporation into the information society based on four core elements: (i) awareness raising and training (e-competencies); (ii) advice; (iii) individualized support; and (iv) active monitoring of the adaptation process. In the period, the Training of Trainers on ICTs module, aimed at service for businesswomen and female entrepreneurs, was prepared from a comprehensive regional perspective in the Caribbean. 34 advisors were trained on the use of ICTS designed to serve businesswomen and female entrepreneurs. The program is being implemented in coordination with the Government of Canada and Caribbean Export.

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

The Fourth Meeting of Ministers and High Authorities of Science and Technology, held in Guatemala, in March 2015, was an opportunity to further mainstream gender and rights on the hemispheric science and technology agenda initially decided at the first ministerial meeting held in this sector, in 2004. At the Fourth Meeting, the Plan of Action of Guatemala 2016-2020 was adopted, which incorporates gender as a crosscutting theme and contains specific mandates in this area. A panel on women’s participation and leadership in science, technology, and innovation was held, with participation by Gisela Kopper, Minister of Science, Technology and Telecommunications of Costa Rica; Carmen Gisela Vergara, Secretary General, Secretariat for Central American Economic Integration (SIECA); and Lidia Brito, Director, UNESCO Regional Bureau for Sciences in Latin America and the Caribbean. In addition, an informative document presented by the CIM was published, “Advancing Gender Equality and Women’s Rights in Science, Technology, Engineering and Innovation.” The meeting was held in collaboration with the Secretariat of Science and Technology of Guatemala, as host of the ministerial meeting, and national organizations for science and technology of the Hemisphere, as well as the Inter-American Commission of Women.

In the framework of the Inter-American Competitiveness Network (RIAC), a RIAC work plan 2016-18 has been prepared, whose goal 8 refers to strengthening RIAC efforts in the areas of gender equity and equality through the Working Group on Gender and Competitiveness (WGG) proposed by the 2015 RIAC Steering Committee and the Chair of RIAC 2015 of Guatemala. RIAC, at its Annual Meeting, held in November 16, in Guatemala City, decided to create the *Working*

Group on Gender and Competitiveness, with the aim of incorporating on the Competitiveness Agenda matters related to women's economic empowerment and building the capacities of female entrepreneurs, innovators, and leaders. This Working Group will be composed of RIAC members and strategic partners from specialized international and regional organizations. The first videoconference of this Working Group was programmed for February 2016, to be held in conjunction with public and private competitiveness and innovation authorities and councils of the OAS member states and strategic partners.

The Signs of Competitiveness report 2016 (January 2016) emphasizes the experience of gender and competitiveness of the Ministry of Industry, Energy, and Mining (MIEM) of Uruguay, which makes nonreimbursable grants to businesses managed by women who submit innovation projects promoting development in key areas of their productive activity or related services.

Collaboration with strategic partners in the area of gender in science, technology, engineering and mathematics, to contribute to promoting policies and programs in these areas with a gender focus and encouraging women's participation in science, technology, engineering, and mathematics. Since October 2014, the OAS has been a member of the consulting group *GenderInSITE LAC*-Gender in Science, Innovation, Technology, and Engineering (SITE), created by the Gender Advisory Board of the United Nations, the Organization for Women in Science for the Developing World (OWSD, formerly TWOWS) and UNESCO. Its mission is to disseminate and share information on the situation of women in these fields in order to impact science and technology education policy. Additionally, since September 2014, the OAS has been a member of the Advisory Board of SciGirls, a Minneapolis-based public television program that endeavors to steer girls toward careers in science and technology. The second phase of the program, funded by the National Science Foundation (NSF), is targeted at Hispanic and Latin American girls and will include episodes in Spanish. It is carried out in collaboration with Twin Cities PBS (TPT) (Minneapolis Public Television).

Since August 2015, for the fifth consecutive year, the SCIT worked in coordination with the Meeting on Diversity in Engineering, held during the Annual Conference of the Latin American and Caribbean Consortium of Engineering Institutions (LACCEI), in Guayaquil, Ecuador. This event focuses on disseminating best practices to encourage participation by women and minority groups in engineering programs. The SCIT provides support for and participates in this event each year.

iii. Culture and Tourism Section

The project "*Expanding the Socioeconomic Potential of Cultural Heritage in the Caribbean. Phase II: Implementation of Project Components*" (January 2015–January 2017) seeks to strengthen the capacity of participating countries in the preservation, development, and use of cultural heritage resources, with local community involvement in legislation and fiscal policy. The project underscores the role of men and women and incorporates gender equity as a fundamental principle in public policy on planning for and participating in cultural heritage. Special attention is given to gender inclusion in formulating the organizational plan of the Cultural Heritage Network and in selecting scholarship recipients for online courses. The expected outputs are: (a) a cultural heritage network established in the Caribbean, and an online platform; (b) guidelines for evaluating and improving legislation on cultural heritage protection and on related policies and financial incentives; (c) a regional model for the establishment of national registers of cultural heritage and historic sites; (d) a regional model for public participation in sustainable cultural heritage-related tourism; and (e) online

training courses on cultural heritage. The partners include the Ministry of Tourism, Civil Aviation, and Culture; the Grenada National Trust; St. George's University; Grenada National Museum; the University of the West Indies, Cave Hill and Open campuses, Barbados/Jamaica; Saint Christopher National Trust; The Nevis Historical and Architectural Society, Saint Kitts and Nevis; Bahamas Antiquities, Monuments, and Museums Corporation; the Society for Heritage Architectural Preservation and Enhancement (SHAPE), Dominica; The National Trust, Saint Vincent and the Grenadines; the University of Georgia, Dean Rusk Center; the National Register of Historic Sites, United States; Leiden University, Netherlands; and the International Council on Monuments and Sites/National Committees in the Americas and worldwide.

The project *Small Tourism Enterprise Network* (2012–2016) is an integrated network of public, private, and community strategies for providing support to MSMEs in the tourism industry in the Caribbean and Latin America. It held the Third Inter-American Gathering of Owners and Operators of Small Hotels, on October 28 and 29, 2015, in Tegucigalpa, Honduras, at which the Network's authorities furthered the implementation and preparation of different activities for strengthening the Network and its partners. It was noted that the majority of participants were businesswomen. According to available data, most operators and managers of small tourism businesses, especially in the lodging subsector in the Caribbean and Latin America, tend to be women. Partners in these efforts include the Honduran Tourism Institute, the Central American Small Hotels Federation, and the Small Hotels Association of Honduras, among other associations of small and medium hotels in Latin America and the Caribbean.

The project *Increasing Tourism Competitiveness through Sustainable Destination Management and Capacity Building in the Caribbean and Central America* (2014-2016) is designed to help Latin American and Caribbean tourism destinations safeguard their natural and cultural heritage, improve the lives of communities, and ensure a vibrant regional economy. During the period, the Sustainable Destinations Alliance for the Americas was created, tourism destination sustainability was evaluated, a sustainable tourism destination strategy was developed, and sustainable tourism destination management councils were created or strengthened in Utila (Honduras), Ometepe (Nicaragua), Falmouth (Jamaica), Barbados, Bahamas, Antigua and Barbuda and Dominica. It was noted that most tourism businesses are owned or managed by women, as well as officials of environmental and cultural NGOs, as were a large number of participants from community women's groups or groups composed mainly of women. Taking part in the project were the Caribbean Tourism Organization, the Central American Tourism Integration Secretariat, Royal Caribbean Cruise Lines, the Permanent Mission of the United States, Sustainable Tourism International, and the tourism ministries or authorities of Honduras, Nicaragua, Jamaica, Barbados, Bahamas, Antigua and Barbuda, and Dominica.

b. Department of Human Development, Education, and Employment (DHDEE)

The HDEE closely monitors gender distribution in its different activities and types of scholarship and student loan programs. In addition, it provides regular support for scholarship and training programs designed especially to step up gender mainstreaming in a wide variety of fields.

i. Human Development, Education, and Employment Section

Education

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

- *ITEN – Virtual Seminars (webinars) (2013-2016)*, on topics related to the incorporation of a gender perspective in classrooms, seek to promote the professional development of teachers in the Americas. Research is one of the key components in the development of each of the outputs that are part of the network’s activities, with ITEN endeavoring to mainstream gender in the proposed curricula and methodologies. In 2014 and 2015, 20 webinars were imparted, one of which focused especially on the topic of education and gender. Taking part were 2,742 female and 1,546 male registered teachers. The webinars are given in collaboration with the International Literacy Association (ILA).
- *ITEN – Virtual Toolkit (Toolkits) (2015–2016)* seeks to promote critical thinking skills in students, including a gender perspective, taking into account the particular characteristics, challenges, and needs of girls and boys in the learning process. In 2015, the first edition of the toolkit “Pedagogical Strategies for Development of Critical Thinking” was used to train 2,436 teachers. The language used is inclusive. This effort is being made in strategic partnership with UdeMY, which provides the online platform that makes the toolkit available to as many people as possible.
- *ITEN – A Bilingual Virtual Community (2013–2016)*, aimed at promoting the professional development of teachers through an interactive platform linking teachers across the region. To date, the ITEN virtual community consists of over 23,000, 61% of whom are women, and 7,441 men. Authors and prominent individuals—both female and male—are involved equitably in decisions on course content.
- *RIED – Audio Programs (2015-2016)* seek to promote the professional development of teachers in the Americas, especially those with limited access to the Internet. Seven audio programs were developed in English and 10 in Spanish. These two series use gender-inclusive language; have strong and affable characters of both sexes; and include segments designed to promote gender equity in the classroom.

Educational Portal of the Americas (EPA)

The EPA keeps a close eye on gender distribution when it selects participants for its online courses and virtual tutors. It continues to offer, periodically with the CIM, the CIM/OAS nine-week online course *Rights-Based and Gender Equality Approach in Policies, Programs, and Projects*. This online course is for staff members of the OAS General Secretariat and other organizations and professionals of the region involved in the policy, program, and project cycle in different areas. Thus far, six editions of the course have been given. The OAS and the CIM have awarded scholarships for the course to professionals in the region. The course is supported by a community of practice for enhancing participants’ knowledge and abilities in a collaborative environment.

Scholarships area

Composed of the OAS Academic Scholarship Program, the Professional Development Scholarship Program, the Partnerships Program for Education and Training, and the Scholarship Program for Haiti.

The gender and human rights approach is promoted only in the *Professional Development Scholarship Program*, as is gender parity among scholarship recipients. In the framework of that project, in conjunction with the CIM and the Educational Portal of the Americas, 37 scholarships were awarded to professionals of member states of the region for the online course *Rights-Based and Gender Equality Approach in Policies, Programs, and Projects*.

Leo S. Rowe Pan American Fund

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

There has been a steady increase in the percentage of loans granted to women, which represented one third of those granted in 1995. In 2015, 60.6% of loans were granted to female international students at U.S. universities, compared to 56.5% in 2014. Women staff members continue to receive a large proportion of the loans to OAS.

ii. Employment and Labor Section

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

- Three (3) participatory gender audits were conducted, which provided an exhaustive analysis of the incorporation of a gender perspective in the Ministries of Labor of Barbados (October 2011), El Salvador (February 27–March 9, 2012), and Peru (November 12–23, 2012). The audits, which included two weeks of intense work on-site, were conducted by a team of four or five specialists and consultants from the OAS and ILO.
- Three (3) plans of action were developed and approved by consensus within each ministry, with specific activities, the names of persons responsible, and timelines for continuing to promote a gender approach in the Ministries of Labor of Barbados (May 7–11, 2012), El

Salvador (July 23–27, 2012), and Peru (September 9–11, 2013). These plans of action were developed during participatory workshops and meetings in each ministry, led by the ILO-OAS specialists who had taken part in the audits.

- The study “*Advancing the Institutionalization of a Gender Approach in the Ministries of Labor of the Americas: Lessons learned, findings, and recommendations from three participatory gender audits*” was drawn up and published. The ILO; the Ministries of Labor of Barbados, El Salvador, and Peru; and the CIM were the strategic partners in this endeavor.

More recently, with support for the Inter-American Network for Labor Administration (RIAL), the Ministry of Labor and Welfare (MTPS) of El Salvador, in November 2015, launched the “Signs of Equality” program, which advises and certifies businesses committed to gender equity. The design and technical support for the launch of this program arose from the experience of the Ministry of Labor of Colombia, which has the Sello Equipares [Gender Equity Seal], with the same objectives. This was possible owing to a cooperation mission organized and financed by RIAL, which enabled a delegation from the MTPS of El Salvador, headed by its Minister, to travel to Bogotá (July 27 to 30, 2015) to receive direct advice and learn about the experience on-site, including visits to businesses.

c. Department of Sustainable Development (DDS)

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

i. Environmental Law, Policy, and Good Governance

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

ii. Risk Management and Adaptation to Climate Change

With extreme climatic events on the rise, the DSD is helping member states to design climate change adaptation policies and programs, integrating worst-case scenarios in preventive measures (land use planning with risk assessments and considerations on climate change scenarios, building codes, and soil studies) and preparation (early-warning systems that include weather and hydrological forecasts). Mainstreaming gender and a rights-based approach in integral risk management is key to ensuring that policies and programs address the interests of society as a whole and afford an opportunity for everyone to improve their living conditions and narrow inequality gaps that make women, children, and adolescents more vulnerable

In this connection, the Risk Management and Adaptation to Climate Change Section worked with the CIM to design a project, for which financing is sought, aimed at developing and/or strengthening the capacity of professionals of the ministries or government agencies responsible for disaster risk management, of the national machinery for the advancement of women, and of decision-making bodies in the area of children and adolescents in the member states, in order to integrate a rights-based approach and a gender equality perspective in the design and implementation of integral disaster-risk management policies and programs.

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

iii. Energy and Climate Change Mitigation Program

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

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

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

The Outstanding Women in the Maritime and Port Sectors award (January 29 – April 29, 2016) will award a prize to recognize the professional career of outstanding women in the maritime and port sectors, including substantive achievements, as well as their participation in, contribution to, and leadership for the integral development of the ports of the Americas; making visible the essential role of their labor leadership in promoting competitiveness; helping promote gender equality in the member states; and to promoting a competitive, socially responsible, and gender-balanced port sector. Conducted in collaboration with the Panama Maritime Authority (AMP) and the CIM.

Hemispheric seminar on Corporate Social Responsibility (CSR) and Gender Equality in the Port Sector: From Awareness to Action, to be held April 27 to 29, 2016, in Panama City, Panama, in collaboration with the AMP, the port authorities of the CIP, public and private ports, representatives of the academic community, and leading maritime industry officials. The aim of this seminar is to provide an international platform for dialogue at the highest level of government and of the private

sector to identify sound practices promoting sustainable strategic, inclusive, and socially responsible actions; promote socially responsible and gender-balanced port operations through the sharing of best practices among public and private ports, representatives of the academic community, and leading maritime industry officials, and making visible the essential part played by gender equality in promoting competitiveness.

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

e. Young Americas Business Trust (YABT)

Although the YABT does not have a specific mandate, it implements different strategies for mainstreaming gender in its programs, applying the gender perspective in developing its programs, ensuring equitable slots for men and women, supporting the development of programs for women, and promoting the inclusion of women in international events, among others. It also mainstreams gender on the *international courses* developed through cooperation established with MASHAV (Israel's Agency for International Development Cooperation), and the Golda Meir Mount Carmel International Training Center (MCTC), guaranteeing gender equity in slots and imparting microenterprise development courses in Israel, whose aim is women's empowerment. Courses are held twice in Israel each year (Spanish and English), providing youth with tools for developing their business ideas and expanding their small enterprises.

IV Youth Forum of the Americas. Scholarships were awarded to achieve greater participation by women. This ongoing process began eight months prior to the Seventh Summit of the Americas. Political participation by youth is promoted. Contributions have been made by over 5,000 youth and scholarships were awarded equitably among the 500 participants in Panama. Conducted in collaboration with the Ministry of Foreign Affairs of Panama.

Global Entrepreneurship Week, held in Colombia, November 17 and 18, 2015, in which one woman per panel was ensured. Conducted in collaboration with the Chamber of Commerce of Bogotá.

The YABT participated in the youth flagship event—Annual Meetings of the World Bank (WB) and the International Monetary Fund (IMF), October 8, 2015. To ensure space on the main panel and in support of the President of the WB, as successful cases, one female CEO and a young female Peruvian entrepreneur were achieved. It pointed to women in international forums as examples of successful women entrepreneurs and businesswomen. Conducted in collaboration with the WB and the IMF.

6. Secretariat for Multidimensional Security (SMS)

a. Executive Secretariat of the Inter-American Drug Abuse Control Commission (CICAD)

The *Training and Certification Program for Drug and Violence Prevention, Treatment, and Rehabilitation (PROCCER)* is implemented in 22 countries of the Hemisphere by the Demand Reduction Section of CIDAD, with financial cooperation from the Governments of United States and Canada. Its aim is to help optimize the quality of care in drug addiction prevention, treatment, and rehabilitation services and drug use-related violence by establishing a training and certification mechanism for professionals and nonprofessionals involved in the treatment of individuals with drug-use related problems. In the framework of PROCCER, CICAD is now developing and adapting standards for the development of best practices in drug abuse treatment for women, and developing protocols for issues related to women. The protocols and training curricula for this gender-sensitive component of the PROCCER program are based on the GROW program. The countries piloting Program execution will be Peru, Colombia, and Costa Rica.

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

The project *Closing the Gap*, executed since 2014, aims to identify alternatives to incarceration based on a review of the experiences of different countries that will make it possible to identify alternatives to the excessive use of incarceration for drug-related offenses. This is intended to provide states with many possibilities enabling them to move forward toward the design and implementation of feasible and effective policies that are more respectful of human rights. Under this project, efforts are made to document the differentiated impacts on these populations of alternatives to incarceration. One of the clearest impacts is on excluded groups that are subject to discrimination, women being among these, especially those living in a vulnerable economic situation. Although most of those incarcerated for drug-related offenses are men, an increasing number of women are involved in the business and are therefore convicted.

As part of the proportional approach that the project is promoting on a case-by-case basis, of note is the importance of more detailed reviews of the functions and characteristics of the offender, such as gender, age, socioeconomic situation, place of origin, religion, lack of guidance in youth, and physical and mental disabilities – which may allow authorities to recognize more effectively and address some of these vulnerabilities or aggravating circumstances (such as recidivism and violent behavior). In that regard, some personal traits, such as race, gender, economic vulnerability, and age, may contribute to personal exclusion, marginalization, discrimination, or violence. Therefore, to fully guarantee the rights of the offender, in conditions of equality, drug policy must be sensitive to potential discrimination impacts on these groups, especially in the case of women, children, adolescents, older persons, ethnic and racial minorities, and persons with diverse skill sets. Eighteen (18) member countries are now members of the Working Group on Alternatives to Incarceration,

which works with national committees; ministries of justice, health, and labor; supreme courts; the judiciary; social services; and ombudsmen's and prosecutors' offices, among others.

The project *Drug Treatment Courts (DTC)*, under way since 2011, seeks to establish DTCs in the member states as alternatives to incarceration for drug-dependent offenders. In the case of Nuevo León, nearly all those who came before the drug treatment courts were accused of domestic violence, including violence against their partner and violence against their children, parents, siblings, or other family members. In domestic violence matters, this approach reflects at the time the pilot program was implemented legal eligibility for the suspension of trial mechanism. This approach also reflects the cultural attraction-in Mexico-of an innovative new model affording opportunities to support, strengthen, and reintegrate families recently impacted by anti-social behavior. Additionally, the family rehabilitation objective is a distinctive element considered an especially high priority in the model implemented in Nuevo León. In the Dominican Republic, on the other hand, judges setting bail [*jueces de garantía*], as well as review judges [*jueces de control*] and enforcement judges [*jueces de ejecución de la pena*] who have been involved in implementing the drug treatment court model, admit gender violence-related cases. The project is being executed in collaboration with the national drug commissions and ministries of justice and health of the member states.

The aim of the project *Health and Life in the Americas (SAVIA)*, under way since 2011, is to reinforce prevention, mitigation, and social integration in the drug area at the local level as a means of supporting drug policy decentralization processes in the Hemisphere. In 2015, efforts continue to promote the development and application of methodologies and tools for better integrated local management of the drug problem, with emphasis on the gender component. At the same time, training workshops were organized on diagnosis, planning, and policy coordination and services at the local level, according priority to gender strategies, for officials of municipalities and other territorial management entities (departmental councils, etc.). In the area of social integration and drugs, the SAVIA program continues to provide support for initiatives to disseminate best practices with a gender component and institutional advances in countries. Participating are national drug commissions, NGOs, universities, and work and community networks on drug dependencies.

The Multilateral Evaluation Mechanism (MEM) process is a program ongoing since 2000. It conducts national and hemispheric evaluations of drug control policy in the 34 member states. It has 34 national reports on drug control policies for each evaluation round. Thus far, six evaluation rounds have been completed, and work is being done in 2016 to review the evaluation process in order to begin the seventh round, in 2017, to evaluate the implementation of the Plan of Action (2016-2020) of the Hemispheric Drug Strategy (2010) of CICAD.

The International Research Capacity Building Program for Health Related Professionals to Study the Drug Phenomenon in Latin America and the Caribbean, under way since 2003, to enhance the level of drug use-related health sciences. Among its achievements: (i) Over 110 individuals of Latin American and the Caribbean have received graduate level training on drug research and drug use-related health sciences. 69% of the 110 who received training were women; (ii) Over 300 publications on drug use and its consequences and other health-related aspects in Latin America and the Caribbean; (iii) Since project launch, all studies carried out have included gender analysis. Beyond the standard analysis, one study focused specifically on the impact on women of drug use-related violence.

The Inter-American Drug Use Data System (SIDUC) in Latin American countries, since 1997, an effort designed to create a hemispheric system of comparable data on drug use. Achievements thus far: (i) epidemiological studies on drug use in all OAS member states; (ii) all studies arising from the SIDUC system have a comprehensive methodology for compiling representative, gender-balanced data at the national level; and (iii) two comprehensive reports on drug use in the Hemisphere (2011 and 2015) that include gender analysis. Participating in these efforts are national drug observatories of member states, the National Institute on Drug Abuse (NIDA), and the Canadian Centre on Addiction and Mental Health (CAMH).

SIDUC–Caribbean: Drug Information Networks, in operation since 2005 for the creation of national drug information networks in the member states of the Caribbean to inform drug policies and practice in those countries. In 2015, an information system on treatment centers was created, showing the range of uniform information on the characteristics of those seeking treatment. This facilitates the gender analysis carried out on this vulnerable group so that the results and recommendations can be linked based on that system. Ten treatment centers of the Caribbean area are taking part.

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

In the cyber security area, since 2015, efforts have been made to promote greater discussion of gender, improve comprehension of the differentiated impact of cyber security and cybercrime-related matters on men and women, and improve access to tools and knowledge of gender and cyber security in the GS/OAS, the member states, and the partners of the Cyber Security Program. Efforts are also being made to obtain data disaggregated by gender in surveys conducted to measure the impact of Program activities and mainstream gender in the development of national cyber security strategies. Progress made includes:

- A draft concept note for the preparation of the initiative “women and cyber security,” which will examine two issues: women’s participation in the cyber security field and cyber crime from a gender perspective; and propose a set of actions to achieve the above-mentioned goals. Experts and institutions working in this area have been identified, but partnerships have not yet been formed. CICTE hopes to move ahead in this area in 2016 and obtain/allocate resources for specific activities.
- Analysis of five surveys received with gender-disaggregated data. The CIM provided assistance for the design of this survey.
- Thus far, specific suggestions have been included to promote gender mainstreaming in the draft national security strategy prepared for consideration by the Government of Paraguay.

Also of note, in the area of security for major events, the *Regional Workshop to Enhance the Capacity of Women Involved in Major Events Security* was held in Canada, from March 10 to 12, 2014. Taking part were women from the police forces of 21 member states who, over the course of three days, were able to learn, share and exchange experiences and information, and discuss the principal hurdles in their careers, as well as recommendations to develop greater gender equity in their respective agencies. One of the presentations was made by female officers of the Royal Canadian Mounted Police, who gave a full account of Canada’s experience in creating a respectful workplace environment that promotes gender equality along with other operational skills. The CIM

participated in the workshop's opening panel and in practical exercise sessions. It also made a presentation at the inaugural session of the meeting of authorities – focal points of the Hemisphere on major events security. These events were held in conjunction with the United National Interregional Crime and Justice Research Institute (UNICRI).

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

d. Department of Public Security (DPS)

In 2014, output of the diagnostic assessment of police training needs in the region, the DSP designed the “*Inter-American Network for Police Development and Professionalization.*” This network concept is an integrated and comprehensive mechanism to bolster and improve the capacities of police institutions, from providing ongoing training for police forces of the region to quality management certification of police institutions, and including the sharing of information and experiences, strengthening horizontal cooperation, and enabling all Network participants to be connected, to promote better coordinated response by the countries to public security challenges. The DSP is implementing Network phase I, including curriculum design, on-site courses, and the holding of subregional cooperation seminars among police forces of the Hemisphere.

As part of that Network, in 2015, an *education planning guide* was designed, a process in which the following Program partner universities took part: San Martín University (Argentina), Sao Paulo University (Brazil), and Georgetown University (United States). The participation of the universities and their professions in the development and execution of the project, especially with the training course and their materials, given their knowledge and experience of the subject, will make it possible to ensure gender-sensitive vocabulary in the materials produced. One of the seven modules of the education planning guide is on police organizational management, which will cover fundamental topics on women's participation in the police, labor policies, and police assistance models, taking into account the specific needs of women in police forces. The first on-site training course will be held in the first six months of 2016 and will lead to the nomination of women police officers, to the extent possible, as direct beneficiaries.

The DSP also strove to mainstream gender in training courses on public security topics promoted in the framework of its projects. In the project *A New Path – Promoting a Healthy Environment and Productive Alternatives for Juvenile Remandees and Offenders in Jamaica*, the DSP, with support from USAID and the Government of Chile, conducted a training course for guards and officers of the Metcalfe and South Camp juvenile detention centers to improve their relationships with juveniles detained therein and prevent abuses of power. One course component focused on differences in working with girls and female adolescents, emphasizing their specific needs and the situations of (in)security that they may face during the process.

In the framework of the project *Design and implementation of a Code of Police Ethics*, for the National Police of Uruguay, the corresponding document was prepared, with efforts from consultants expert in this area and supported by a study on comparative experiences of codes of

police ethnics, as well as information compiled on-site through surveys, questionnaires, and interviews. The Code of Ethics promotes respect for human rights, gender equality, and accountability. Another aim is to strengthen police management quality indicators. Through this Code, the Police Force is generating institutional ethics, conceptualized as a modern and democratic police force that respects the rule of law, as well as human rights and their fundamental guarantees.

Through the project *A New Path – Promoting a Healthy Environment and Productive Alternatives for Juvenile Remandees and Offenders in Jamaica*, the DPS strengthens the socioeconomic capacities of juvenile remandees in two correctional centers of Jamaica. At project launch, a diagnostic assessment was prepared to: (i) determine the nature and scale of the existing reintegration programs in South Camp and Metcalfe and the interests and abilities of youth detained therein; (ii) identify local partners for the implementation of reintegration and support activities upon release; and (iii) define monitoring and evaluation indicators. For this assessment, gender disaggregated data was compiled and details developed of young incarcerated women and the specificities of their incarceration.

Under project D.B.3 of the Central American Security Strategy (ESCA), *Strengthening of Institutions specialized in the Assistance and Protection of victims of violence generated by organized crime in Central America*, of the Central American Integration System (SICA) countries, the DSP developed a pilot phase and, subsequently, a second phase of the project *Strengthening of Institutions Specialized in the Assistance and Protection of Victims of Violence Generated by Organized Crime in Central America*. Under the two project phases, it is proposed to provide uniform, coordinated, and efficient action for victims and/or witnesses, strengthen the action of the different institutions involved, build consensus among institutions, shorten bureaucratic processes, and boost State efficiency in providing in providing comprehensive and timely specialized protection and assistance. The pilot phase concentrated on the institutions responsible for assistance and protection in Guatemala, Honduras, and El Salvador, and, in the second phase, was expanded to Belize, Costa Rica, Dominican Republic, Nicaragua, and Panama. As a result, a manual for the care and protection of crime victims in Central America is now available, as well as a protocol for the implementation of the Central American convention for the protection of victims, witnesses, experts, and other subjects involved in investigation and in penal procedure, especially in connection with drug activity and organized crime, which have been validated and approved by the participating countries.

The instruments prepared in the two phases highlight the need to provide differentiated assistance to each population in accordance with its specific situation and needs. For example, they emphasize differentiation among women, girls and LGBT groups in receiving medical care and maintaining confidentiality levels that promote the maintenance of their security during the criminal investigation process. Witnesses included in the project are survivors of possible femicides and crimes related to organized crime, and trafficking in and smuggling of persons. By these means, important inputs are retained for strengthening criminal investigation processes, taking account of the particular circumstances and situations of specific groups. The project also helps reduce all forms of discrimination.

The DSP is executing the project *Preventing Crimes Related to Irregular Migration in Mesoamerica: prevention, assistance, cooperation, and protection of rights of migrants in irregular status*, known as the Program for the Prevention of Irregular Migration in Mesoamerica. It aims to

contribute to prevention, assistance, and combating the wide variety of crimes associated with irregular migration. The project will also contribute to protecting the rights of migrants in irregular status, and to promoting more fluent cooperation among beneficiary member states in connection with preventing those crimes.

Regarding *the promotion of the protection of the rights of migrants in irregular status*, actions are proposed that lend visibility to the problem of those sectors whose situation is most vulnerable throughout their migratory trajectory, in turn providing the tools needed for the exercise of their rights. To that end, the program works with civil society organizations and child protection institutes in areas related to crimes associated with irregular child migration, as well as organizations specializing in the protection of female victims of violence. Also deemed essential is the participation of community and women's groups that provide direct and accurate information on the situation of women and their participation in these processes. Initiatives are being implemented that focus on the individual needs of migrants (from their departure to their return--forced or voluntary), work with communities of origin and families of potential migrants, mainstreaming gender in strategies were implemented.

The Hemispheric Observatory on Citizen Security incorporates gender disaggregated data to obtain statistics on violence against women so as to adequately address needs in the countries of the region. At least 18 variables of the Observatory are disaggregated by gender. The aim of such disaggregation is to understand the prevalence of crime and violence among women and develop a picture of the insecurity experienced especially by women.

In 2015, a United Nations Survey on Crime Trends and the Operations of Criminal Justice Systems (CTS) was prepared for the period 2004-2013. One of the main conclusions of the analysis is that, in general, gender differentiated information is not available in all CTS sections or modules. The report prepared indicates that special attention should be paid in the homicide section to this matter, especially to the variable victims of intentional homicide at the national level (women). The report further indicates that in the prosecutor's section, when those charged with intentional homicide are disaggregated by gender, the reply rate is low.

The DSP is implementing the *Inter-American Program for the Prevention of Violence and Crime*, aligned with regional mandates and priorities in the security area and capable of responding to the realities of each of the member states. The purpose of the program is to promote citizen security through a comprehensive prevention strategy focused on reducing and mitigating risks related to crime and violence in their different manifestations, especially among youth. The program was adopted by the member states at the Fifth Meeting of Ministers Responsible for Public Security in the Americas (MISPA) in November 2015, in Lima, Peru. It establishes a multilateral action initiative based on strategies proven effective in preventing different types of violence. Among these, strategies have been identified for (a) preventing violence against women taking a community and participatory approach; (b) developing positive masculinity and training gender-sensitive young men; (c) prevention of and action against trafficking in persons that affects specifically women and girls; and (d) the promotion of life skills in youth for equal access to opportunities for male and female adolescents, among others. Communication among stakeholders will be one of its crosscutting themes, as will community participation and intervention. Inclusion of the gender perspective and the participation of women community leaders are key crosscutting aspects of this initiative.

The *Work Plan to Combat Trafficking in Persons in the Western Hemisphere 2015-2018* was adopted in December 2014 and implemented through its incorporation in the Inter-American Program for the Prevention of Violence and Crime. It makes efforts to include different guidelines in the upcoming actions of the DSP, including:

- Foster values and practices through educational programs and employment opportunities that encourage coexistence and diversity, whether ethnic, racial, linguistic, cultural, religious, socioeconomic, gender-based, or in terms of sexual orientation, with the aim of combating trafficking in persons.
- Coordinate legislation, policies, and/or programs on promotion of protection of human rights, elimination of poverty—particularly extreme poverty—and marginalization, prevention of violence against women, comprehensive protection of children, education, labor, migration, health, non-discrimination, and economic and social development, in order to prevent trafficking in persons.
- Devise strategies and develop the capacity to respond rapidly to trafficking in persons, principally for women in vulnerable circumstances and for vulnerable, at-risk populations, especially children, adolescents, youth, migrants, indigenous communities, LGBTI persons, and persons with disabilities, among others.
- Promote the creation of suitable emergency, transitional, and long-term housing for victims of trafficking in persons, taking into account gender, age, and other relevant factors, or, as the case may be, expand existing ones.
- Devise policies and programs to protect victims of trafficking in persons, based on respect for human rights and taking into consideration gender, age, health, and other factors, and based on input from survivors of trafficking in persons.

7. Secretariat for Hemispheric Affairs (SHA)

The SHA was created by Executive Order 08-01 rev. 9, “Structure of the General Secretariat,” on December 11, 2015. It is composed of the Department of Effective Public Management, formerly under the Secretariat for Political Affairs; the Summits Secretariat, with departmental rank, and the Department of Strategic Initiatives and Public Diplomacy.

The Secretariat for Hemispheric Affairs and the Strategic Council for Organizational Development co-chair the Committee to Analyze Strategic Initiatives, recently created by Executive Order 16-02, “Strategic Initiatives of the General Secretariat,” adopted on February 9, 2016, by the Secretary General of the OAS. By this Executive Order, the Committee will be composed of the Chiefs of Staff of the Secretary General and the Assistant Secretary General, and all Secretaries. The CIM will participate through its Executive Secretary to ensure gender mainstreaming in all initiatives to be analyzed.

a. Department of Effective Public Management

The *Strengthening the Hospital Records System in El Salvador, Honduras, and Paraguay* (2013–2015) was intended to encourage the immediate registration of newborns and to definitively reduce the underregistration of births. As part of the installation of registration offices in public hospitals, ten (10) registration offices were set up in El Salvador, Honduras, and Paraguay, with support from the Universal Civil Identity Project in the Americas (PUICA). Efforts are currently under way to make mothers and members of their families aware of the importance of the right to identity and of birth registration in hospitals. These hospital-based civil registration offices work every day to compile gender-differentiated statistics from the births recorded. They also keep track of cases where births are not registered and specify the reasons why.

The project *Latin American and Caribbean Council for Civil Registration, Identity, and Vital Statistics (CLARCIEV)* (2015), recognized as an organization that has grouped together civil registration institutions in Latin America and the Caribbean since 2005, provided a forum for information exchange on the registration and identification of persons while, at the same time, fostering horizontal cooperation among registration institutions so as to strengthen them. Female community leaders and midwife associations participate actively in its public awareness campaigns. At the XII Meeting of CLARCIEV, in October 2015, the participating authorities were requested to complete a survey. Taking part were the IDB and civil registration institutions of 19 countries of the Americas.

Promoting civil identity in the border areas of Colombia-Ecuador, Ecuador-Peru, and Bolivia-Paraguay (2015), which aims to reduce the rate of under-registration by conducting registration and identification campaigns for sectors in border areas and building technical and training capacities of the civil registries of Ecuador, Peru, Bolivia, Paraguay, and Colombia, achieved the following in 2015: Through the awareness and training campaigns for the population, childcare facilities are provided for children accompanying their mothers so that they can attend these workshops. This is reflected in the number of birth registrations and records, since at least 40% of all beneficiaries are women. This is the case in Colombia, with 2,727 beneficiaries, 42% of whom are women; Ecuador, campaign for the northern border with Colombia, Sucumbíos Province, with 122 new birth registrations, 116 late registrations (63 women and 53 men) and six timely registrations (2 women and 4 men), 615 identification documentations, 373 first-time identity documents (197 women and 176 men) and 242 document renewals (121 women and 121 men). In the case of Paraguay, 3,928 identity documents and birth certifications have been issued (40% are women). These efforts were made in partnership with the German cooperation agency GIZ, including participation by the National Registry Office of Colombia, DIGERCI, of Ecuador, RENIEC, of Peru, SERECI, of Bolivia, and REC, of Paraguay.

OAS program to promote open government in the Americas – first edition, March to November 2015, the aim of which is to build open government in the Americas by creating a network of youth leaders of the region, brings together actors of the public sector, civil society, and the private sector to generate innovative solutions to challenges faced by the Hemisphere. From the outset, efforts were made to obtain equitable participation of women throughout project execution. The selection committee was composed of five members—including four external members, two of whom were women. The fifth vote on the committee was cast by the program’s organizational team, composed of two women and one man. In addition, of the 20 experts and team members who

participated in the program workshops and seminars, nine were women. Lastly, 11 of the 24 participants selected to participate in the first edition were women. Secondly, the program incorporated the gender perspective in some of the activities carried out, including the workshop on “Access to public information: A right of the elites? Gender and other inequalities in Latin America”; and the workshop on “Leadership: building coalitions and negotiations among multiple actors – the gender perspective.” During execution of the first edition of this project, support was obtained from the Governments of Canada and Mexico, the Economic Commission for Latin America and the Caribbean (ECLAC), the Avina Foundation, the Carter Center, and Hivos.

The public awareness campaign on the rights of access to public information – short film contest, “*¡Infórmate! y mejora tu vida* [Get informed and improve your life]” (September 2014–April 2015) aims to raise public awareness of the importance of exercising the right to access to public information to improve daily life. In that regard, all material used to disseminate the short-film contest is written in gender-sensitive language; and the informative content included on the contest’s web page emphasized the importance of achieving equity in exercising the right of access to public information and the special relevance of this right for socially disadvantaged groups, such as women. Women accounted for over 40% of contest participants. In addition, of the 34 videos received, 12 were directed by women (35%). It is of note that in assigning points to the short films, a highly positive view was taken of the fact that the main protagonist of the winning film was a girl who showed interest and was actively involved in matters of public interest in order to improve conditions in her community. The first edition of the course received support from the following partners for its implementation: the Government of Canada and the Transparency and Access to Information Network (RTA).

Workshops to increase women’s participation in public procurement, conducted in 2015, to launch dialogue on how Latin American and Caribbean countries can introduce or improve participation by women-led businesses in public procurement. At the end of the event, a declaration was adopted signed by the representation of each country participating in the Inter-American Public Procurement Network (RICG), recognizing the importance of women’s empowerment by developing opportunities for their participation in public procurement. Partners include the IDB and national public procurement institutions of Latin America and the Caribbean. The CIM participated on the panel conducted at the IDB, composed of RICG representatives, sharing with other international organizations and RICG members information on the implications of government procurement and women’s economic empowerment.

The Inter-American Cooperation Mechanism for Effective Public Management (MECIGEP) – Analysis rounds. Three analysis rounds were held from February to November 2015. The MECIGEP is an institutional tool that facilitates dialogue and the sharing of experiences and technical cooperation strategies to support the attainment of national goals and priorities set by each OAS member state. The DGPE intends to include a section on the gender perspective in the final reports prepared on the matters examined in each Round in order to examine the achievements, outcomes, and challenges in this area in the beneficiary countries. The MECIGEP receives resources from Foreign Affairs, Trade and Development Canada. Entities participating in the Analysis Round in Peru include the Secretariat for Public Management (SGP) of Peru, the Transparency Council of Chile; and the Agency for e-Government and Information Society (AGESIC) of Uruguay. The Analysis Round in Costa Rica was conducted in conjunction with the General Civil Service Department (DGSC) of Costa Rica, the National Civil Service Authority (SERVIR) of Peru, and the

Ministry of Planning, Budget and Management(MPOG) of Brazil. For the Analysis Round in Saint Lucia, work was done with the Ministry of Public Service, Information and Broadcasting of Saint Lucia, the Office on Open Government of the Office of the President of the Republic of the United Mexican States; and the Ministry of Public Management of Trinidad and Tobago.

The *Third Edition of the Inter-American Prize for Innovation in Effective Public Management* (2015) identifies public management innovations made by administrations in the Americas to reward, recognize, systematize, encourage, and promote these innovations as useful experiences that can be replicated elsewhere. Among the criteria used in the evaluation process for the Inter-American Prize for Innovation was the gender perspective. These criteria are used by the Special Panel of Judges in the final evaluation of the submissions received. Moreover, equitable representation of men and women on the Special Panel of Judges is promoted. For this edition of the Prize, three (3) of the five (5) members of the Special Panel of Judges were women. The activity is carried out with funds from Foreign Affairs, Trade and Development, Canada.

The *Observatory of Strategies and Mechanisms for Effective Public Management* (2012 – December 2015) is a management tool that provides experiences on key issues in public management in order to build a collection of successful experiences in public management with inputs from authorities interested in these matters and from individuals familiar with the realities of each country. To promote the gender and women's rights approach in public institutions of the OAS member states, the DEPM included a gender perspective section in each observatory, in addition to gender indicators in the introductory part. Thus far, information has been received from 31 member states: Antigua and Barbuda, Argentina, Bahamas, Barbados, Belize, Brazil, Bolivia, Canada, Chile, Colombia, Costa Rica, Dominica, Dominican Republic, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Trinidad and Tobago, United States, Uruguay, and Venezuela. The activity is carried out with support from Foreign Affairs, Trade and Development, Canada.

b. Summits Secretariat (SAS)

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

The SAS is also engaged in ongoing efforts to ensure equal participation by men and women in each of the Summit events and activities with the social actors. This applies to the selection of funded participants and to event speakers and moderators. Throughout the preparatory process for the Seventh Summit and in the dialogues conducted in its framework in April 2015, gender equity was a criterion used in participant selection.

c. Department of Strategic Initiatives and Public Diplomacy

Although the Art Museum of the Americas has no defined strategy for mainstreaming gender and rights, it works on an ongoing basis to emphasize in its programs the work of women artists, curators, and academics. To the extent possible, it seeks equitable representation of male and female artists, curators, and academics and to explore gender-related matters in its exhibitions. Its advisory committee is composed primarily of women professionals – five of its seven members. The curator of the exhibition *Streams of Being*, now on display at the Museum, is a woman, and this year, the work of 15 women was on display in three exhibitions.

The Columbus Memorial Library, part of this Department, on this occasion has not reported activities or efforts in implementation of the IAP.

8. Secretariat for Administration and Finance (SAF)

a. Department of Human Resources (DHR)

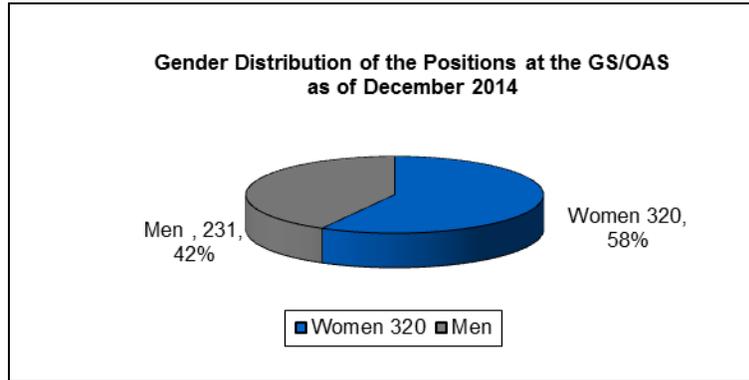
The DHR reported that it continued its efforts to strike a gender balance through the following activities:

- Providing the GS/OAS with information on the current geographic and gender distribution of staff in the Organization's Quarterly Resource Management and Performance Report and in the staff list of the Organization.
- Providing the areas with a report on gender representation by area as a factor to be considered in the recruitment, selection, and appointment process.
- Distribution of a report to directors, as part of the internship program, in which an account is given of the current geographic and gender representation in their areas, with a view to issuing recommendations on the nationality and gender of future interns.

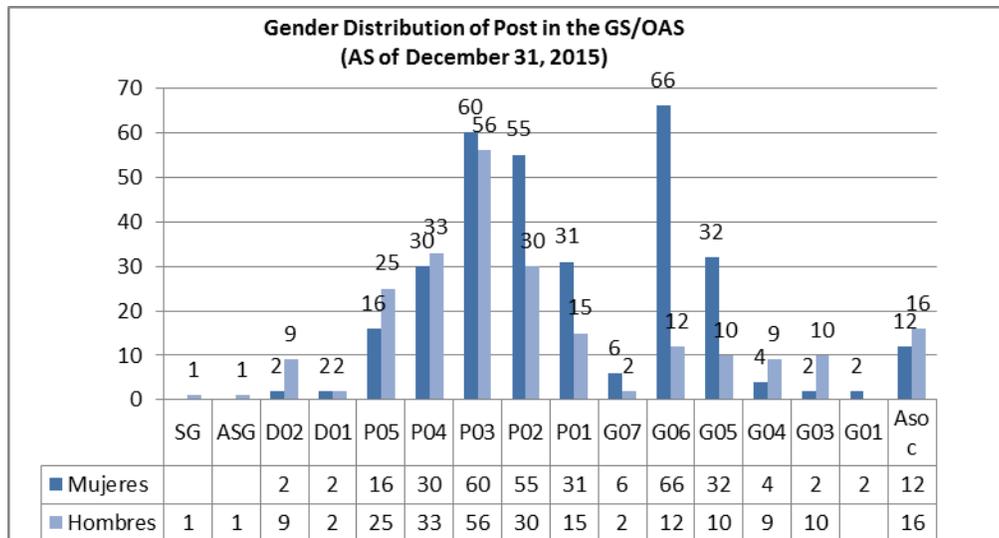
In 2015, the DHR continued reporting each quarter data on gender and geographic representation in the GS/OAS in the Quarterly Resource Management and Performance Report. These reports include GS/OAS gender distribution figures, at the general level and by grade. Additionally, in the quarterly reports distributed to the member states, the DHR includes, among other information, the gender of the candidates applying for published positions filled by competition, promoting the principle of transparency in the implementation of those competitions.

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

As concerns the distribution of positions within the OAS/GS,⁴ as may be seen in the following charts, even though the number of women in the GS/OAS exceeds that of men by 38% (58% of the staff are women), there continues to be a wide gender gap in that more men than women are in executive positions.



As of December 31, 2015, approximately 31% of the men working in the GS/OAS occupied posts at the P-4 level or above (one percentage point more than in 2014), compared to 16% of the women. At the D-2 level, there were no women (with two exceptions). Of the 11 posts in this category, nine (82%) were held by men and two (18%) by a woman.



⁴ Register of Staff Members, December 31, 2015. General Secretariat, Organization of American States, Washington D.C. and 4th Quarterly Resource Management and Performance Report (From January 1 to December 31, 2015, OAS. Available at: http://scm.oas.org/doc_public/english/hist_16/CP35602E04.doc.

Regarding the figures reported the preceding year as of December 31, 2014, it is evident that P-5 and P-4 level posts continue to be occupied predominantly by men. In 2014, 65 men occupied posts at those levels; whereas only 50 women occupied such posts.

Also evident is the fact that women occupy 72.26% (compared to 70% in 2014) of the GS/OAS general services posts (grades G-7 to G-1). The second widest gender gap is at the G-6 level, where women occupy 84.62% (compared to 83% in 2014) of the posts.

These graphs above do not include performance contract (CPR) personnel, who, as of December 2015, were 331 persons (male: 42.3%, female: 57.7%) (Regular Fund: 94, Specific Fund: 233, and Indirect Cost Recovery: 4). As of December 2014, a total of 329 persons held performance contracts, a lower figure than in 2014.^{5/}

As for regional distribution of staff, the situation in 2015 is very similar to that in 2014. As of December 2015, the distribution is as follows: a majority of staff (54.18%) are drawn from South America, followed by Central America, with 18.35% (a higher percentage than in the 12% in 2014), North America, with 15.82%, and CARICOM, with 9.64%.

b. Department of Information and Technology Services (DOITS)

The innovative tool for following up on GS/OAS mandates and goals based on indicators showing the level of gender mainstreaming therein, as well as the resources allocated for those mandates and goals, prepared in 2014 jointly by the DOITS with the Department of Planning and Evaluation and the Inter-American Commission of Women, is available for use by GS/OAS staff members.

B. AUTONOMOUS AND DECENTRALIZED ORGANS, AGENCIES, AND ENTITIES

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

The IACHR, through its *Rapporteurship on the Rights of Women*, carried out a number of activities during the period. That Rapporteurship was headed by Commissioner Tracy Robinson until December 31, 2015. In 2015, it devoted itself to implementing four initiatives: (a) examining the situation of the human rights of indigenous women in the Americas; (b) reviewing the principal challenges women face in their access to complete, accessible, reliable, and timely information managed by the State on violence and discrimination; (c) updating the report *Legal Standards Related to Gender Equality and Women's Rights in the Inter-American Human Rights System: Development and Application* to mark the 20th anniversary of the Convention of Belém do Pará; and (d) presentation and dissemination of the thematic report *Missing and Murdered Indigenous Women in British Columbia, Canada*.

⁵ Fourth Quarterly Resource Management and Performance Report (From January 1 to December 31, 2015, OAS. Available at: <http://scm.oas.org/pdfs/2016/CP35602S4TOINFORMETRIMESTRAL.pdf>

Two projects made these initiatives possible: a two-year project with Denmark launched in January 2013, and another, 16-month project, with the Swedish International Development Cooperation Agency (SIDA), launched in August 2013.

The analysis contained in the IACHR regional report on indigenous women takes as its starting point the views and experience of indigenous women; the inter-American and international precedents on the rights of indigenous peoples and women; matters requiring priority attention; and matters that need to be addressed in greater depth in the three target countries and in the Americas. It will also include recommendations to the States on how best to meet the international standards in this area.

The report on *Access to Information, Violence against Women, and the Administration of Justice* identifies obstacles in this area, best practices, and a set of recommendations to the States on how best to meet the existing human rights standards on access to information. It focuses primarily on justice administration and related areas, such as legislation, public policies, and services.

The updated report *Legal Standards Related to Gender Equality and Women's Rights in the Inter-American Human Rights System: Development and Application* summarizes and examines the legal standards of the inter-American system on gender equality and women's rights, as well as the impact of the recommendations and decisions of the inter-American system on judicial decisions issued at the national level in the region.

The report *Missing and Murdered Indigenous Women in British Columbia, Canada* analyzes the problem of disappearances and murders of indigenous women in recent years and the response of the State of Canada to this situation. The report includes a set of recommendations on how to strengthen State actions to protect and guarantee the rights of indigenous women.

Activities carried out in 2015 in the context of these initiatives include:

- On January 12, 2015, the IACHR published the report *Missing and Murdered Indigenous Women in British Columbia, Canada*;
- On November 18, 2015, the IACHR published the update of the report *Legal Standards Related to Gender Equality and Women's Rights in the Inter-American Human Rights System: Development and Application*, to mark the 20th anniversary of the Convention of Belém do Pará;
- On November 20, 2015, the IACHR published the report *Access to Information, Violence against Women, and the Administration of Justice*.

Some of the initiatives implemented in 2015 by the Rapporteurship on the Rights of Women have received support from Denmark and the SIDA. The IACHR deems its collaboration with the Inter-American Commission of Women of high importance for the implementation of its gender-related projects and initiatives.

2. General Directorate the Inter-American Children's Institute (IIN)

The Action Plan 2015-2019 of the IIN includes promoting the gender approach as one of its approaches for action. The child rights perspective and the gender approach are inseparable from the

consolidation and strengthening of democracy, not only as a form of government, but as a lifestyle that is respectful of the dignity of all, regardless of differences. Even before children are born, expectations are associated with their gender roles and upon their birth are settled, and they are received by a group of people organized according to these roles. A critical review of these models and involving men in the responsibilities of childcare and parenting are essential elements in child protection policies from a rights-based perspective.

With regard to the *Inter-American Cooperation Program for the Prevention and Eradication of Child Commercial Sexual Exploitation and Illegal Trafficking*, for the different manifestations of sexual violence, the gender approach is essential at every stage of intervention. Deconstructing gender models and attention to the needs and different modalities in which boys and girls are affected by violence should be a central element of the strategies to be developed. To that end, the IIN will accord special importance to the identification and analysis of experiences that take account of the gender perspective and will include the gender lens in every action. It is also hoped to work with the gender perspective in work done with adolescents in the actions included in the line on juvenile criminal liability, throughout the criminal intervention process, and in the enforcement of non-custodial penalties.

The aim of the project on *Promotion of Family Care and Upbringing Capacity*, included in the action plans 2011-2014 and reaffirmed in the action plan 2015-2019, is to generate environments that promote full child development, promote attitudinal changes in fathers, mothers, and adults of reference, review gender models promoting greater involvement of fathers in upbringing, defeminize child care tasks, and avoid the transmission of traditional roles to new generations. Thus far, these guidelines have been implemented in three States of the region, and it proposed for them to be implemented in another three by 2016. A critical mass of technicians and operators has been trained in this work modality through the IIN's online platform. These efforts are being made in collaboration with the Secretariat for Children and Adolescents of Paraguay, the Secretariat for Children of the Argentine Republic, the Municipality of Córdoba of Argentina, and the Department for Children of the Ministry of Equal Opportunity of Peru.

3. Pan American Health Organization (PAHO)

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

PAHO has adopted a new Strategic Plan 2014–2019, which embraces gender equality as a priority (crosscutting) theme for the Secretariat and the member states. Other crosscutting themes—human rights, equity, and ethnicity—were also adopted and have been incorporated into the Organization's overall planning process. Plans also exist to introduce new mechanisms to strengthen monitoring of the incorporation of health issues. The following activities of note were carried out under the Gender Equality Policy:

Ten years since the adoption of PAHO's Gender Equality Policy, in 2005, the evaluation report on the Plan of Action for Implementing the Gender Equality Policy 2009-2014 summarizes

and analyzes its achievements. This information is based on the analysis of the 32 national reports received from the member states in October and November 2014 in reply to self-administered questionnaires, as well as technical and corporate information compiled by the Secretariat. The evaluation report was adopted at the 54th Meeting of the Directing Council of PAHO, in October 2015. A video and infographic are being prepared on the results (in English and Spanish) as support for broad dissemination of the achievements and for the dissemination/presentation of new lines of action.

The conclusions of the evaluation suggest that cautious optimism is warranted in connection with the progress reported by the member states. Progress has been made in generating disaggregated data; training for health care personnel; and gender mainstreaming in numerous health programs and in intersector work, etc. However, progress has not been uniform, and budgetary allocations are limited and fluctuating.

The new lines of action for continued implementation of the policy are:

- Conduct research and apply innovative methodologies to address gender inequities within the framework of the Strategy for Universal Access to Health and Universal Health Coverage.
- Generate sector-specific evidence and gender analysis for political impact; and the formulation, implementation, and evaluation of actions in the health care area.
- Expand conceptual framework and modalities to promote and address gender identities, including LGBT and masculinities (among others).

In implementation of the Plan of Action for Implementing the Gender Equality Policy, the following activities were carried out:

- Online course on gender and health, conducted in Chile.
- Capacity building in the countries and subregions on the intersection of gender and universal health.
- A regional webinar organized on gender and universal health care access and coverage, in English and Spanish, in the context of International Women's Day.
- Facilitation of a panel on women's health and universal health care during the XII International Women and Health Meeting, in the Dominican Republic.
- Publication and dissemination of the sixth edition of the statistics brochure on women, health, and development in the Americas: basic indicators 2013 (in Spanish and English).
- Adoption of a regional report on evaluation of the plan of action on gender equality (32 countries) and of the new lines of action going forward.
- Support for the generation of gender equality indicators (especially the health component), for the English-speaking Caribbean; interagency work with UN Women.
- Input for indicators for the Sustainable Development Goals (SDGs), with the interagency group.

These efforts are being made in collaboration with ministries of health, national entities for the advancement of women, social security offices, civil society, national offices of statistics, the United Nations, and PAHO staff members.

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

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

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

In October 2014, in collaboration with the CIM and the administrations of Chile, Costa Rica, Dominican Republic, Haiti, Nicaragua, Mexico, Paraguay, and Peru, the online meeting was held, “*Women’s Contribution to Sustainable Development and Economic Growth*,” whose aim was to address the situation of women in ICTs in Latin America and the Caribbean, and the challenges involved in having ICTs help women to make an effective contribution to sustainable development and economic growth. The meeting discussed the question that CITEL/CIM in 2013 had put to the entities responsible for the development of telecommunication policy and regulations and the national machinery for the advancement of women regarding their policies, programs, and initiatives to promote the empowerment of women and girls through ICTs.

The following are some of the activities carried out during the period:

The two-year project on the *Collaboration Request between CITEL and the Inter-American Commission of Women to Address Issues Related to the Benefit of the Use of ICT’s as Tools for the Empowerment of Women*, in implementation of resolution PCC.I/RES. 243 (XXVII-15), adopted by PCC.I at its XXVI Meeting, held in Cusco, Peru, May 26 to 29, 2015, and resolution PCC.I/RES. 258 (XXVII-15), containing the 2016-2018 Roadmap for the Development of Projects, and Human and Financial Resources to Promote Women’s Access, Use, and Leadership in ICT Development. The aim of the project is to identify, seek, and promote the use of ICTs as tools for women’s empowerment, especially for preventing and ending violence against them, specifically through applied research, experience-sharing, the identification of best practices, the holding of seminars and workshops, the development of work programs, policies, online courses, and content and applications (apps), and the generation of gender indicators. Terms of reference of the preparation of a situational study report in this area are now being prepared and it is hoped that they will be ready by the first quarter of 2016. This project is coordinated by an ad hoc group presided over by the Administration of Mexico and its vice chair is the administration of the Dominican Republic. It is open to all member states of CITEL. It aims to establish mechanisms for exchange between the lead telecommunication entities of the CITEL countries and civil society organizations.

Call for Awards and Award Rules "ICTs to Prevent and Eradicate Violence against Women" (PCC.I/RES. 259 (XXVII-15) (March to September 2016, held annually), to recognize the best contributions and examples of leadership with respect to the use of information and communication technologies (ICTs) to support the prevention and eradication of violence against women. This process is now under way and is being carried out jointly with the CIM and with participation by the member states.

Preparations for the World Telecommunication Development Conference (WTDC) from 2016 to 2018, to evaluate the work of the ITU in connection with gender mainstreaming. The member states have been invited to host the regional meeting for WTDC-18. This evaluation of ITU efforts is made pursuant to resolution 55 (Rev. Dubai, 2014), Mainstreaming a gender perspective for an inclusive and egalitarian information society; and resolution 76 (Dubai, 2014), Promoting information and communication technologies among young women and men for social and economic empowerment.

Preparations for the ITU Plenipotentiary Conference, also from 2016 to 2018, to evaluate the work done by the ITU in connection with gender mainstreaming. Resulting from those efforts was ITU resolution 70 (Rev. Busan, 2014), Mainstreaming a gender perspective in ITU and promotion of gender equality and the empowerment of women through information and communication technologies; and ITU resolution 71, draft Strategic Plan for the Union for 2016-2019.

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

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

The flagship project *Inclusion in Agriculture and Rural Territories* (2014–2018) seeks to promote the participatory design and management of public policies, the inclusive revitalization of territorial economies, and empowerment of the social stakeholders to achieve inclusion with equity in agriculture and the rural territories, with an emphasis on vulnerable family-agriculture groups. Among the expected results are the participation, access, and inclusion of groups of rural women and youth, indigenous peoples, people of African descent, and other excluded groups in the design, management, and execution of territorial projects for economic transformation of the motors of development, projects accorded priority under the Institute’s strategic vision and in partnership with other territorial stakeholders.

The project *Renewable Energies and Productive Use and Promotion of Women’s and Youth Organizations in Value Chains in Remote Areas of the Altiplano Region of Peru and Bolivia* (2013–2015), which has had funding of over US\$ 6 million, is intended to improve the harsh living conditions of rural families in the subcentral areas of Layupampa and Tarwachapi in Sacaca Municipality of North Potosí, through environmental protection measures and the use of renewable energy sources. Institutional partners include, among others, the Adventist Development and Relief

Agency, Diaconia, the Lutheran Evangelical Association for Community Development, the Ecuadorian Applied Technology Foundation (Aplicad), the Wildlife Conservation Society, the José María Arguedas Andean Center for Education and Promotion, the Ministry of Foreign Affairs of Finland, the Ministry of Electricity and Renewable Energy, and the National Environment Fund.

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

The General Secretariat of the PAIGH indicated that affirmative action was being taken by the Institute to include the gender perspective as a fundamental pillar. As examples, it indicates that women served as department heads and occupied the highest-level posts in its Commissions, including the History, Geography, and Education Commissions. This is also the case for the *Revista de Arqueología Americana* [Journal of American Archeology], the *Revista Antropología Americana* [Journal of American Anthropology], and the *Revista Cartográfica* [Journal of Cartography], among others, which are headed by women, as are two of three technical assistance projects. The PAIGH also says that it promotes women's participation in the public events of each Commission, to order to guarantee women's participation and the effective exercise of their right to information. It notes that the Seminar on Cultural Integration Maps, under the History Commission, is coordinated by a woman and that it endeavors to include female researchers from different academic institutions and NGOs who bring a gender perspective to the work done.

As for technical assistance projects in execution during the period, 48% are coordinated by women. As for the National Section Presidents in each member state of the Institute, one in five is a woman.

7. OAS Retirement and Pension Fund

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

8. Pan American Development Foundation (PADF)

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

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

The aim of the project "*Development of Entrepreneurs and Micro Enterprises in the Region of Valparaíso, Chile*" (2013–2014), executed from December 2014 to August 2015, was to provide support and training for women microentrepreneurs in Valparaíso impacted by unemployment and the Valparaíso forest fires. Among its results were the 70 women participants in workshops to

improve their skills and the management of their businesses, and an entrepreneurship library was opened to promote collaborative and learning opportunities among female entrepreneurs of the region. This effort was made in partnership with the Boeing Corporation. Mindful of the importance of this matter, the PADF is focusing more closely on gender for the creation of a specialized gender unit by 2016.

9. Trust for the Americas

The *Trust for the Americas*, an entity affiliated with the OAS, indicates that it promotes parity participation by men and women in the activities of its projects, as well as participation by women's organizations in the initiatives it implements, mainstreaming gender as a crosscutting theme therein. For example, in the Partnership in Opportunities for Employment through Technology in the Americas (POETA) program, a Trust flagship program, at least 50% of participants are women.

10. Permanent Secretariat of the Inter-American Commission of Women (CIM)

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

During the period covered by the report, the CIM has continued to work on its program areas: (i) substantive women's citizenship policy for democracy and governance; (ii) women's human rights and gender-based violence; (iii) security and economic citizenship; and (iv) citizen security from a gender perspective. The CIM has likewise strengthened its efforts with regard to institutionalizing a rights- and gender equality-based approach at the OAS, including the formulation of the Institutional Policy on Gender Equity and Equality, Diversity and Human Rights in the General Secretariat of the OAS, adopted on March 7, 2016, by the Secretary General. The details of these activities are available in the Annual Report of the CIM, CIM/doc.131/16.

As for the activities undertaken in the framework of the Mechanism to Follow up on Implementation of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women, "Convention of Belém do Pará" (MESECVI), for which the CIM serves as Technical Secretariat, the details thereof may be found in document CIM/doc.133/16.

The CIM is responsible for coordinating and monitoring the preparation of this report using information provided by each of the departments and bodies of the OAS, as well as its autonomous and decentralized organs, agencies, and entities, as key inputs.

C. NATIONAL OFFICES

Presented below is information provided by the National Offices that replied to the questionnaire on activities, projects, and programs through which they promote gender equality and a

women's rights approach (Annex 2). In general, reference is made to efforts organized by different technical areas of the GS/OAS for which the Offices provide technical support and in which the Representative of the National Office may participate in some cases.

a. Belize

The Office refers to the project *Advancing/and Advocating for Gender Equality*, launched in November 2014, whose aim is to collaborate and build partnerships with organizations that promote gender equality, focusing especially on women, girls, and young men. Among progress made is that the target group is more aware of its rights and better equipped to defend them against violators, as a result of education and training and a higher level of socioeconomic development. This effort is being made in collaboration with the *Women's Commission* in Belize, under the auspices of the *Ministry of Human Development, Social Transformation and Poverty Alleviation*.

b. Bolivia

The Office mentions that it endeavors to include the topic of gender equity in all its actions. It notes the Electoral Observation Missions carried out earlier, in which reference was made to the issue in terms of political participation in popularly elected positions, as well as projects executed in Bolivia through FEMCIDI, the Ministry of Education of the Plurinational State of Bolivia, the MERCOSUR Youth Parliament, and the project on *indigenous youth in Amazonia*, which, it indicates, promote gender equity. It also indicates that it provides support to any measure involving the CIM in Bolivia.

c. Costa Rica

The Office provides support to the Inter-American Program of Judicial Facilitators (IPJF), in implementation in Costa Rica from 2013 to 2017, to strengthen access to justice by residents of the remotest rural areas, establishing service with national coverage administered by the judiciary. It considers that these efforts have helped reduce gender-based violence owing to awareness and information. One in ten women victims of violence has received support from facilitators. In the framework of this project, a Conservatory on access to justice and gender was created. Taking part in the IPJF are municipalities, public forces, and the judiciary. The program has support from the Kingdom of the Netherlands.

d. Ecuador

The Office participated in the seminar on the application of Inter-American and Hague Conventions on international child abduction: progress and challenges, part of the cooperation project between the IIN and the Ministry of Social and Economic Inclusion (MIES). The Office also indicates that it regularly promotes the importance of mainstreaming gender across its activities.

e. El Salvador

The Office reports on activities associated with the IPJF carried out in its country since 2013 to contribute to democratic governance by raising levels of access to justice and poverty reduction through mechanisms for participation in the exercise of substantive citizenship in the access to justice

area, ensuring genuine and effective access to justice, promoting a culture of peace, reducing judicial intervention in disputes, and strengthening dispute prevention and alternative dispute resolution mechanisms in society, especially among groups living the greatest vulnerability. This program is a service provided to justice administration institutions and its institutional thematic area is the regular judiciary structures. It is a *modus operandi* for those institutions, and the facilitators are an integral part of their work.

f. Guatemala

The Office reports that it is promoting different GS/OAS activities domestically (programs and projects) in Guatemala, as well as awareness and understanding of the main concepts and categories of gender theory for use and inclusion as a permanent crosscutting theme. It further reports on its activities in the framework of the IPJF and the G-13 Group.

In the context of the *Inter-American Program of Judicial Facilitators* (2010–2016), implemented in collaboration with the Supreme Court of Justice of Guatemala, it points to the National Judicial Facilitators Service, which promotes access to justice, a culture of peace, and strengthening of dispute prevention and alternative dispute resolution methods. It now has 1,050 facilitators, 40% of whom are women, in 16 of the country's 22 departments.

The Office also discusses its active participation in the *G-13 Group (2008-2016)*, composed, at the political level, of ambassadors and representatives of member organizations; at the technical level by the heads of cooperation entities of the members of the G-13; and, at the operational level, by the members of the G-13 interested in participating in the forum. Membership is open to representatives of other countries or international organizations not members of the G-13, if necessary. However, these meetings are not open to representatives of nongovernmental organizations or government representatives; these representatives may participate in specific meetings as special guests. The G-13 aims to achieve a forum for dialogue for exchange, analysis, reflection, and advice to the Group of Donors (G-13) on matters related to international cooperation and the Gender Working Group, and to collaborate in the country's development. These efforts help generate coordination, harmonization, and partnerships among cooperation actions in a specific area, to improve and define intervention mechanisms and strategies in that area, disseminate information, documentation, and actions related to the Group's area, help promote and protect individual and collective human rights, especially those directly or indirectly related to the subject area of the group, and identify and advise the Group of Donors and the GCC on technical assistance to government institutions, civil society organizations, and other actors. The members of the G-13 are: Germany, Canada, Italy, Norway, Spain, Sweden, Switzerland, United States, IDB, World Bank, IMF, the United Nations system, the European Union, and the OAS.

g. Guyana

The Office refers to participation in the *National Conference on Gender Equity*, with the theme "*Equal Rights for All: Be Good to People*," held in August 2015, focused on the issues of eliminating gender gaps in the public and private spheres. Outputs of that activity were recommendations for a policy paper. Participating institutions included the Ministry of Social Cohesion, the UNDP, and NGOs, among others.

h. Haiti

The Office reports two projects, both designed, it indicates, to take account of gender and women's rights, with special attention to women's access to social services and programs. One, the project *Strengthening of the Legal Framework for Disabilities in Haiti* (2011-2015), funded by the U.S. Agency for International Development (USAID), aims to promote the enactment and application of legislation on the rights and the integration of persons with disabilities in Haitian society. Under this project, a legal framework on disability has been developed in Haiti to strengthen the Secretariat of State for Persons with Disabilities.

The aim of the second project, *Modernization and Integration of Haiti's Civil Registry – Support to the Legislative and Local Electoral Process 2014* (phase 2: 2013-2015), is to provide technical support to the National Identity Office (ONI) through the modernization and integration project which contributed to the registration of five million adults, who received the national identification card (CIN). The CIN is the first official document to be published in Haiti, and enables Haitian citizens to exercise their right to vote. This project is funded through a UNDP fund with different contributions, including those of Brazil, Canada, Haiti, Japan, Mexico, United States, the European Union, Switzerland, and Japan.

i. Jamaica

The OAS Office in Jamaica indicates that it is committed to promoting the gender equality and women's rights approach in its activities. In that regard, the OAS Office in Jamaica requested technical assistance from the CIM for mainstreaming gender in a joint proposal prepared by the Office and the Department of Human Development, Education, and Employment to promote a democratic culture through education, as well as a chapter on youth of the School of Governance of the OAS, now in execution in Jamaica. The *Peckham Bamboo Pre-Processing Project*, now in execution in Jamaica and funded from the OAS Development Cooperation Fund, is an example of a project that promotes the incorporation of a gender approach in the training provided for its rural women beneficiaries.

j. Mexico

The GS/OAS Office in Mexico mentions that it does not have projects, policies, or programs to promote gender equality and women's rights, but it clarifies that the Representative has participated in gender-related events in support of different initiatives of government organizations and NGOs. The main events include the official signing ceremony of the collaboration agreement on women's human rights and the elimination of gender-based discrimination in the Americas between the Secretariat of the Interior and the Inter-American Commission of Women (CIM), as well as the signature of the collaboration agreement on fulfillment of Mexico's international commitments on gender equality and nondiscrimination in the federative entities and the Women in Parliaments Global Forum (WIP).

k. Nicaragua

The Office refers to its support for two programs coordinated from headquarters, in the framework of which gender equality and women's human rights are promoted. One is the *Program*

of Assistance for the Control of Arms and Munitions, in Central America, of the Secretariat for Multidimensional Security, under which assistance is provided for the destruction of arms and ammunition in Central America. The other is the *IPJF*, under the Secretariat for Access to Rights and Equity, through which active participation by women and men has been achieved in urban and rural areas in protecting their rights, democracy, gender equality, and community security, and in which have participated justice administrators, the Supreme Court, and the Public Prosecutor's Office of that country.

l. Panama

The Representative of the National Office of Panama refers to the IPJF, which he coordinates at the regional level. The aim of this regional program, as indicated above, in the countries in which it is being implemented, is access to justice for the population living in conditions of vulnerability. Mr. Pedro Vuskovic, IPJF Representative and Coordinator, indicates that in its framework, gender-related matters have been included in the training and discussions of the 11,000 facilitators (1,100 in Panama), gender-related training on the Program's diploma course for 7,500 graduates (800 in Panama), achieving the figure of 40% of female facilitators (over 50% in Panama).

The Office also indicates that in 2015, to mark International Women's Day, hundreds of women of the state security forces, former gang members, and all societal sectors met with the National Police under the theme "Prevention for Coexistence." In that regard, on November 22, the Office held a race under the same theme, emphasizing the importance of preventing violence against women.

m. Paraguay

The Office indicates that it participates in and supports gender-related events through the Ministry of Women, UN Women, and other bodies, as well as activities of the CIM, including the International Cooperation Sector Forum on Gender. For example, it mentions support for and participation in activities in the framework of the *methodological transfer on "Participatory Gender Assessment,"* carried out by the CIM from October 13 to 16, 2015, in the Ministry of Women of the Republic of Paraguay, together with three other sectors, to help build capacity for mainstreaming a gender and rights-based perspective in public policy.

The Office also refers to the *Electoral Observation Mission (EOM/OAS) for the municipal elections* of November 15, 2015, during which the Mission noted with concern the low level of participation by women in those elections, and whose preliminary report indicates that only 10.3% of candidates for mayor and 36.8% of candidates for municipal councils were women, a situation that may be attributed primarily to the 20% quota that applies only to internal party election slates. To achieve greater access by women to elected office, the Mission recommended applying progressively higher quotas to the candidacies for public office until parity is reached, including rotation by gender and sanctions to prohibit inclusion on the lists for those not complying with this measure. The Supreme Court of Electoral Justice took part.

The Office also mentioned the 15-month project *Expansion and consolidation of Paraguay's experience with judicial facilitators*, whose expected result is better access to justice by the population living in vulnerable conditions, providing advice in 15 departments and deepening

coverage in two departments (Central and Boquerón) of Paraguay, making it an international best practice of reference in the area of access to justice, especially in border areas, through exchange, training, and assistance. The effort involves the Supreme Court of Justice of Paraguay, provincial higher courts of justice in Argentina, the judiciary of Bolivia, the University of Cuenca del Plata, in Argentina, and the Catholic University of Our Lady of the Assumption, in Paraguay.

n. Peru

The Office indicates that it promotes gender equality and women's rights in OAS activities carried out in that country, whether as workshops, conferences, seminars, or meetings. It refers to *workshops and conferences for youth leaders on democratic values and practices*, held on an ongoing basis from 2013 to 2015, a total of some 40 conferences and workshops, at which training was provided for over 2,000 participants. These activities were carried out in collaboration with different universities, nongovernmental organizations, and public agencies.

o. Saint Kitts and Nevis

The Office indicates that it has worked and is working with the High Commission of Canada in Barbados and the Organization of Eastern Caribbean States (OECS) countries to promote the 2015-2016 Canada Fund for Local Initiatives, which emphasize prevention of violence against women and children. The Office also indicates that its general strategy addresses the prevention of sexual and gender-based violence.

p. Saint Lucia

The Office has participated in and supported activities organized by the gender relations department of the Government of Saint Lucia, which has taken the opportunity to promote and report on the work of the CIM and the IACHR. The aim of the FEMCIDI project *Craft Enhancement and Business Planning Training to Support Human Capacity Building in the Public and Private Sectors*, (June 2014- May 2016), executed in another six member states (led from Saint Vincent and the Grenadines) is to strengthen the product development and improvement capacities and entrepreneurial skills of artisans. As of 2015, from 20 to 30 artisans (mostly women) had benefited from training in business and marketing workshops conducted in August and September 2015 under this project. With the skills acquired, those artisans participated in the *Taiwanese Trade Show*, November 27-29, 2015. The artisans displayed their work and continued their training on *Market Testing, Market Readiness, Client Feedback*, etc. Taking part were the Saint Lucia Tourist Board, the Saint Lucia Hotel & Tourism Association, UNESCO, Embassy of the Republic of China on Taiwan (St. Lucia), and The Trade & Export Promotion Agency (TEPA).

The Office also refers to the project *Social and Economic Inclusion of Persons with Disabilities* (August 2015 to July 2017), whose aim is to train groups living in situations of vulnerability (women, children, senior citizens, persons with disabilities, etc.). Through these initial trainings, begun in November 2015, it is hoped to assist 40 individuals of a vulnerable group to improve their opportunities to find paid work and to promote self-employment as a viable alternative for social and economic development. Taking part are the Ministry of Social Transformation, the Ministry of the Public Service, and the Ministry of Commerce, among others.

As follow-up to the signature of a memorandum of understanding between CICAD and the Ministry of Health on the *Training and Certification Program for Drug and Violence Prevention, Treatment and Rehabilitation (PROCCER) – Caribbean*, from November 2015 to March 2016, training will be provided for 70 prevention specialists working in drug prevention programs, and treatment service providers working in drug treatment centers. The trainers and participants have now been selected. The training will be provided in the country from January to March 2016. Many members of this group are women. Taking part is the Ministry of Health, Wellness, Human Services and Gender Affairs, through the *Substance Abuse Advisory Council Secretariat (SAACS)*.

q. Saint Vincent and the Grenadines

The Office indicates that although it does not have a strategy for mainstreaming gender, it actively looks for mechanisms for participating and collaborating with local partners to promote women's rights and gender equality. It also refers to its participation, on April 10 and 11, 2015, in the *Third Annual Karen Hinds Phenomenal Woman Conference*, with editions for youth and adults, in which over 300 women took part. They received tools for developing and maintaining successful professional and personal lives, for themselves, their families, and their communities.

r. Suriname

The Office has focused on the development of *education for citizenship projects*, which foster gender equality and women's rights, through the Ministry of Education and the National University. At present, no projects or programs are in execution, although efforts are being made to work with the U.S. Embassy and UN Women in Barbados to implement initiatives in support of women leaders, especially female Parliamentarians. *The National Gender Bureau* has requested the CIM to provide training to build capacities for report preparation and application of its national policy on gender.

s. Trinidad and Tobago

The Office indicates that it has no formal program or projects to promote gender equality and women's rights but that it maintains a close working relationship with the Network of NGOs of Trinidad and Tobago for the Advancement of Women. The Office was also represented in the actions to mark the International Day for the Elimination of Violence against Women, and is now seeking a working relationship with the new Minister of State in the Office of the Prime Minister & Gender Affairs to facilitate closer contact with the CIM, especially for the development of a model law on political violence against and harassment of women in the member states of the OAS and of CARICOM.

t. Venezuela

The Office indicates that it has developed relations and carried out joint activities with the Latin American Federation of Lawyers. One of these was participation by the Representative of the Office as a speaker on the occasion of the anniversary of the adoption of the Convention of Belém do Pará, as well as his participation in the *Global Forum on the Inter-American Convention for the Prevention, Punishment, and Eradication of Violence against Women*. Contact has been made with different States bodies working in the gender area, whose legislation in this area is cutting edge.

IV. CONCLUSIONS

As in the previous period, this report reflects the ongoing commitment and specific actions of the bodies making up the OAS General Secretariat and the various autonomous and decentralized organs, agencies, and entities to mainstream gender and women's human rights in their policies, programs and projects, in keeping with the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP or Inter-American Program).

Of fundamental note is the adoption of the Institutional Policy on Gender Equity and Equality, Diversity, and Human Rights in the General Secretariat of the OAS (Executive Order No. 16-03, of March 7, 2016). This policy is expected to contribute to the institutionalization of the gender equality, rights, and diversity approach in all work of the OAS, and in its culture and organizational structure, and, especially, to contribute to a process of accountability in these efforts. This Policy will be implemented by means of a plan of action that is being prepared.

Also of note is the adoption of Executive Order 15-02, titled "Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment," issued on October 15, 2015, whereby it adopted Staff Rule 101.8, "Prohibition against Workplace Harassment," and the "Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment," as well as the establishment in the OAS of the Office of the Ombudsperson.

Regarding the work done by some departments of the GS/OAS and autonomous and decentralized organs, agencies, and entities, especially noteworthy is the qualitative advance in the work of some departments of the OAS/GS and the autonomous and decentralized organs, agencies, and entities. This work is reflected not only in their efforts to mainstream gender in projects and programs, but also in the formulation and implementation of initiatives, projects, programs, and methodology specifically designed to improve the situation of women and contribute to their empowerment in different areas. At the internal level, this process has involved growing collaboration between GS/OAS departments, including inter-American committee secretariats, and the CIM.

Also of note in connection with these advances is the growing importance of gender as a theme in different political forums, including sectoral ministerial meetings and their committees, of which the OAS serves as Technical Secretariat. Of the total number of GS/OAS departments and autonomous and decentralized organs, agencies, and entities that participated in the survey (in addition to the National Offices of the OAS), 53.6% (22 bodies) serve as Technical Secretariat of ministerial or similar meetings and, of these, all but three (3) indicate that gender equality and rights are discussed in these forums. This trend has been on the rise since 2010.

Likewise, 63.4% (18 departments and 7 autonomous and decentralized organs, agencies, and entities) of the entities consulted (41) replied that they had policy(ies), program(s) and/or project(s) that promote gender equality and women's rights, a rate higher than in previous years (61% in 2014, 56.4% in 2013, 48.8% in 2012, and 47.6% in 2011). This question was also put to the National Offices, 53.6% (15) of which answered in the affirmative, compared to 32.1% in 2014. In this connection, all of the GS/OAS secretariats have reported on efforts in the framework of initiatives, projects, or programs.

As concerns the technical capacity to implement a gender and rights-based approach, 68.29% (28 entities) replied that they had this technical capacity, whereas 19.5% (8) said that they did not, and 12.2% (5) did not reply or offer specifics. Of the National Offices, 32.1% (9) indicated that they had this technical capacity, compared to the similar figure of 32.1% (9) in 2014 and 10.7% (3) in 2013; 50% (14) said that they did not and 17.8% did not reply or give specifics. Note that, among others, the team of the Inter-American Program of Judicial Facilitators (its coordinator and managers) and that of the Mission to Support the Peace Process in Colombia (MAPP-OAS) are numbered among the staff trained by the CIM since 2013 through the online course on gender and rights. Moreover, the majority of bodies replying to the questionnaire said that they would like to continue receiving support and technical assistance and training from the CIM/OAS in order to advance the implementation of the IAP. To date, all the secretariats have some trained personnel.

Similarly, 58.54% (15 departments and 9 organs, agencies, and entities) of the bodies said that they had promoted the integration of women's rights and/or the gender perspective in their reports during this period, compared to 53.7% in 2014 and 46.15% in 2013, whereas 24.3% (10) replied that they had not and 17.1% did not answer the question.

Moreover, 51.22% (16 departments and 5 agencies) indicated that the programs, projects, and other activities associated with the 2015 Operational Goals approved for their department/unit/organ, agency/entity mainstreamed gender and/or rights, while 7.32% (3 departments) indicated that this was not the case, 264.39% (10) did not answer, and 14.63% (6) did not provide specifics or indicated that the question was inapplicable.

As for the distribution of positions within the GS/OAS, according to the data in reports prepared by the DHR, there continues to be a wide gender gap, with a predominance of men in decision-making positions. As of December 31, 2015, about 31% of the men working in the Organization occupied posts at the P-4 level or above, compared to 16.0% of the women. At the D-2 level, there is a marked absence of women, with the posts in this category held by 2 women (18%) and 9 men (82%). What is more, 72.26% (compared to 70% in 2014) of general services positions (grades G-7 to G-1) were occupied by women. The second widest gender gap is found at the G-6 level, where women occupy 84.62% (compared to 83% in 2014) of the posts.

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

In order to continue moving forward effectively in implementing the IAP and in institutionalizing a gender equality and women's rights-based perspective in the OAS and in the inter-American system, as a key step toward introducing these approaches as a crosscutting theme in all work of the GS/OAS, action must be taken immediately to strengthen current actions, including training and awareness-raising, the dissemination of validated methodologies, and lessons learned and best practices, so as to pave the way for new related initiatives in the framework of the pillars of the OAS. These are only some of the actions considered for purposes of implementing the recently

adopted Gender Equity and Equality, Diversity, and Human Rights in the General Secretariat of the OAS.

Both the areas of the OAS/GS, the National Offices, and the autonomous and decentralized organs, agencies, and entities have reiterated their interest in continuing collaborative ties with the CIM, and in continuing to have the CIM's technical assistance and advice. Beyond the training in gender issues and specific technical assistance and advice that is being provided, in order to be able to comply effectively with the function conferred upon the CIM under the IAP since its adoption, the Permanent Secretariat of the CIM needs to maintain the ongoing monitoring of and follow-up to this Inter-American Program, for which the existence of the Institutional Policy on Gender Equity and Equality, Diversity, and Human Rights in the General Secretariat of the OAS will be of fundamental importance. To that end, however, fresh resources will be required for these purposes.

V. RECOMMENDATIONS

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

1. Urge all bodies – secretariats, departments, committees/commissions, autonomous and specialized organs, agencies, and entities and other relevant bodies – of the Organization of American States to step up the mainstreaming of a gender equality and women's rights perspective in their activities, in collaboration with the Inter-American Commission of Women, especially in light of the recently-adopted Institutional Policy on Gender Equality, Diversity, and Human Rights in the General Secretariat of the OAS, with a view to its effective implementation.
2. Urge the member states and the General Secretariat to ensure the human, material, and financial resources required to continue to ensure the implementation of the IAP and the Institutional Policy on Gender Equality, Diversity, and Human Rights of the OAS, including those resources for building the technical capacities of the Executive Secretariat of the CIM to fulfill the functions entrusted to it under the Policy.
3. Urge the donor countries of the OAS to provide support for building the capacities of the GS/OAS, including those of the CIM in its efforts to further the implementation of the IAP and any functions the Policy requires.
4. Promote greater participation by women in the Organization's senior management positions, especially at the P-4 and P-5 levels and above, as a follow-up to the commitments made in this regard.
5. Urge the General Secretariat of the OAS, with support from the CIM, to identify and disseminate promising internal practices related to women's rights and gender equality, in order to highlight the role of the Organization as a hemispheric political forum that responds to the demands of the women of the region.

6. Urge the various bodies of the OAS General Secretariat explicitly to mainstream a gender and rights-based perspective in the annual Operational Goals to be approved for their department/unit/organ/agency/entity.
7. Ensure that, in reports and publications as well as in the Organization's communication and information dissemination and promotional activities, priority is accorded to women's rights and gender equality so as to give greater visibility to these matters in the Organization's work.

SEC. ACCESS RTS AND EQUITY	Department of Social Inclusion	x	x	x	x	x	x	x	x	x
	Relations with Civil Society Section		x	x	x	x	x		x	
SEC. FOR STRENG. DEMOC.	Dept. Electoral Cooperation and Observation		x	x	x	x	x	x	x	x
	Dept. Sustainable Democracy and Special Missions	x	x	x	x	x		N/A	x	x
EXEC. SEC. FOR INTEGRAL DEV.	Dept. Human Development, Education, and Employment	x	x	x	x	x	x	x	x	x
	Department of Economic Development	x	x	x	x	x	x	x	x	x
	Department of Sustainable Development	x	x	x	x	x	x	x	x	x
	Secretariat of the CIP	x	x	x	x	x	x	x	x	x
	YABT	x	x	x	x	x	x	x	x	x
SEC. FOR MULTIDIM. SECURITY	CICAD		x	x	x	x	x	x	x	x
	CICTE	x	x	x	x	x	x	x	x	x
	Dept. of Public Security	x	x	x	x	x	x	x	x	x
SEC. HEMIS. AFFAIRS	Dept. Effective Public Management		x	x	x	x	x	x	x	x
	Summits Secretariat		x	x		x	x	x	x	
	Dept. Strategic Initiatives and Public Diplomacy		x			NR		N/A		
SEC. ADMIN. & FINANCE	Dept. Human Resources	x	x		x	x		N/A	x	x
	Dept. Financial Services					N/A	x	x		
	Dept. Information and Technology Services		x	x		N/A		N/A	x	
	Dept. Procurement Services				x	N/A	x		x	x

OAS National Offices

LEGEND X – Yes – No NR – No reply NS – Does not specify N/A – Not applicable	2) The Office has a strategy to integrate a rights-based and gender equality approach into its activities	3) The Office has (a) policy(ies), program(s) and/or project(s) to promote gender equality and women's rights	4.b) Promotion of a human rights and gender equality in reports published by the OAS	5) The Office has the technical capacity available to implement a rights-based and gender equality approach	6) Personnel participated in gender-related training workshop or activity
Antigua and Barbuda	NR	NR	NR	NR	NR
Bahamas			NR		
Barbados	NR	NR	NR	NR	NR
Belize	X	X	X		
Bolivia			X	NR	
Costa Rica		X	X		
Dominica				X	
Ecuador				X	
El Salvador		X	X		
Grenada					
Guatemala	X	X		X	X
Guyana	X	X	X	X	X
Haiti		X	X	X	
Honduras	NR	NR	NR	NR	NR
Jamaica	X		X		X
Mexico			X		
Nicaragua	X	X			NR
Panama	X	X	X	X	X
Paraguay	X	X		X	X
Peru	X	X	X	X	X
Dominican Republic	NR	NR	NR	NR	NR
Saint Kitts and Nevis	X	X	NR		
Saint Vincent and the Grenadines		X	X		
Saint Lucia		X			X
Suriname	X	X	X	X	X
Trinidad and Tobago		X			
Uruguay			X		
Venezuela	X		X		X
TOTAL YES NO NR NE	11 13 4	15 9 4	14 8 6	9 14 5	9 14 5

ANNEX 2

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

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

If it is an autonomous or decentralized organ, agency, or entity, indicate the name:

2. In addition to the IAP, which was approved in 2000, please indicate if you have other specific mandates to advance gender equality and women's rights in the areas of the department/unit/organ under your responsibility.

- a) Yes _____ If you have other specific mandate(s), proceed to question 3.
b) No _____ If you don't have other specific mandate(s), proceed to question 4.

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

If the mandates provided in the last report remain in force (summarized in Section II.A. (pp. 9-12) and Annex 1), please so indicate. If so, you need not provide them again. However, if additional relevant mandates were adopted in the period covered by this report, please indicate them below:

Mandate (textual) and date of adoption	Source of the mandate ⁶ .	How it is being fulfilled	Observations

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

If you have the same strategy or strategies described for the last report (summarized in Section II.B. (pp.12-16) and Annex 1), please so indicate. If so, you need not provide the information again. However, if you have another strategy/other strategies, please indicate them below:

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

a) Yes _____

b) No _____

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

a) Yes _____

b) No _____

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

As reference, Section II.D of the last report (pp.18-21) contains the list of projects and programs provided for the last report, and Section III (pp. 23-54) provides details thereof.

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

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

i) Yes _____

ii) No _____ If you answered no, please indicate your reason(s) (*use the necessary space*).

7. Of the 2014 Operational Goals 2014⁷ approved by your department/unit/organ, indicate the programs, projects, and other activities that integrate a gender and/or rights-based perspective. Complete the following chart, indicating the Operational Goal to which they correspond. *Add additional rows as necessary.*

7. The 2014 Operational Goals of the OAS General Secretariat are available at:

<http://oasconnect/Portals/0/Plan-Ctrl->

[Eval/Planning & Control/POAs/Informe Costo de Metas 2014 SPAN V2.pdf](http://oasconnect/Portals/0/Plan-Ctrl-Eval/Planning_&_Control/POAs/Informe_Costo_de_Metas_2014_SPAN_V2.pdf).

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

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

- a) Yes _____
- b) No _____

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

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

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

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

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

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

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

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

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

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

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

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

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

- b) No ___

3. Does your office have any policy(ies), program(s) and/or project(s) that promote gender equality and women's rights?
- a) Yes _____
b) No _____
4. a) If you answered yes to question 3, please provide for each case (policy, program or project), name, objective, starting date and duration, most important achievements/results, partnerships and participating agencies, financial resources available, etc. *If there is more than one case, add the necessary additional rows*

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

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

i) Yes _____

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

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

a) Yes _____ In case of a positive answer, also answer c)

b) No _____

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

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

a) Yes _____ In case of a positive answer, also answer c)

b) No _____

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

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