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IMPLEMENTATION OF *THE INTER-AMERICAN PROGRAM ON THE PROMOTION OF WOMEN'S HUMAN RIGHTS AND GENDER EQUITY AND EQUALITY ACTION ITEMS*

(Item I of the Dialogue of Heads of Delegation)

I. BACKGROUND

In April 2000, in fulfillment of the mandate issued 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," the OAS convened a meeting of ministers or of the highest-ranking authorities responsible for the advancement of women in the member states. At that meeting, the ministers adopted the ***Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP)***.

The Inter-American Program was submitted to the OAS General Assembly meeting in Windsor, Canada, from June 4 to 6, 2000, which adopted it by way of resolution AG/RES. 1732 (XXX-O/00), "Adoption and Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality

The Program provides a new, comprehensive approach to mainstreaming the gender perspective both within the inter-American system and in the member countries. It is intended to support the efforts of OAS member states and inter-American organizations in the systematic incorporation of a gender perspective into their policies, programs, and strategies. Moreover, it is a tool for achieving gender equity and equality in all spheres of public policy.

The coordinator of the meeting of ministers was the Inter-American Commission of Women (CIM), which is entrusted under the Program with its implementation and which is designated as the principal forum for generating hemispheric policy to advance human rights and gender equity and equality. The Program also instructs the CIM to present a report to the next Women's Ministerial Meeting, to be held in 2004, on initiatives taken to incorporate the gender perspective and the specific results obtained.

The objectives and lines of action of the Inter-American Program are instrumental in carrying out the mandates of the CIM Strategic Plan of Action, the Biennial Work Program of the Commission, and the Summits of the Americas. It is therefore important to underscore that resolution AG/RES. 1732 (XXX-O/00) is closely linked to resolution AG/RES. 1741 (XXX-O/00), "Integrating a Gender Perspective in the Summits of the Americas," in which specific recommendations are put forward for the Third Summit of the Americas and a proposal is made to integrate a gender perspective as a cross-cutting theme in its Political Declaration and Plan of Action. It recommends that a meeting of ministers be held every four years to contribute to the follow-up activities of the Summit of the Americas, and, for the first time ever, a chapter on gender equality was included and adopted in the Plan of Action of the Third Summit of the Americas .

In section 2, paragraph 2.1.1. of the Program, the General Secretariat is entrusted with its dissemination. The Program was disseminated in the form of a CIM publication sent to all ministers of foreign affairs, ministers who participated in the first meeting of ministers, permanent missions to the OAS, delegates to the CIM, and specialized organs and agencies. At the same time, they were thanked for their contributions and participation. The Executive Secretary and the President of the CIM played a role by transmitting the text to the national offices for the advancement of women, the OAS national offices, and inter-American and international organizations, and distributed them in the meetings and seminars in which they took part.

II. ACTIONS TO IMPLEMENT THE INTER-AMERICAN PROGRAM

The ***IAP*** establishes that the member states should "incorporate a gender perspective as an integral part of the programs, actions, instruments, and agendas of national and international events, especially at the ministerial-level meetings." Moreover, it specifically calls upon the General Secretariat to "ensure that a gender perspective is consistently mainstreamed into the preparation and application of international instruments, mechanisms, and procedures within the framework of the OAS, and particularly on the agendas of ministerial-level meetings." Pursuant to this mandate, the CIM carried out the following activities.

SEPIA I - Gender and Labor The CIM, along with the International Labour Organization (ILO), the Pan American Health Organization (PAHO), the Department of Labor of the United States, the American Federation of Labor-Congress of Industrial Organizations, the OAS Unit for Social Development and Education (USDE), and the OAS Office of Summit Follow-up, developed recommendations to mainstream the gender perspective into the programs and policies of ministries of labor. Noteworthy among them are the following priority areas: integration of the gender perspective into all policies and programs in the labor sector; compilation of data broken down by sex and age; equal pay for equal work and equal safety and hygiene conditions in the workplace; promotion of social dialogue for female workers; broad social protection for female workers in the informal sector, self-employment, micro-enterprises, home-based work, and domestic service and for women whose work is not remunerated; right to collective bargaining and unionization; and lastly gender equity and equality in human resource development.

These recommendations were presented at the preparatory meeting of the Twelfth Inter-American Conference of Ministers of Labor (CIMT) and considered by the ministers at the Conference, held in

October 2001 in Canada. Subsequently, the CIM convened a meeting of experts, together with representatives of governments, civil society, and specialized agencies, to examine the mainstreaming of the gender perspective into the Declaration and the Plan of Action of that ministerial meeting and to make recommendations for its implementation. (See **Attachment 1**) The general lines of action and recommendations emanating from that meeting (SEPIA I, Gender and Labor), which touched on the areas mentioned above and proposed measures for their implementation were approved by the CIM Executive Committee and submitted, *inter alia*, to the ministers of labor, the Secretariat *pro tempore* of the XII CIMT, the chairs of its working groups, and the national coordinators. The CIM is currently participating in meetings to follow up on the XII CIMT.

In addition to the above, the Executive Secretary, at the invitation of CARICOM, presented the recommendations and their lines of action, to the ILO Meeting of the Ministers of Labor of the Caribbean.

SEPIA II - Gender and Justice Following a similar process, recommendations on mainstreaming the gender perspective into the programs and policies of the ministries of justice were presented to the Fourth Meeting of Ministers of Justice of the Americas (REMJA-IV), held in March 2002. The recommendations were drawn up jointly by the Washington College of Law of American University, the Inter-American Commission on Human Rights (IACHR), the Center for Justice and International Law (CEJIL), the International Association of Women Judges, and the Inter-American Institute of Human Rights (IIDH), on the basis of a working document prepared by the United Nations Latin American Institute for the Prevention of Crime and the Treatment of Offenders (ILANUD). In July 2002, the meeting of experts of SEPIA II – Gender and Justice was held to follow up on the recommendations presented and to propose actions to carry them out (See **Attachment 2**). These recommended lines of action were approved by the CIM Executive Committee and submitted, *inter alia,* to the ministers of justice and attorney generals of the Americas, and all CIM delegates.

INCORPORATION OF A GENDER PERSPECTIVE WITHIN THE OAS

On May 29, 2001, the OAS Secretary General signed an agreement with the Government of Canada and the Canadian International Development Agency (CIDA), for the OAS Gender Mainstreaming Project. The project is to be coordinated by the OAS and the CIM, with its objective to ensure that the projects and programs carried out by the OAS benefit women and men, and girls and boys, in an equal, equitable, and appropriate manner so as to avoid the continuation of existing gender inequalities and to improve the compilation of relevant statistics, broken down by gender.

In June 2001, the OAS Secretary General sent an administrative memorandum to all department heads, directors, and executive secretaries to inform them of the launching of a project that would require the cooperation of all areas, and he established a steering committee, with a small number of members, to coordinate and follow up on the project. The Committee is made up of representatives of the Office of the Secretary General, the Permanent Secretariat of the Inter-American Commission of Women (CIM), and the Department of Human Resource Services. In January, 2002, three members of the Steering Committee and a technical officer from the Training Unit were invited to participate in one of the training courses that CIDA offers its staff.

Since that time, the CIM, the Department of Human Resources of the OAS and CIDA, have been working on the implementation of the project to provide training for OAS staff on gender mainstreaming in all aspects of OAS programs and policies. The steering committee, chaired by Mr. Manuel Metz, Advisor to the Secretary General has established a two-year work plan and budget to implement the training program. The participants for the training have been identified and Kartini International has been hired to implement this program. Around 200 officials whose work is connected with project design, execution or evaluation, will receive training in OAS headquarters, and approximately a further 40 away from headquarters.

Mrs. Dana Peebles, Director of Kartini International carried out one-hour interviews with 44 members of the OAS staff from 20 different units, including seven managers/directors and professional staff. These interviews were complemented by an e-mail survey sent from the project's executive committee to all OAS professional staff. Mrs. Peebles also interviewed eight of the ten members of the OAS professional staff who agreed to serve in the future as staff trainers to mainstream the gender perspective.

Based on the results of the interviews and the questionnaire, Mrs. Peebles presented a report entitled "An Evaluation of the needs of the OAS to promote a Gender Perspective," in which, in addition to presenting specific recommendations, she also proposed strategies for developing the project, materials, and a schedule of activities.

While the design and development of the project was progressing, a group with representatives of most of the agencies and organizations of the General Secretariat, was identified that will assist the project's steering committee in the implementation of the project and longer-term follow-up. The General Secretariat named 32 persons (including the five members of the Steering Committee) to make up the coordinating committee.

On May 22, 2002, the first conference was held to launch the project. Those attending the conference included Mrs. Cecilia Valdivieso, Director of the Gender and Development Group of the World Bank, Dr. Elizabeth Abi-Mershed, Principal Specialist of the Inter-American Commission of Human Rights of the OAS, and Mrs. Diana Rivington, Director of the Division for Gender Equality and Protection of Children, CIDA/Canada. The OAS General Secretary, César Gaviria inaugurated the meeting, followed by the Canadian Ambassador to the OAS, Mr. Paul Durand, and the CIM's Executive Secretariat.

Beginning in November 2002, it is expected that the training project will last approximately two years.

III. GENDER MAINSTREAMING WITHIN OTHER OAS UNITS

Inter-American Council for Integral Development (CIDI): At its Sixth Regular Meeting, held in Washington, D.C, on December 12, 2001, the ministers of the economy and heads of delegation of the 34 OAS member states approved the **STRATEGIC PLAN FOR PARTNERSHIP FOR DEVELOPMENT 2002-2005,** aimed at supporting the efforts of countries in their efforts against poverty and inequality. The Plan recognizes as crosscutting themes the participation of civil society, protection of the environment, and women's empowerment. It indicates that in those subject areas, development programs, projects, and activities should include as much as possible (a) the

participation of civil society, (b) environmental considerations, (c) development of human resources, and (d) gender equality and equity.

Inter-American Commission on Human Rights (IACHR Office of the Rapporteur) In 1994, the Inter-American Commission on Human Rights (IACHR) renewed its commitment to ensure that women's rights are fully respected in each of the OAS member countries and, to that end, appointed a Special Rapporteur on Women's Rights, with the mandate to examine and report on the extent to which laws and practices in the member states pertaining to women's rights. Since then, the Office of the Rapporteur, which is now in the hands of Dr. Marta Altolaguirre, has been pursuing its task of urging member states to take measures to ensure the equality and protection of women under law and will present to the General Assembly at its thirty-second regular session the updated rapporteur's report on women's rights. The Rapporteur has been present and has worked with the CIM by participating in sessions of the General Assembly and of the Executive Committee and in expert groups convened by the CIM to prepare recommendations on mainstreaming the gender perspective into the ministries of justice.

Leo S. Rowe Pan American Fund: For the first time ever, the Rowe Fund has begun to keep gender-based statistics on the recipients of scholarship loans and will include them in the activity report that it will submit to the Permanent Council. These statistics show an upward trend in the percentage of loans approved for women between 1995 and 2001, with virtual parity between women and men in 2001: in 2001 exactly 50% of loans were granted to female students and, in dollars, 50.5% of the total amount of the loans approved went to women. In comparison, in 1995, only one third (in the number of loans and their dollar value) were given to female students.

Unit for the Promotion of Democracy (UPD): In recent years, increasing the mainstreaming of a gender perspective has been promoted as part of the activities of the Unit for the Promotion of Democracy. This trend may be seen in certain areas of work and specific activities, as indicated below

Regarding the Electoral Observation Missions (EOM) organized and carried out by the UPD, equal participation by women and men has been strongly encouraged, as has been the selection of women to key posts within the missions, such as the experts in their "core group," regional coordinators, and heads and assistant heads of missions

The topic "women and politics," underscored in Article 28 of the Inter-American Democratic Charter has been developed from the viewpoint of other initiatives. The UPD is proposing an approach to analysis and action regarding women in politics in the Hemisphere, with a view to strengthening their participation and access to power. In its Guatemalan program, for example, "Democratic Values and Political Management," an "Inter-Party Women's Network" has been set up, with the participation of women from the country's different political parties. Lastly, a special meeting on "Women's Political Participation in Democracy" is being jointly organized by the Permanent Council's Working Group on Representative Democracy and the CIM, with the participation of special guests.

Regarding UPD initiatives to promote democratic political culture and training of a young democratic leadership in the Hemisphere, a series of subregional courses for youths has been offered, on institutions, values, and democratic practices, with equal participation by women and men. In May, 2002, a course for Central American youths titled "Women Leaders and Democratic

Governance," was held in Managua, Nicaragua, and organized jointly by the CIM, the IDB, and other counterparts.

Unit for Sustainable Development and Environment (USDE): The USDE and the United Nations Environment Programme (UNEP) will be offering technical assistance for a major project aimed at formulating a Strategic Plan of Action for Integrated Management and Sustainable Development of the Río San Juan Basin and its Coastal Zone (PEA), to be carried out by the Governments of Costa Rica and Nicaragua, with financing from the Global Environment Facility (GEF). The USDE plans to pursue a strategy to incorporate the gender perspective across the board into the formulation of the PEA.

Unit for Social Development and Education (UDSE): The USDE has cooperated with the CIM in formulating recommendations for mainstreaming the gender perspective into the ministries of labor, which were subsequently presented to the Twelfth Meeting of Ministers of Labor. In addition, the USDE, in its statistical analyses to determine the status of women in the Hemisphere, uses statistics broken down by sex in the areas of education, social development, and poverty.

IV. NEXT STEPS

Since the CIM has obtained such positive results from the process developed to implement the ***IAP*** (SEPIA I: Gender and Labor and SEPIA II: Gender and Justice), it will continue, as mandated, to develop recommendations and lines of action in consultation with governmental and civil society gender experts to mainstream gender through the particular avenue of the Ministerials. Contingent upon the receipt of the necessary resources for the next biennium, the CIM will focus on the area of education, and in follow-up to the Ministries of Labor and Justice to ensure the implementation of the recommendation. In addition, and in collaboration with the Principal Delegates, CIM will also direct its available resources, such as the Seed Fund and any external funds, toward the development of activities that promote the incorporation of the gender perspective in programs and activities that implement *the **IAP***.

In compliance with the mandates received from the OAS General Assembly, the Summits of the Americas, the CIM Assembly of Delegates and the ***Inter-American Program***, the CIM will continue the process of integrating civil society organizations into CIM activities and will encourage their accreditation by the OAS so as to promote their participation in the inter-American system. CIM will continue to work in partnership with civil society experts in gender to attain the goals of the IAP. In addition, the CIM will enhance the CIM website so that it will become a repository for information on gender that will be available to civil society organizations, and will continue in the development of a database of civil society organizations that will be placed on the CIM website.

The CIM will continue to provide technical assistance to the different areas of the General Secretariat of the OAS. It is expected that, upon completion of the gender training of staff, there will be an increased emphasis on the application of the ***IAP*** in all program and policy areas of the OAS.

ANNEX I

SEPIA I - PROPOSED LINES OF ACTION AND GENERAL RECOMMENDATIONS

1. Institutionalization of the gender perspective

1.1 Strengthen coordination with national machineries for the advancement of women to integrate the gender perspective into labor policies.

1.2 Explicitly integrate the gender perspective within the mandates of the ministries of labor, ensuring that it is reflected in the objectives, design, implementation, and monitoring of policies, plans, and programs, as well as in the criteria for recruiting and training staff through the establishment or strengthening of the appropriate mechanisms, with due regard for the budget resources needed for execution.

1.3 Establish coordination strategies for mainstreaming the gender perspective in labor policies, with particular attention to the ministries or national institutions responsible for devising and negotiating macroeconomic policies on economic, productive, commercial, and financial development.

1.4 Establish formal and informal consultation mechanisms, convened by the ministries of labor, for the formulation of policies, including in the social dialogue such sectors as women's organizations, microentrepreneurs, and workers in the informal sector.

1.5 In coordination with the national machineries for the advancement of women, design and implement consciousness raising strategies directed to the social actors to stimulate a change in cultural patterns that affect gender equity.

2. Research and studies

2.1 Improve labor information and statistical systems from a gender perspective, in coordination with the national offices of statistics, to produce statistics broken down by sex and introduce new measurement instruments that allow information to be gathered on key issues and provide a better understanding of the situation of women.

2.2 Conduct studies and research to:

- Determine the impact of globalization and economic integration on urban and rural women workers, with particular emphasis on social and labor dimensions;

- Identify gender stereotypes in human resource and labor policies that prevent women's full and equal access to employment;

- Examine the linkage between the educational system and the productive sector, to harmonize labor supply and demand in order to identify new employment opportunities for women;

- Identify the differential impact of macroeconomic policies on men and women in the labor market;

- Analyze the impact of labor and social security reforms from a gender perspective;

- Identify the labor situation of women throughout their lifetimes and promote the exchange of best national practices, particularly for implementing actions aimed at achieving active, productive, and healthy aging for women;

- Identify the impact of labor policies on the working conditions and relations of rural women; and

-Quantify the social and economic contribution of unpaid work performed by women and promote its inclusion in national accounts.

2.3 Carry out a thorough analysis of the database of the *Survey on Progress in the Plan of Action of Viña del Mar* in order to identify measures that have an impact on women, such as the regulation of the new forms of contracting or cross-cutting measures that were not identified as such.

2.4 Promote the conducting of a survey on the follow-up to the plan of action of Ottawa with a similar methodology; this would allow specific progress in integrating the gender perspective through focused and crosscutting measures to be estimated and compared.

3. Training

3.1. Promote training for male and female labor ministry professionals in the use of gender-based analysis that incorporates a system of indicators to monitor and assess the impact of labor policies on working women.

3.2. Promote training and technical advisory services on labor rights from a gender perspective directed at:

- staff in oversight agencies;

- workers; and

- union and business negotiators.

3.3 Foster in the training of judges - in accordance with the respective national systems - the inclusion of programs that ensure effective legal protection for female workers' rights.

3.4 Train women in nontraditional occupations, to expand and diversify the opportunities available to the female workforce, particularly in new technologies, to facilitate their entry into cutting-edge growth sectors of the economy.

3.5 Promote training programs for self-employed workers and microentrepreneurs, with emphasis on such areas as labor rights, project design, management and administration, building entrepreneurial capacity, and leadership.

3.6 Promote training programs to help working women and female employers rise to decision-making positions through the development of skills in management, leadership, direction, and supervision.

3.7 Promote programs to strengthen the technical capacity of social actors to integrate gender issues into the agendas, collective bargaining processes and bipartite and tripartite social dialogue.

4. Reviewing, strengthening, and enforcing rules

4.1. Review labor legal provisions that, in the context of the new global economy, could affect the most vulnerable sectors.

4.2. Review the legal provisions governing domestic employment and bring them into line with those for other salaried workers.

4.3. Promote standards that facilitate the reconciliation of work and family life for male and female workers with family responsibilities.

4.4. Establish mechanisms to regulate minimum health and safety standards in the workplace, taking into account the gender perspective, with particular attention to the informal sector.

4.5. Promote the development of measures to prevent, suppress, and punish sexual harassment and other forms of violence in the workplace.

4.6. Promote changes in the provisions of social security systems so as to extend coverage to male and female workers in the informal sector.

GENERAL RECOMMENDATIONS

1. Strengthen the coordination between the ministries of labor, CIM/OAS and the specialized gender units of international organizations: ILO, ECLAC, IDB, the World Bank, PAHO, and other pertinent agencies, to work together to promote the adoption of crosscutting gender measures in the ministries.

2. Participate actively in international conferences and assemblies that include the issue of women and labor in their agendas, such as the II United Nations Global Assembly on Aging (Madrid, April 2002), the II International Conference on Rural Women (Madrid, October 2002), the XXIX Session of ECLAC and others.

3. Urge governments to comply with the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-Up, adopted in 1998, and consider the ratification and implementation of ILO conventions that promote gender equality in the workplace and in economic development, such as the ILO conventions on maternity protection (No. 3, 103, and 183) in accordance with the situation in each country; equal remuneration (No. 100), discrimination (No. 111), and workers with family responsibilities (No. 156).

ANNEX II

SEPIA II - RECOMMENDATIONS FOR INTEGRATING A GENDER PERSPECTIVE INTO THE POLICIES, PROGRAMS, AND ACTIVITIES OF JUSTICE MINISTRIES OR MINISTRIES OR OFFICES OF THE ATTORNEY GENERAL WITH COMPETENCE IN THIS AREA

1. General

All States Parties are asked to ensure that their respective ministers of justice, or ministers or attorneys general, with competence in this area, disseminate the recommendations contained in this document.

- To ensure that the needs and experiences of women, as are those of men, are taken into account, a gender perspective as a cross-cutting issue should be integrated into all policies and programs related to justice systems of member states.

- To urge those States Parties that have not yet ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and/or its Optional Protocol and/or the Convention to Prevent, Punish and Eradicate Violence Against Women (Convention of *Belém do Pará*), to consider ratification of those instruments. Once ratified, State Parties are urged to create mechanisms to implement and disseminate them and adapt national legislation in keeping with those instruments.

- Promote the compilation by member states, in their systems of justice, of data disaggregated by sex, age, disability, and ethnic origin, or any other relevant category.

- Institutionalize a gender training program for all officials of Ministries of Justice and Offices of Attorneys General and all other ministries responsible for this issue.

- Institutionalize a performance appraisal system for public officials of these ministries that will take into account their performance with respect to gender issues and be a factor in their professional advancement.

- Promote the development of legal, criminological and justice administration doctrines from a gender perspective.

- Promote curricula reform in law and justice schools so as to integrate a gender perspective.

- Urge member states public and private national and international donors, and international financial institutions active in the region to provide support for implementing these lines of action.

- Promote cooperation between member States in the areas of paternity and equality of boys and girls before the law regardless of type of filial relationship with their parents; alimony, child support, custody, and international adoption.

- Promote cooperation between legal research institutes in the member states and institutions specialized in this area, such as CEJA and ILANUD, so as to encourage the exchange of best practices, and formulate and implement programs designed to facilitate equal access of women to the justice system.

- Promote integration of the gender perspective in penal procedural reform in the member states.

- Formulate programs to disseminate basic information on the rights and legal procedures of greatest interest to women.

- Update the Inter-American Convention on Private International Law (the Bustamante Code/1928) to reflect contemporary needs and experiences of men and women.

2. Regarding Theme I of the REMJA IV recommendations, Legal and Judicial Cooperation in Combating Transnational Organized Crime and Terrorism, it is proposed that cooperation be expanded to other issues of equal importance, through the following actions:

- Promote legal and judicial cooperation in the areas of irregular international adoption of children; trafficking in persons, especially children and women, for sexual or labor exploitation, sale of organs; or trafficking in persons for any other purpose; and on the rights of victims and other related areas.

- Evaluate, from a gender perspective, the impact of legal and judicial cooperation already being carried out in the region.

- Foster mechanisms for the repatriation of funds obtained from trafficking in persons.

- Promote the creation of a fund or mechanism that includes repatriated resources to provide reparation and rehabilitation to victims and to prevent such crimes.

3. Regarding Theme II of the REMJA IV recommendations, Information Exchange Network for Mutual Legal Assistance in Criminal Matters, the following actions are proposed:

- Incorporate data on situations and crimes where women are the principal victims in the region's Information Exchange Network, such as cases of trafficking in persons, forced prostitution, sexual crimes and exploitation, sex tourism, domestic violence, paedophilia, gender-based violence, among others.

- In addition, to incorporate into the region's Information Exchange Network data to identify the perpetrators of crimes such as trafficking in persons, forced prostitution, sexual offenses, paedophilia, *inter alia*, in order to prevent any recurrence.

- To urge the OAS working group entrusted with expanding and upgrading the Information Exchange Network for Mutual Legal Assistance in Criminal Matters to take these recommendations into account.

- Invite a gender expert designated by the CIM to attend the meeting of central authorities and other experts on mutual judicial assistance, to help integrate the gender perspective into its considerations and conclusions.

4. With respect to Theme III of the REMJA IV recommendations, Enhancing the Administration of Justice, the following actions are proposed:

- Urge all entities of the justice administration system to institutionalize a training program in gender, law, and justice.

- Investigate access to justice for women of different ages, capacities, ethnic backgrounds etc., in order to prepare proposals to guarantee this right.

- Conduct a study on gender stereotypes and prejudices that may affect the independence of judges and other officials of the judicial branch.

- Establish mechanisms to monitor the enforcement of judicial decisions.

- Evaluate services, from a gender perspective, offered by governmental and nongovernmental centers so that in the registry of alternative means of conflict resolution it may be indicated which services are most sensitive to gender issues and to violations of women's human rights.

- Promote incorporation of a gender perspective into education and training programs on alternative means of conflict resolution such as: dialogue, negotiation, mediation, and other similar mechanisms.

- Consider differential conditions for prison populations with respect to gender, age, ethnic origins, disabilities, religion, and sexual orientation, in order to ensure the respect and enjoyment of the human rights to which those deprived of liberty are entitled.

- Integrate a gender perspective into alternative measures to imprisonment and into the Information Exchange Network recommended by REMJA IV.

- Address the comprehensive needs of women in prisons and detention centers, among them, health, employment, education, and reproductive and sexual rights.

- Provide training for penitentiary staff in women's human rights and gender issues.

- Record acts of gender violence committed by prison employees and implement mechanisms for reporting, preventing and punishing this type of violence, with particular attention given to violence against women.

- Facilitate the maintenance of contact between women deprived of liberty and their minor children and integrate the gender perspective into programs that allow prison sentences to be served in the country where said children reside.

- Integrate a gender perspective into all criminology studies and crime statistics.

- Urge member states, in their compilations of judicial decisions, to include cases on discrimination against women.

- Institutionalize a gender training program for all judiciary staff.

- Conduct, with the assistance of experts in this area, a country-by-country study on the situation of women in prisons and detention centers to promote the formulation of social rehabilitation programs in a framework of respect for and protection of their human rights.

- Integrate a gender perspective in pro bono legal services.

- Promote programs to disseminate basic knowledge on substantive and legal procedural matters of mayor interest to women.

5. Regarding Theme IV of the REMJA IV recommendations, Cyber Crime, the following actions are proposed:

- To accord priority, in preparing and/or updating national and inter-American juridical instruments and model legislation on cyber crime, to crimes where women and children are the principal victims, such as trafficking in persons, forced prostitution, child prostitution and child pornography, pedophilia, *inter alia*.

- Integrate the gender perspective in all legal considerations on privacy, protection of information, crime prevention, and procedural aspects.

- Raise awareness among the general public of the harmful characteristics and effects of cyber crimes particularly affecting women and children.

- Create appropriate mechanisms for reporting and investigating sex-related cyber crimes, and other cyber crimes particularly affecting women and children, so that they are reported and impunity in this connection is avoided.

- To propose appropriate measures to prevent and punish sex-related cyber crimes and other cyber crimes, particularly those affecting women and children, and establish provisions to dismantle their networks.

6. Regarding Theme V of the REMJA IV Recommendations, Justice Studies Center of the Americas (CEJA), the following actions are proposed:

- Integrate a gender perspective into the projects, programs, and activities of the CEJA in support of modernizing justice in the region.

- Invite member states to support, through voluntary contributions, technical cooperation, and information exchange, CEJA's efforts to implement strategies to integrate a gender perspective in its programs, projects, and activities.