



OAS | CIM

INTER-AMERICAN COMMISSION OF WOMEN

OEA/Ser.L
CIM/doc.150/25
April 24, 2024
Original: Spanish

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

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1. Preface

In 2022, the CIM held its XXXIX Assembly of Delegates in Panama, where the Regular and Alternate Delegates gathered there adopted the “Declaration of Panama “Building bridges for a new social and economic pact led by women,””¹ the *Strategic Plan 2022-2026 of the Inter-American Commission of Women*,² and the *Engagement Strategy for the Caribbean Member States 2022-2026*.³ On the one hand, these agreements reaffirmed the commitment of the States and the work of the CIM with political rights, parity and women’s leadership, women’s economic rights, labor participation and co-responsibility for care, gender mainstreaming and strengthening National Machineries for Women. On the other hand, they generated a new commitment to strengthen the CIM as a facilitator of alliances, spaces, meetings, and dialogues, and identified new lines of work that sought to respond to the current reality and demands of those who defend the equality agenda, from politics, administration, activism, academia, and other key spaces.

For the CIM, 2024 was a year of significant milestones and achievements, marking substantive progress in fulfilling its multiple mandates and commemorating both the thirtieth anniversary of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Convention of Belém do Pará, 1994) and the twentieth anniversary of its Follow-up Mechanism (MESECVI). The CIM successfully mobilized funds for four of the lines of work of its Strategic Plan and for the MESECVI, which has meant concrete progress in the legal frameworks surrounding women's economic rights and their right to live free from violence, in the CIM's support for women leaders, both in the political sphere and in the defense of their rights, and in raising awareness of the rights and leadership of rural, Afro-descendant, and indigenous women.

On the other hand, it was a year of both political and financial challenges that hinder the Commission's work. An assessment of the seven lines of work in the Strategic Plan 2022-2026 indicates that only one of them—Alliances and Articulation for Gender Equality—is 100% funded. The following lines of work: Women's Political Rights for Democratic Governance, Institutionalization of a Gender, Diversity, and Rights-Based Approach in the Work of the OAS and its Member States, and Peace and Security from a Gender Perspective are funded to approximately 50%, while the line of work on Women's Economic Rights for Sustainable Integral Development is funded to 20%. The other lines of work—Promotion and Protection of Sexual and Reproductive Health and Reproductive Rights, Comprehensive Protection of Women's Human Rights, and Climate Change and Women's Leadership in Environmental and Disaster Risk Management, as well as the Caribbean Engagement Strategy—do not have specific funding for their implementation.

In 2025, the world will mark the 30th anniversary of the Declaration and Platform for Action of the Fourth World Conference on Women (Beijing Platform, 1995) – the “roadmap” for achieving women’s equality and rights. Similarly, the region will mark the 25th anniversary of the Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality (PIA, 2000), and the world will mark the 25th anniversary of United Nations Security Council Resolution 1325 on Women, Peace, and Security. At the same time, several forums – the United Nations Commission on the Status of Women (CSW), the

1. (CIM, 2022). “Declaration of Panama “Building bridges for a new social and economic pact led by women”” available at:

<https://www.oas.org/en/CIM/docs/DeclaracionPANAMA-EN.pdf>

2. (CIM, 2022). *Strategic Plan of the Inter-American Commission of Women 2022-2026*, available at:

https://www.oas.org/en/CIM/docs/plan_estrategico_ENG_22-26.pdf

3. (CIM, 2022). *Engagement Strategy for the Caribbean Member States: 2022-2026 Promoting Parity and Diversity at CIM through our Smallest States*, available at: https://www.oas.org/es/cim/docs/plan_estrategico_caribe_22-26.pdf

55th regular session of the OAS General Assembly, the XL Assembly of Delegates of the CIM, and the X Summit of the Americas, among others – will provide an opportunity to review our progress and reaffirm our commitments to the powerful agenda for equality, which remains the most transformative agenda in history.

None of this would have been possible without the strategic resources of CIM partners. In this regard, the governments of Canada, Chile, Spain, the United States, France, Italy, Latvia, Liechtenstein, Mexico, and Trinidad and Tobago, as well as the EUROsociAL+ (Inclusive Societies) Program, the Latin American Development Bank/CAF, UN Women, and the European Union's Spotlight Initiative, have provided essential support to strengthen the Commission and its work in various areas, including the Follow-up Mechanism to the Belém do Pará Convention (MESECVI). Similarly, a majority of States reaffirmed their commitment to the mainstreaming of gender equality and the need to expand, deepen, and reenergize efforts both nationally and within the OAS to achieve the objectives set forth in commitments such as the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (PIA) and other agreements.

Alejandra Mora Mora
Executive Secretary, CIM/OAS

2. Introduction

In accordance with the provisions contained in Articles 91.f and 126 of the Charter of the Organization of American States (OAS), the Inter-American Commission of Women (CIM) presents its Annual Report to the General Committee of the Permanent Council, in order to elevate it for the consideration of the Fifty-Fifth Regular Session of the General Assembly, with the observations and recommendations it deems pertinent.

This report summarizes the activities carried out by the CIM between January and December 2024. The work of the CIM is built on the foundation of existing mandates, derived from the “Inter-American Program on the Promotion of the Human Rights of Women and the Equity and Equality of Gender” (IAP),⁴ specific resolutions of the OAS General Assembly, the Declaration and the resolutions adopted by the Thirty-ninth Assembly and the Eighth Special Assembly of Delegates of the CIM (2022), including the CIM Strategic Plan 2022-2026, agreements adopted by the Executive Committee of the CIM 2022-2025 and the commitments agreed upon at the Summits of the Americas.

Pursuant to the multiple mandates granted by the OAS General Assembly to the General Secretariat regarding the strengthening of the CIM,⁵ the Secretary General and OAS Member States have provided significant political support to the CIM during the period under review. The CIM Presidency, from

4. [AG/RES. 1732 \(XXX-O/00\)](https://www.oas.org/es/cim/docs/PIA-EN.pdf), “Inter-American Program for the Promotion of Women's Human Rights and Gender Equity and Equality,” available at: <https://www.oas.org/es/cim/docs/PIA-EN.pdf>

5. AG/RES. 1451 (XXVII-O/97), AG/RES. 1592 (XXVIII-O/98), AG/RES. 1625 (XXIX-O/99), AG/RES. 1777 (XXXI-O/01), AG/RES. 1941 (XXXIII-O/03), AG/RES. 2021 (XXXIV-O/04), AG/RES. 2124 (XXXV-O/05), AG/RES. 2161 (XXXVI-O/06), AG/RES. 2323 (XXXVII-O/07), AG/RES. 2441 (XXXIX-O/09), AG/RES. 2560 (XL-O/10), AG/RES. 2685 (XLI-O/11); AG/RES. 2710 (XLII-O/12); AG/RES. 2770 (XLIII-O/13), AG/RES. 2831 (XLIV-O/14), AG/RES. 2887 (XLVI-O/16), AG/RES. 2908 (XLVII-O/17)/chapter xviii, AG/RES. 2928 (XLVIII-O/18)/chapter xiv, AG/RES. 2941 (XLIX-O/19)/chapter xvi, AG/RES. 2961 (L-O/20)/chapter xx, AG/RES. 2976 (LI-O/21)/chapter xii, AG/RES. 2991 (LII-O/22)/chapter xviii, and AG/RES. 3028 (LIV-O/24)/chapter xxv, all available at: <https://www.oas.org/en/council/AG/ResDec/Default.asp?q=&e=&evento=>

Panama,⁶ has influenced important forums such as the OAS General Assembly and Permanent Council, the United Nations Commission on the Status of Women (CSW), and other specific forums created to highlight women's rights and leadership, gender equality, and the specific work topics of the CIM.

Likewise, the CIM Vice Presidents from Chile, El Salvador, and Saint Lucia have provided key political support and leadership to the process of strengthening and raising the profile of the Commission. The CIM Vice President and Principal Delegate of Chile served as President of the Conference of States Party to the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Belém do Pará Convention), from which position she led the commemoration of the thirtieth anniversary of the Belém do Pará Convention (1994-2024) throughout the year, as well as the twentieth anniversary of the Follow-up Mechanism to the Belém do Pará Convention. Following the guidelines established at the 53rd OAS General Assembly (June 2023), the CIM Executive Committee 2022-2025 had a significant presence at the 54th OAS General Assembly (June 2024, Asunción), increasing the visibility and political profile of the Commission and its work.

Fulfilling the mandate to strengthen the CIM requires increased internal coordination with all areas of the OAS and continued participation in its activities to ensure the integration of a gender equality, diversity, and rights perspective, within the context of the full implementation of the ***Institutional Policy on Gender Equality, Diversity, and Human Rights of the General Secretariat*** (Executive Order No. 16-03). Of particular note is collaboration with the Department for Electoral Cooperation and Observation (DECO) and the Mission to Support the Peace Process in Colombia (MAPP) of the Secretariat for Strengthening Democracy (SFD), the Department of Effective Public Management (DGPE), the Summits of the Americas Secretariat (SAS), the Art Museum of the Americas (AMA) and the Columbus Library of the Secretariat for Hemispheric Affairs (SHA), the Department of Public Security (DPS), the Inter-American Commission against Terrorism (CICTE), the Inter-American Drug Abuse Control Commission (CICAD), and the Inter-American Defense Board (IADB) of the Secretariat for Multidimensional Security (SSM), the Department of Human Development, Education and Employment (DDHEE), the Department of Economic Development (DDE), and the Department of Sustainable Development (DDS) of the Executive Secretariat for Integral Development (SEDI) and the Secretariat for Access to Rights and Equity (SADyE), all of which has produced substantive and important results in terms of strengthening the OAS's capacity to advance the agenda for gender equality in the Americas and respond to the demands of women in the region, while catalyzing efforts and leveraging the Organization's limited resources.

3. Origin, Legal Basis, Structure and Purpose

The CIM was created at the 6th International Conference of American States (Havana, 1928) with the mandate to prepare "...such legal and other information as may be deemed desirable to enable the 7th International Conference of American States to address the study of the civil and political equality of women on the Continent."⁷

At the 9th International Conference of American States (Bogota, 1948), the first Statute of the Commission was approved, consolidating its structure and authorizing the Secretary General of the OAS to establish the Executive Secretariat of the CIM. In 1953, the Commission signed an agreement with the OAS

6. During the reporting period, the Presidency of the CIM has been held by the Principal Delegate of Panama to the CIM, from January to June 2024, by Juana Herrera Arauz, Minister of Women, and, as of July 2024 as a result of the general elections and the change of government, by Niurka del Palacio Urriola, Minister of Women.

7. CIM (1998). *History of the Inter-American Commission of Women*. Washington, DC: Inter-American Commission of Women.

recognizing the CIM as a specialized inter-American organization of a permanent nature with technical autonomy for the pursuit of its objectives. Subsequently, in 1978 and in accordance with the provisions of Article 134 of the OAS Charter and the Rules for the Application and Coordination of the Provisions of the OAS Charter on Inter-American Specialized Organizations, a new agreement was signed between the CIM and the OAS.⁸

As the principal hemispheric forum for women's rights and gender equality, the CIM links commitments made at the international level with effective public policy at the national level. It uses participatory knowledge generation and management to guide its technical support and to ensure that policy discussions and decisions are evidence-based. In recent years, it has prioritized the establishment and deepening of partnerships to broaden the impact of its work and its sustainability over time.

The CIM accomplishes its objectives through the following organs: the Assembly of Delegates; the Executive Committee, composed of the President, three Vice Presidents and five representatives of Member States, all elected by the Assembly of Delegates; and the Executive Secretariat, which carries out the administrative, technical and executive functions of the Commission. The Assembly of Delegates is the highest authority of the CIM, and its resolutions, together with those of the OAS General Assembly, establish the guidelines for the work of the CIM. The CIM Statute⁹ grants governments that have accredited permanent observers to the OAS the status of permanent observers to the CIM.

4. Mandates of the OAS General Assembly at its Fifty-Fourth Regular Session

The 54th Regular Session of the OAS General Assembly was held from June 26 to 28, 2024, in Asunción, Paraguay. In her remarks, the President of the CIM highlighted the CIM's progress toward achieving the Assembly's motto, "Integration and security for the sustainable development of the region." In this regard, she emphasized the importance of equality and inclusion in achieving these goals and presented the CIM's efforts to strengthen legal and regulatory frameworks for women's rights and to implement these frameworks through the production of information and concrete tools, pluralistic dialogue, and capacity-building for all key stakeholders to close the "implementation gap" between the legal framework and its realization in women's daily lives.

As in previous years, the Assembly adopted a resolution on "Promotion and protection of human rights,"¹⁰ which in its chapter xxv on "Strengthening the Inter-American Commission of Women for the promotion of gender equality and equity and women's rights," reiterates the commitment of the Member States to strengthening the CIM and assigns it a series of mandates in follow-up to the IAP and other mandates, related to key issues such as: (i) the eradication of gender-based violence; (ii) universal access to comprehensive health services, sexual and reproductive health, and reproductive rights; (iii) women's economic rights; (iv) the recognition, reduction, and redistribution of domestic and care work among co-responsible actors, as well as the remuneration and recognition of caregivers; (v) leadership of women and adolescents, especially those belonging to traditionally excluded groups and those who live under threat for defending the environment, and (vi) the incorporation of the gender perspective in all entities and bodies of the OAS, through knowledge generation, dialogue and training, as essential elements for advancing gender equality.

8. Available at: [http://www.oas.org/en/CIM/docs/CIM-OAS-Agreement1978\[EN\].pdf](http://www.oas.org/en/CIM/docs/CIM-OAS-Agreement1978[EN].pdf)

9. (CIM, 2016). Statute of the Inter-American Commission of Women, available at: <https://www.oas.org/en/cim/docs/CIMStatute-2016-EN.pdf>

10. Available at: https://scm.oas.org/doc_public/ENGLISH/HIST_25/AG09153E09.docx. The specific mandates granted to the CIM by the 54th regular session of the OAS General Assembly, as well as their status of compliance, can be found in Annex 1.

This same resolution also included:

- Chapter xi on “Human Rights of Indigenous Women,” which, in addition to reaffirming the States’ commitment to these rights, mandates the CIM to submit a report on the resolution’s implementation; and
- Chapter xix on “Gender Parity, Balanced Geographical Representation, and Representation of Different Legal Systems in the Inter-American Commission on Human Rights and the Inter-American Court of Human Rights,” which, among other mandates, entrusted the CIM with updating its “Report with Recommendations on Good Practices to Consolidate Gender Parity, Balanced Geographical Representation, and Representation of Different Legal Systems in the Inter-American Court and Commission of Human Rights,” originally presented to the 53rd OAS Assembly in June 2023.

Additionally, the Assembly adopted resolution AG/RES. 3019 (LIV-O/24) “Promotion of Parity in Elections of Collegiate Bodies, Organizations, and Entities of the Organization of American States,” which amended the Statutes of several OAS bodies to promote parity in the election processes for the authorities of those bodies.

Finally, the Assembly adopted resolution AG/RES. 3020 (LIV-O/24) “American States for Substantive Equality and the Full, Equal, Meaningful and Effective Participation of All Women through their Foreign Policies,” which invites States to incorporate gender and human rights perspectives for women and girls in their foreign policies and to promote consultations with civil society, particularly with women’s rights organizations, in the formulation of agendas and plans of action. It also requested the GS/OAS and the CIM to include organizations that promote women’s rights and feminist voices in their work, in order to make the gender perspective visible and promote its mainstreaming within the Organization.

Within the framework of several projects, the CIM also managed and supported events parallel to the Assembly and, for the second time, mobilized its Executive Committee 2022-2025 to be present at the Assembly:

- With the support of the Government of Italy, the CIM organized the high-level event “Women’s Leadership in Crisis and Conflict Management: New Perspectives to Face New Challenges,”¹¹ where the CIM presented the main results of its work to promote women’s leadership in changing and increasingly complex scenarios, marked by an increase in crises of various kinds and widespread conflict.
- In collaboration with the Justice Studies Center of the Americas (CEJA) and with the support of the Government of Germany, the high-level event “Women’s Rights in Rural Settings and Their Access to Justice”¹² was organized to foster a dialogue between governments and experts on the rule of law in rural areas, specifically on the challenges rural women face in enjoying their rights and achieving legal protection.
- The event “The Gender Equality Agenda in Changing Contexts: Advancing through Dialogue and Collective Construction”¹³ was organized with the Permanent Mission of Canada to the OAS. This event sought to continue the space for exchange between the CIM and feminist organizations,

11. The recording of this event, which was broadcast live, is available on the CIM Facebook page.:

https://www.facebook.com/watch/live/?ref=watch_permalink&v=1523406075250920.

12. The recording of this event, which was broadcast live, is available on CEJA’s YouTube page at:

https://www.youtube.com/watch?v=UL_yWFiTuno.

13. The report of this event is available (in Spanish) at CIM (2024) “La agenda por la igualdad de género en contextos cambiantes: Avanzando desde el diálogo y la construcción colectiva”, https://www.oas.org/es/CIM/docs/AF_Memoria_2024_v3.pdf.

institutionalized since its launch at the 52nd General Assembly (2022), and to identify concrete strategies to better position the women's rights and gender equality agenda in this high-level forum.

- In addition to these events, the CIM participated in side-events organized by multiple partners, including an event with women parliamentarians from Paraguay, organized by ParlAmericas; a Women's Assembly organized by feminist and women's organizations from Paraguay; and an event on parity in international and multilateral decision-making spaces, organized by the Gqual campaign.

5. Fulfillment of the mandates adopted by the CIM Executive Committee 2022-2025

On June 27, 2024, the Executive Committee of the CIM 2022-2025 held its Fourth Regular Session in a hybrid format (in person/virtual) within the framework of the 54th OAS General Assembly in Asunción, Paraguay. During the session, the Committee adopted a series of agreements, the implementation of which is detailed below:

Agreement	Status of fulfillment
<p>1 Welcome the report on the work of the CIM with a results-based approach, both in the fulfillment of the mandates assigned to it by the 39th Assembly of Delegates of the CIM, the Permanent Council of the OAS in different declarations and the 53rd General Assembly of the OAS, as well as the specific results of the regular and new work areas proposed in the Strategic Plan 2022-2026, as requested by the Executive Committee in past sessions.</p>	<p>Fulfilled</p> <p>The Executive Secretariat has gradually deepened the results-based management approach in its annual reports and before its Assemblies and Executive Committee.</p>
<p>2 Considering the Draft Index of the “Inter-American Model Law of Parity in Public and Political Life,” contained in document CIM/CD/doc.20/24, which will initially cover Latin America and subsequently the Caribbean:</p> <ul style="list-style-type: none"> a. Approve the proposed preliminary outline for the “Inter-American Model Law on Parity in Public and Political Life,” with the commitment to incorporate the recommendations made by the Delegates; and b. Request that the Executive Secretariat of the CIM advance the law and its dissemination. Likewise, prepare a presentation to all Delegates of the complete text of the Model Law during the XL Assembly of Delegates of the CIM, for their information. 	<p>In progress</p> <p>The details of the fulfillment of this mandate are found in section 7.2 of this report.</p>
<p>3 Considering the Draft Index of the “Inter-American Model Law on Financial Inclusion,” contained in document CIM/CD/doc.21/24:</p> <ul style="list-style-type: none"> a. Approve the proposed preliminary outline for the “Inter-American Model Law on Financial Inclusion,” evaluating the recommendation of the Delegate of Chile in relation to the incorporation of the issue of parity in financial institutions, whether in this Model Law or in the Law on Parity previously presented. b. Request that the Executive Secretariat of the CIM advance the law and its dissemination. Likewise, prepare a presentation to all Delegates of the complete text of the Model Law during the XL Assembly of Delegates of the CIM, for their information. 	<p>In progress</p> <p>The details of the fulfillment of this mandate are found in section 7.3 of this report.</p>

Agreement	Status of fulfillment
<p>4 Welcome the interest expressed by Saint Lucia in considering that the Caribbean sponsor the XL Assembly of Delegates of the CIM, to be held in 2025, seeking to have the support of the Caribbean States to, collectively, prepare a proposal, in which regard:</p> <ol style="list-style-type: none"> a. Request that the Executive Secretariat provide the Delegate of Saint Lucia with information on: i) the presidencies of the CIM from the Caribbean and ii) the logistical and financial commitments required to host the Assembly of Delegates of the CIM, as elements for their decision-making, b. Given the multiple international events scheduled over the next year, commission the Executive Secretariat with a proposal of the most convenient dates for the celebration of the XL Assembly of Delegates of the CIM, and c. Given the previous agreements of the XXIX Assembly of Delegates, express the will to focus the reflections and issues around the issue of women's economic rights, as well as expand the space for political dialogue of the next Assembly to all sectors with which the mandated alliances are made. 	<p>Fulfilled</p> <p>At the end of October 2024, the Government of Saint Lucia withdrew its offer to host the 40th Assembly.</p> <p>At the beginning of December 2024, the CIM received an offer from the Government of Colombia to host the 40th Assembly. This offer was approved by the First Special Session of the CIM Executive Committee 2022-2025, held virtually on December 13, 2024.</p>
<p>5 Express its recognition and gratitude to the Secretary General of the OAS for his presence, messages and active listening in the dialogues organized by the CIM during the 54th regular session of the OAS General Assembly (June 26 to 28, 2024, Asunción), given the importance that such political support has for the National Mechanisms for the Advancement of Women and social organizations and their representatives.</p> <p>Likewise, express concern and commitment to follow-up and continue advocacy for greater positioning and mainstreaming of gender in the central dialogues of the sessions of the OAS General Assembly.</p> <p>Request the Executive Secretariat of the CIM to submit to the General Secretariat of the OAS a note urging it to continue and deepen the observation and visibility of parity in each of the spaces of the OAS, in follow-up to the new commitments adopted by the 54th Assembly on the issue of parity.</p>	<p>Fulfilled</p> <p>This issue has been closely monitored by the various political bodies of the OAS, and especially by the Committee on Juridical and Political Affairs.</p>
<p>6 Thank the President of the CIM, Minister Juana Herrera, of Panama, for the work carried out since she assumed the position, highlighting her unconditional support for the CIM and the particular zeal with which she supported the adoption of the Declaration that established the Decade for the Rights of All Women, Adolescents and Girls in rural environments of the Americas, 2024-2034 (AG/DEC. 113 (LIII-O/23)):</p> <ol style="list-style-type: none"> a. Express its unanimous wish for the greatest successes in the future, and b. Request that the President inform her successor about the work of the CIM and this Committee, to guarantee an orderly transition. 	<p>Fulfilled</p>

On December 13, 2024, the 2022-2025 CIM Steering Committee held its First Special Session virtually. During the session, the Committee adopted a series of agreements, the implementation of which is detailed below:

Agreement		Status of fulfillment
1	<p>Accept with pleasure the offer of the Government of Colombia to host the Fortieth Assembly of Delegates of the CIM and to request that the Executive Secretariat:</p> <ul style="list-style-type: none"> a. Without delay, coordinate with the Government to finalize the proposed dates, and b. Once the proposed dates for the Fortieth Assembly of Delegates of the CIM are finalized, circulate the Convocation of the same, as well as the request for candidacies to the Executive Committee of the CIM 2025-2028. 	<p>Fulfilled</p> <p>The 40th Assembly of CIM Delegates will be held in Cartagena de Indias, Colombia, on September 16 and 17, 2025. The Convocation of this Assembly, as well as the request for nominations to the CIM Executive Committee 2025-2028, was circulated on January 28, 2025.</p>
2	<p>Request that the Executive Secretariat convene, during the second half of January 2025, the Fifth Regular Session of the CIM Executive Committee 2022-2025, also including the Principal Delegate of Colombia, so that the Committee might:</p> <ul style="list-style-type: none"> a. Consider the draft Agenda and Organization of Work of the Fortieth Assembly of Delegates of the CIM; and b. Collectively begin the development of a draft Declaration of this Assembly, recalling Agreement No. 4, paragraph c) of the Fourth Regular Session of the CIM Executive Committee 2022-2025 (June 27, Paraguay) to "...express the will to focus the reflections and issues around the issue of women's economic rights, as well as expand the space for political dialogue of the next Assembly to all sectors with which the mandated alliances are made." 	<p>Fulfilled</p> <p>The Fifth Regular Session of the CIM Executive Committee 2022-2025 was held virtually on January 21, 2025, and preliminarily approved the draft Agenda and Organization of Work, which will be submitted to the preparatory meetings of the Assembly and subsequently to the Assembly itself.</p> <p>The thematic focus of the 40th Assembly will be "Strengthening policies and strategies for the promotion of the economic rights of all women of our communities."</p>

6. Strengthening the CIM

6.1. Strategic Planning and Results-Based Management

The CIM Strategic Plan 2022-2026 is the result of a lengthy process of consultative work with the CIM Delegates, the Permanent Missions to the OAS, feminist and women's organizations and other regional and international organizations that work on women's rights and gender equality.

The Plan focuses the work of the CIM around three fundamental objectives:

- i. Carry over the "successful" areas of the previous Strategic Plan, that is, the existing lines of work of the CIM – especially political rights, economic rights, and gender mainstreaming – that have had resonance with the States and a sustained demand for greater technical assistance and replication of activities,

- ii. Identify new lines of work in response to the regional situation and the demands of the women's agenda – in particular new approaches to the articulation and construction of alliances, a prioritization of sexual and reproductive health and reproductive rights, climate change and peace and security from the realities, resilience and leadership of women, and
- iii. Strengthen the positioning of the CIM as a hemispheric reference point in women's rights and gender equality, in line with the mission and functions enshrined in its Statute.

In recognition of the need to rebuild the bridge between the CIM and the CARICOM States, together with the Strategic Plan 2022-2026, the CIM also developed a Caribbean Engagement Strategy 2022-2026 that identifies concrete actions to increase the relevance of the CIM in the Caribbean, and the participation of CARICOM States in its work.

In recent years and based on an increasing general commitment of the OAS to Results-Based Management, the CIM has made an effort to strengthen planning from a focus on results and its articulation with the OAS Strategic Plan. Likewise, in its Annual Reports, it has increasingly reported on the concrete results of the CIM's work for the OAS Member States, CIM partners, and women in the region. The heart of the work of the OAS and the CIM is social change and transformation towards equality, with an important emphasis on public policy as an essential tool to achieve these objectives. The relationship between the work and specific activities of the CIM, advances in public policy and social change It is not always direct or easy to demonstrate, but the contribution of the CIM to knowledge, dialogue and training on its various areas of work can be demonstrated in an increasingly clear way.

6.2. CIM Communication Strategy

The CIM has a communications and positioning strategy that responds to the need to consolidate its leadership in promoting women's rights and the equality agenda in the region. This strategy is based on three fundamental objectives:

- i. **Positioning of key messages on women's rights and equality**, based on an approach grounded in the principles of *Social and Behavior Change Communication*, which allows for the use of strategic communication tools to generate sustainable transformations in knowledge, attitudes, norms, beliefs, and behaviors. This approach is vital to CIM's strategy to challenge and dismantle deep-rooted discriminatory patterns and to foster a culture of equality, equity, and respect for women's human rights in the Americas.
- ii. **Strengthening the CIM's leadership as a hemispheric reference point**, to expand its reach and strengthen its influence on regional decision-making. To this end, the communications strategy seeks not only to increase the CIM's visibility among government and civil society actors, but also to attract new audiences, including sectors traditionally outside the agenda for gender equality, in order to generate strategic alliances and mobilize greater commitments, and
- iii. **Improving the visibility of the strategic axes of the CIM and their alignment with the OAS pillars**, in order to ensure that the CIM's discourse is aligned with the four pillars of the OAS (Democracy, Human Rights, Development, and Security). This effective communication around its strategic

I would like to highlight the great work carried out by the CIM, which was formed even before the majority of women in Latin America, the Caribbean and North America could vote, to promote public policies that not only foster gender equality, but also strengthen active participation in all areas.

- Min. Antonia Orella, Vice President de of the CIM 2022-2025, Minister for Women and Gender Equity, Chile

axes reinforces the CIM's mandate, facilitates the coordination of its agenda with the priorities of the Member States, and allows it to attract funding from alternative sources to fulfill its mandates.

These objectives have been implemented primarily through communication campaigns, strategic alliances with other organizations, and the diversification of channels to expand the reach of CIM's messages. Throughout 2024, actions were launched to give visibility to the voices of women in the region and activists defending women's rights. In this regard, social media campaigns such as the one for the first Inter-American Day of Rural Women (April 17) highlighted their activism and leadership, while other initiatives, such as the one dedicated to women human rights defenders (November 29), highlighted the challenges faced by feminist activists in the region.

In addition, in collaboration with the private sector, a series of videos was developed to showcase best practices in implementing care/co-responsibility measures. Likewise, within the framework of the 16 Days of Activism against Gender-Based Violence (November 25–December 10), technology-facilitated violence was addressed, with a focus that prioritized the voices of those who have lived through these experiences.

These communication efforts have materialized through a diverse production of communication materials, presenting technical concepts in an accessible and effective manner to maximize the reach and impact of the CIM's work. These include:

- Publication of more than 3,600 messages and stories on social media ([Facebook](#), [X](#), [Instagram](#)) in English and Spanish, focused on highlighting CIM's achievements, key data, and priority topics.
- Design, layout, and publication of at least [20 strategic documents and technical reports](#), aligned with the CIM's core work areas, and distributed digitally and physically at key events.
- Drafting and disseminating approximately [30 institutional communications](#), in English and Spanish, to report on CIM's activities, achievements, and strategic positions in the region.
- Production of 40 reels and short videos adapted for social media, featuring inspiring stories, relevant data, and testimonials that amplified the narrative on women's rights and gender equality.
- Production of 45 newsletters summarizing CIM's progress, events, and notable products, targeting key audiences and strategic allies.
- Management of approximately 35 interviews, news articles, and opinion pieces in traditional media (television, radio, and print) to expand the CIM's media visibility and positioning on the public agenda.

At the end of 2024, the CIM launched a [TikTok](#) account, which has allowed it to connect with new audiences, especially young people. This platform has facilitated the adaptation of technical messages to more accessible, dynamic, and educational formats, thus promoting greater awareness of women's rights in a relatable and engaging language.

Likewise, the CIM launched a [LinkedIn](#) account in Spanish and English, with the aim of strengthening communication with professionals, institutions, and key stakeholders in the field of human rights and equality. This platform has allowed for the dissemination of strategic information and the fostering of alliances that contribute to the CIM's position as a hemispheric benchmark in the field.

Furthermore, in 2024, the dissemination of content was strengthened through the monthly activities newsletter, to maintain a constant connection with followers, allies, and collaborators. This newsletter has provided regular updates on ongoing projects, initiatives, and events, ensuring transparent and effective communication about the impact and progress of the CIM's work.

Within the framework of the "Feminist Partnerships to Strengthen the Agenda for Gender Equality" project, the CIM created a registry of women's rights organizations, to which specific newsletters with relevant information and useful tools are distributed. Virtual events have also been held for these organizations, focusing on key topics such as their participation in multilateral forums, including the OAS General Assembly, to strengthen their impact on the regional gender equality agenda.

The CIM communications area is working to expand and make its content more accessible, with the goal of having English versions of all its social media channels by 2025. Progress is also being made in adapting messages to different audiences and diversifying formats and spaces for dialogue, ensuring that messages effectively reach an increasingly broad, diverse, and influential audience in promoting women's rights and equality.

Tabl2 1: CIM social media activity in 2024

Social network	Messages sent 2024	Follower			Page/post views
		12/2022	12/2023	12/2024	
X (formerly Twitter) @CIMOEA	1340	18,200	19,600	20,200	Average of 558 visits per day Average quarterly reach of posts: 145,300
X (formerly Twitter) @CIMOAS	860	967	1014	1025	Average of 60 visits per day Average quarterly reach of posts: 456
Facebook Comisión Interamericana de Mujeres	570	26,000	27,000	28,093	Average of 1,180 visits per day Average quarterly reach of posts: 39,800
LinkedIn Comisión Interamericana de Mujeres	7	0	0	2097	35.507 impressions
LinkedIn Inter-American Commission of Women	5	0	0	127	1.638 impressions
YouTube Comisión Interamericana de Mujeres	81 videos	675	747	798	3,830 total views
Instagram @cim.oea	209 326 stories	2,315	4,298	5750	Average of 850 visits per day Average quarterly reach of posts: 6,000
Tiktok @CIMOEA	14	0	0	0-100	717 tota views of videos
CM Network of Women in Politics (private Facebook group)	150	316	858	911	Average of 20 visits per day

6.3. Gallery of Heroines and Heroes of the Americas

Within the framework of the 53rd Regular Session of the OAS General Assembly, the CIM received from the Government of the United States a portrait of Doris Stevens, the first President of the CIM (1928-1938) and from the Government of Panama a portrait of Clara González, founder of the National Feminist Party (1922). These gifts, which were also joined by Argentina (Eva Perón), Brazil (Maria Da Penha), Costa

Rica (Angela Acuña), Ecuador (Matilde Hidalgo de Procel), El Salvador (Dalia Xochitl Sandoval López), Guatemala (Dolores Bedoya de Molina) and Mexico (Elvia Carrillo Puerto) and Peru (María Elena Moyano), and with the adoption of resolution CP/RES. 1248/24 "Designation of the space known as the "Gallery of Heroes" as the "Gallery of the Heroines and Heroes of the Americas" of the Permanent Council of the OAS, a space has been installed in the Main Building of the OAS to give visibility and recognition to women who exercise or have exercised leadership and made outstanding contributions to the life of the region. This effort will continue, with the goal of obtaining portraits of all OAS Member States.

7. Activities of the CIM Executive Secretariat in compliance with the CIM Strategic Plan 2022-2026 and other mandates

In the report submitted to the XXXIX Assembly of Delegates, the Secretariat reported on the implementation of the CIM Strategic Plan 2016-2021, highlighting the achievements, challenges, and pending issues as a basis for the construction of the Strategic Plan 2022-2026, adopted by the CIM Assembly of Delegates in July 2022.

7.1. Alliances and Articulation for Gender Equality

GOAL	The CIM builds bridges and works in an articulated manner, expanding and diversifying strategic alliances at the national, regional, and international levels to position the gender agenda
OBJECTIVE(S)	
1.	Deepened dialogue between the CIM, the Member States and other relevant partners on a State that takes ownership of the agenda for gender equality.
2.	Strengthened coordination between the CIM and relevant entities of the inter-American and international systems.
3.	Spaces generated for dialogue and specific coordination mechanisms with the women's rights movement in the region.
4.	Strengthened the capacity of women and/or their organizations to achieve their autonomy and the political influence of their agendas.
5.	Joint initiatives launched with academic and research institutions aimed at generating and systematizing evidence in favor of gender equality.
6.	Joint initiatives launched with the private sector.

Results in 2024

- Approximately **250 additional women's and feminist organizations** have been registered, bringing the total number of registered organizations to more than 1,500, as a result of a membership campaign. Spaces have been created with these organizations to promote their involvement in the work of the CIM and the OAS:
 - o 118 women's rights organizations were consulted in a needs assessment process
 - o 96 women's rights organizations participated in in-person dialogues organized by the CIM throughout 2024
 - o 338 activists connected to informational webinars facilitated by the CIM
- 11 international organizations continue to work together within the framework of the **Inter-American Task Force on Women's Leadership**
- Collaborative work with **universities** to generate knowledge together with the CIM (National

University of Rosario, University of Brasilia, Pontifical Catholic University of Peru)

- Multiple **Collaboration Agreements** signed with governmental, non-governmental, academic, and inter-American and international system entities
- **Coordination spaces** organized with States, including the Delegates to the CIM (CIM Steering Committee) and the Permanent Missions to the OAS (OAS Permanent Council, CAJP, etc.)
- A **meeting space organized with feminist and women's rights organizations and Member States** within the framework of the 54th OAS General Assembly (Asunción, June 2024). Priorities from the organizations, opportunities and challenges in working on these priorities, and concrete ways in which the CIM and the OAS can provide support and technical assistance were identified
- A project implemented with the support of the Government of Canada to operationalize the work objectives of this strategic line (April 2023 to March 2028).

During this period, the CIM made significant efforts to expand its coordination with representatives of OAS Member States, ministers, high-level gender authorities, and other relevant political actors, following up on Member States' requests to broaden and deepen coordination and information spaces. Likewise, the CIM has strengthened relations with civil society organizations, international organizations, national public entities, parliaments, academia, and the private sector. On this last point, the CIM has included private sector companies in consultations regarding the drafting of the Inter-American Model Laws on Financial Inclusion, Labor Participation, and Technology-Facilitated Gender-Based Violence.

In follow-up to the "Strategy for strengthening coordination between the CIM and civil society" (CIM/CD/doc.6/13 rev.3), the CIM has also strengthened coordination and established new alliances with women's rights organizations, particularly within the framework of the OAS General Assembly and the process of dialogue with civil society and in the context of the need to establish alliances in order to rethink the discourse and priorities within the framework of feminist reflection, anchored in human rights and gender equality, as well as to strengthen the territorial presence and visibility of the CIM in the Member States.

Table 2: CIM Meetings, by sector (2024)

Sector	Meetings	Detail	Impact(s)
OAS (Internal)	275	Internal meetings of the CIM and coordination with other OAS agencies, and institutional working groups	<ul style="list-style-type: none"> - Coordination and monitoring of the work of the CIM - Inter-institutional collaboration to mainstream the gender perspective into the work of the OAS
Member and Observer States	220	Presentations before the Permanent Council and other bodies, Committee sessions, subregional (CARICOM, SICA, etc.) and bilateral meetings and public meetings organized with a national authority	<ul style="list-style-type: none"> - Monitoring and accountability for CIM mandates and work - Negotiation and provision of support and technical assistance to States - Negotiation of projects and support for CIM work - Visibility of CIM work and results
Civil society	129	Closed coordination and public meetings organized with one or more organizations	<ul style="list-style-type: none"> - Enrichment of the CIM and OAS work agendas through women's voices - Provision of support and technical assistance - Visibility of the CIM's work and

Sector	Meetings	Detail	Impact(s)
			results
International organizations	71	Closed coordination and public meetings organized with one or several organizations, meetings of the Inter-American Task Force on Women's Leadership	<ul style="list-style-type: none"> - Enrichment of the CIM and OAS work agendas based on collaboration and the identification of synergies - Negotiation of projects and support for the CIM's work - Visibility of the CIM's work and results
Academia	38	Closed coordination and public meetings organized with an institution, professors as part of a diploma/course	<ul style="list-style-type: none"> - Enrichment of the CIM and OAS work agenda based on evidence generation - Provision of technical support and assistance - Visibility of the CIM's work and results
Media	25	Individual and/or collective interviews	<ul style="list-style-type: none"> - Transmission of information and messages regarding women's rights and gender equality - Raising awareness of the CIM's work and results
Other	52	Meetings with coordination agencies and/or donors	<ul style="list-style-type: none"> - Negotiation of projects and support for the work of the CIM

Feminist partnerships to strengthen the agenda for gender equality

In March 2017, the Principal Delegates of the CIM requested concrete guidelines to promote and defend gender equality as a human right, identifying the need for evidence-based arguments that highlight the benefits of gender equality in the social, cultural, economic, political, civic, and environmental spheres, among others. This request led to the development of the *Inter-American Guidelines on Gender Equality for the Good of Humanity*,¹⁴ which prioritize three strategic axes: (i) establishing relationships and alliances; (ii) knowing and producing; and (iii) informing, sharing and training.

In follow-up to this work and the specific mandate of the CIM Executive Committee 2019-2022 to enrich the consultation and coordination of the CIM with feminist organizations in the region, in April 2023 and with the support of the Government of Canada, the CIM launched the project "Feminist Partnerships to Strengthen the Agenda for Gender Equality," which seeks to respond to these mandates and strengthen multisectoral and intersectional alliances around the agenda for gender equality in the region.

The project has established concrete spaces for dialogue with feminist and women's organizations: i) in the Dominican Republic (April 2024); ii) in Guatemala (May 2024); iii) in Honduras (July 2024); and in Washington, D.C.

We value the CIM's ongoing support on these issues, especially in recent years, where we have seen significant outreach to our organizations. The convenings and training opportunities they provided were essential to expanding our participation and strengthening our capacities.

- Coalition for the Human Rights of Women of the Americas at the OAS
(July 2024)

14. CIM (2017). *Inter-American Guidelines on Gender Equality for the Good of Humanity*, available at: <https://www.oas.org/en/cim/docs/LineamientosIgualdadGeneroBien-EN.pdf>

(November 2024, within the framework of the IACHR hearings), with a view to exchanging perspectives on opportunities and challenges for the equality agenda at the local, national, and regional levels. Likewise, the CIM has facilitated spaces for dialogue between these organizations and the Delegates to the CIM:

- Annually, within the framework of the OAS General Assembly (October 2022 in Lima, June 2023 in Washington, DC, and June 2024 in Asunción), with the participation of the member states of the CIM Executive Committee (Panama, Chile, El Salvador, Saint Lucia, Antigua and Barbuda, Brazil, Canada, Honduras, and Uruguay).
- During the United Nations Commission on the Status of Women (CSW, March 2024), where a ministerial breakfast was organized for exchange with civil society organizations. The Bahamas, Belize, Brazil, Canada, Chile, Costa Rica, the Dominican Republic, Ecuador, Honduras, Mexico, Panama, Paraguay, and Saint Kitts and Nevis participated in this event, along with eleven organizations.

In order to establish a more continuous dialogue process, a Project Core Group was established in June 2023, comprised of nine leading social organizations in the region. During 2024, this Advisory Group held four meetings to assess and advise on the project's specific training, knowledge, communication, and dialogue initiatives.

In 2024, a comprehensive capacity assessment process was completed with the participation of more than 100 women's rights organizations, who commented on opportunities and challenges to advance the gender agenda, especially in terms of coordination with the regional level and with a view to designing a training program to support the advocacy processes of these organizations, which has been offered since the first quarter of 2025.

On the other hand, in 2024, collaborative work has advanced with universities in the region—the National University of Rosario and the Pontifical University of Peru, with whom collaboration agreements have been signed, and the National University of Brasilia—aimed at promoting alliances for the production of knowledge on the benefits of women's rights and gender equality in all areas. An important part of this process has been a virtual dialogue space between women's organizations and academic institutions in Argentina, Brazil, Colombia, El Salvador, Guatemala, Mexico, Paraguay, Panama, Peru, and Venezuela.

Within the OAS, collaborative work has been deepened within the framework of the aforementioned project, with various areas within the framework of the implementation of this project, such as the Summits of the Americas Secretariat, the Secretariat for Access to Rights and Equity, and the Department of Press and Communications. Similarly, collaboration has continued with the Department of Procurement and Management Oversight (DPMO) aimed at establishing institutional practices for feminist evaluation.

This training process was very important for me. It taught me different tools for communication, advocacy, and project development. It was also very important to learn how to manage conflict and emotions during negotiations. I appreciate this opportunity and hope it can strengthen us both individually and as an organization.

- Participant, CIM Bootcamp
(Guatemala, February 2025)

Inter-American Task Force on Women's Leadership

An initiative promoted and supported by the Government of Canada, the Inter-American Task Force on Women's Leadership¹⁵ was launched within the framework of the Eighth Summit of the Americas (Peru, April 13-14, 2018) with a view to uniting and enhancing the efforts of the different inter-American and international institutions that address women's empowerment and leadership from different perspectives. Since its establishment, the Task Force, through the CIM as Technical Secretariat, has coordinated a series of inter-institutional meetings, promoted communication campaigns around women's leadership in different areas, and influenced multilateral meetings to position the issue of leadership and reach agreements to advance it, such as the Summit of the Americas, the United Nations CSW, the Assembly of Delegates of the CIM, and the Regional Conference on Women in Latin America and the Caribbean.

The continuity of the Task Force has placed emphasis on the Summit of the Americas as a priority space to position and advance women's leadership. In this regard, it developed a work plan that proposed a focused focus on women's leadership in the five thematic areas addressed at the Ninth Summit: Democratic Governance (2022),¹⁶ Health and Resilience (2024), Digital Transformation (2024-2025), Energy Transition (2025), and Green Future (2025). Regarding Health and Resilience, a high-level dialogue was organized on March 8, 2024, "Women's Leadership in the Regional Health and Resilience Agenda"¹⁷ to identify recommendations and highlight good practices on the transformative role women play in the sector despite the multiple challenges they face in assuming leadership roles. Following up on this event, in November 2024 the Task Force published the document *Women's Leadership in Health in the Americas: For Equal and Inclusive Health Governance*,¹⁸ a comprehensive analysis that underscores the importance of ensuring women's representative participation in decision-making spaces in the health sector.

7.2. Women's Political Rights for Democratic Governance

GOAL	Parity and its effective implementation promoted as a fundamental democratic principle
OBJECTIVES	
1.	Legislation supported on parity through the generation of knowledge, political dialogue, and training.
2.	Women's leadership promoted and supported to favor their access to decision-making, from an intersectional and territorial approach.
3.	Public policies and measures adopted to prevent, address, punish violence against women in political life.
4.	Electoral authorities and bodies supported to guarantee the political rights of women and electoral justice with a gender approach.
5.	Knowledge and spaces for dialogue generated and experiences exchanged to guarantee the political rights of women and the positioning of the gender agenda.

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

16. Inter-American Task Force on Women's Leadership (2022), *A Call to Action to Boost Women's Leadership and Parity Democracy in the Americas* (LC/TS.2022/89), available at: <https://www.oas.org/en/taskforcewomenleadership/initiatives/calltoaction/>

17. The full recording of the event is available on the OAS' YouTube page at: <https://www.youtube.com/live/1J1RR-NIVTI>.

18. Inter-American Task Force on Women's Leadership (2024), *Women's Leadership in Health in the Americas: For Parity and Inclusive Health Governance*, available at:

Results in 2024

- Four editions of the **Course for Women Electoral Candidates** have been organized, two courses in the framework of the elections in Panama and Ecuador, a first Course in Trinidad and Tobago for the English-speaking Caribbean and a first regional course for indigenous women in Colombia, adding more than 180 women to the total of more than 2,000 women trained since the launch of the Course:
 - o In Panama, 97.4% of participants reported having improved their political skills for conducting an electoral campaign, while 92.1% stated they had strengthened their political leadership after the course.
 - o In Colombia, 93.02% of participants reported having improved their political skills for conducting an electoral campaign, and 100% recommended the course to other Indigenous women.
 - o In Trinidad and Tobago, 97.62% of participants reported having improved their political skills for conducting an electoral campaign, and 100% had strengthened their electoral strategy.
- Two meetings of experts were held within the framework of the process of constructing the **Inter-American Model Law on Parity**, with the participation of 149 authorities, experts and representatives of civil society, to discuss the contents of the diagnoses and identify good practices and recommendations that will be part of the instrument.
 - o The first meeting in Guatemala (May 16-17) brought together **76 authorities and experts** to define the fundamental principles of the Model Law.
 - o The second meeting in Washington, D.C. (November 13-14) was attended by **73 participants**, who worked on consolidating the first draft and defining strategies for its adoption in Member States.
 - o During the meetings, a total of **43 standards and/or good practices** on parity in the legislative, executive, and judicial branches were identified as input for the development of the Model Law.
- At the meetings, recommendations for the Model Law were received from authorities and experts from **14 Member States**.

Construction of a Regional Agenda on Parity in Political Life

The Declaration of Panama defined parity as “...a matter of justice with three aspects: (i) opportunity for equal participation in decision-making positions in the public and private sector, from the international to the local level; (ii) the exercise of political and economic power on an equal footing—that is, free from gender-based discrimination and violence; and (iii) the incorporation in public policy of the agendas for women’s rights and gender equality transversally to regulatory frameworks and public policies at the internal level with an intersectional, intergenerational, and intercultural (and human rights) perspective , recalling that the equal participation of women is an essential element of democracy.” In this document, the States also declared their commitment to “...continue supporting the promotion of legislative reforms regarding parity in the executive, legislative and judicial branches, and at the different levels of government.”¹⁹ In this document, the States also declared their commitment to “...Continue supporting the promotion of legislative reforms on parity in the executive, legislative, and judicial branches, and in the different levels of Government.”

19. CIM, 2022 (op.cit), available at: <https://www.oas.org/en/CIM/docs/DeclaracionPANAMA-EN.pdf>

Within this framework and in pursuit of the specific objectives of the Strategic Plan, the process of constructing an Inter-American Model Law on Parity began in 2023. This law aims to bring together the main inter-American standards and best practices on parity in the region and provide a reference for public policymaking processes on parity in the Member States, including the development of standards.

The development of the Model Law included the establishment of a Parity Advisory Group, the launch of a regional campaign to gather input, and two high-level meetings to consult with authorities, experts, and civil society representatives (Guatemala, May 16 and 17, 2024, and Washington, D.C., November 13 and 14, 2024). At the first meeting, authorities and experts from Argentina, Brazil, Bolivia, Chile, Colombia, Costa Rica, Ecuador, Guatemala, Mexico, Panama, Paraguay, Peru, and the United States identified standards and good practices on parity in the legislative and executive branches, based on the following topics: 1) The meaning and concepts of gender parity in politics and parity democracy; 2) The links between parity democracy, parity, and the equality agenda; 3) Obstacles to women's political participation and effective measures to overcome them; 4) Effective measures and mechanisms for parity in the legislative branch; 5) Effective measures and mechanisms for gender parity in the executive branch; 6) Measures to achieve gender parity internationally; 7) Gender parity from an intersectional and intercultural perspective; and 8) Electoral courts' interpretations of rights and guarantees for women's political participation.

The second meeting brought together authorities and experts from Mexico, Brazil, Canada, Chile, Colombia, the United States, and Guatemala to continue identifying standards and best practices for parity measures in justice systems. Discussions also addressed effective parity measures and mechanisms at the international level, as well as parity measures in public companies.

Additionally, and in follow-up to Resolution AG/RES.3028 (LIV-O/24) "Promotion and protection of human rights", section XIX on "Gender Parity and Geographical and Legal System Representation in the IACHR and the Inter-American Court of Human Rights", the CIM continued with the process of compiling and analyzing recommendations and good practices to achieve gender parity and geographic and legal system representation in the composition of the Commission (IACHR) and the Inter-American Court of Human Rights (IACHR). In this context, the CIM collaborated with the Gqual Campaign to prepare the Follow-up Report to the Report with Recommendations on Good Practices to Consolidate Gender Parity, Balanced Geographical Representation, and Different Legal Systems in the Inter-American Court and Commission on Human Rights (CP/CAJP 3838/25),²⁰ which was presented at a session of the Committee on Juridical and Political Affairs in March 2025.

Strengthening Women's Leadership and Participation in Political Life

In 2017-2018 and in response to the demand of a significant number of political women allies of the CIM, the Commission launched its Course for Women Electoral Candidates with three objectives: 1) Improve the performance of participants in the electoral campaign, with sessions on campaign strategy and political communication; 2) Strengthen their response to the different forms of discrimination and violence that they may face as women candidates, with sessions on leadership, political violence, and physical and digital security; and 3) Commit participants to the promotion of the women's rights agenda in the Americas and participation in political women's networks. The Course was launched in Mexico in April 2018 and in-person, virtual and hybrid editions have been carried out in more than 10 countries in

20. CIM (2025). Follow-up Report to the Report with Recommendations on Good Practices to Consolidate Gender Parity, Balanced Geographical Representation and Different Legal Systems in the Inter-American Court and Commission on Human Rights (CP/CAJP 3838/25), available at: https://scm.oas.org/doc_public/english/hist_25/cp51175e09.docx

the region. During 2023, two editions were held in Guatemala (virtual, held in March 2023 within the framework of the general elections in June 2023) and Costa Rica (in person, held in December 2023, within the framework of the municipal elections in February 2024). Since its inception, the Course has trained more than 2,000 women and has become one of the CIM's flagship programs for its concrete response to the areas and skills identified as priorities by women. The course was launched in Mexico in April 2018 and has been held in 24 in-person, virtual, and hybrid editions in more than 12 countries in the region. Additionally, in 2024, the CIM received an external evaluation of the projects that include the Courses for Electoral Candidates. The results yielded very positive assessments of the course and its implementation in the region, as well as important recommendations and lessons learned for its strengthening.

Apart from all the knowledge one acquires professionally, [...] having taken these training sessions seriously opens one's perspective, so much so that I can tell you with certainty that if I had not taken your training sessions, perhaps I would not have had the emotional or intellectual maturity to be able to face and confront all the attacks I had

- Participant, CIM Course for Women Electoral Candidates

During 2024, four new editions of the Course for Electoral Candidates were held. In the context of the general elections in both countries, a second edition of the course was held in Panama (January 24-27, 2024, "Clara González" edition) in collaboration with the Electoral Tribunal and the Ministry of Women of Panama, with the support of the Spanish cooperation agency (AECID). Likewise, a second edition of the course was held in Ecuador (December 2-4, 2024, "Matilde Hidalgo" edition) in collaboration with the National Electoral Council (CNE), supported by the Ministry of Women, and sponsored by the French Ministry for Europe and Foreign Affairs.

For the first time, and with the support of the United States Government, the first editions of the Course were organized in the English-speaking Caribbean and for Indigenous women. In collaboration with the MAPP/OAS and the Ministry of Equality and Equity of Colombia, and with the additional sponsorship of the French Ministry for Europe and Foreign Affairs, the first regional edition of the Course, aimed at Indigenous women, was held in Popayán, Colombia (October 8-10, 2024, "Cristina Bautista Taquinas" edition). More than 40 Indigenous women from 12 Latin American countries participated: Argentina, Bolivia, Chile, Colombia, Costa Rica, Ecuador, Guatemala, Mexico, Panama, Paraguay, Peru, and Venezuela. The course's faculty was composed entirely of Indigenous women leaders, and it was organized after several consultations with the Inter-American Group of Indigenous Women of the CIM. During these consultations, the Indigenous women determined that the course should include, in addition to sessions to prepare for the regular elections, sessions to strengthen the candidates' skills within the framework of Indigenous community self-government.

The most significant change the training brought to me personally was the strengthening of my self-confidence and leadership skills. Before the training, I often doubted my ability to communicate my ideas and lead initiatives, especially in a political environment where competition is fierce.

- Participant, CIM Course for Women Electoral Candidates

Likewise, in Trinidad and Tobago (November 17-18, 2024), a first regional edition of the course was organized for the English-speaking Caribbean, in collaboration with the Government of Trinidad and Tobago, Caribbean Women in Leadership (CIWiL), and ParlAmericas, with the participation of 41 women from the Bahamas, Barbados, Belize, Guyana, Jamaica, Suriname, and Trinidad and Tobago. This first edition of the course was preceded by a series of consultations with authorities, experts, officials from the GS/OAS, representatives of civil society, and other international organizations to contextualize and

validate the contents of the Course, adding content on women's leadership in the face of climate change and security. Within the framework of the Course, information was collected from a survey on women's access to electoral financing in the Caribbean,²¹ through which it was identified that 86% of the women surveyed stated that female candidates do not have the same access to financing as men.

7.3. Women's economic rights for sustainable integral development

GOAL	Agenda and hemispheric work route for the economic rights of women in their diversity established on the basis of current gaps
OBJECTIVES	
1.	The exercise of women's economic rights monitored
2.	International and national regulatory and legal frameworks promoted to strengthen the economic rights of women in different economic sectors and to close existing gaps in access and participation of women in economic and productive life
3.	Tools provided to States to promote social co-responsibility of caregiving and strengthened public policies and national regulatory frameworks on caregiving with a gender approach
4.	Capacity and agency of women's organizations strengthened for their political influence on issues of strengthening regulatory frameworks on economic rights
5.	Labor policies promoted and strengthened with a gender and rights approach in selected countries of the Americas and within the framework of the Inter-American Labor Ministerial Conference (IACML) and in collaboration with the OAS Department of Human Development, Education and Employment/SEDI

Results in 2024
<ul style="list-style-type: none"> - Within the framework of the work to develop a Model Law for Women's Financial Inclusion, progress was made in the research, dialogue, and drafting process, and a roundtable was organized with experts in financial inclusion to deepen the inter-American debate and analysis on women's economic rights and financial inclusion. - The Guide for the implementation of co-responsibility measures in companies was prepared and presented, with the aim of providing the business sector with a tool to facilitate the implementation of co-responsibility measures for care and for reconciling work, family and personal life, with specific recommendations that help create the necessary conditions to develop an organizational culture where social co-responsibility actions for care have a greater chance of working in the long term. - The Decalogue for co-responsibility for care in the private sector was developed and presented. It proposes ten principles for building more equitable, inclusive work environments aligned with the care needs of staff. - The event "The Role of the Private Sector in Women's Economic Empowerment: Strategies for Women's Labor Integration and Addressing Caregiving as a Structural Barrier" was organized. - A dialogue was held with 17 Member States on the work of the IMC on economic rights, on measures and practices for women's labor participation and the promotion of their entrepreneurship in a context of sustainable economic growth, and on the region's practices to promote women's labor integration in the most productive sectors, as well as measures to facilitate and promote women's entrepreneurship and women-led businesses.

21 Forty-four responses were obtained from women in 11 Caribbean countries (Antigua and Barbuda, Belize, Dominica, Grenada, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Bahamas, and Trinidad and Tobago). Of the total responses received, 30 respondents declared having been electoral candidates, most of them in national elections, 17 of whom were elected, and 11 have been involved in electoral financing activities..

In 2019 and in follow-up to the “Lima Declaration on Equality and Autonomy in the Exercise of Women's Economic Rights,” adopted by the 37th Assembly of Delegates of the CIM in 2016, the CIM launched an initiative that seeks to position conceptually and politically: (i) the need to strengthen the inter-American legal framework around the economic rights of women; and (ii) the importance of reconceptualizing work to make unpaid and care work visible in the domestic sphere and promote social co-responsibility of care between women, men, the State and the private sector.

In this regard, and in accordance with the provisions of the Strategic Plan 2022-2026, in 2024 the CIM worked on three main areas: i) care and co-responsibility, ii) gaps in women's labor inclusion and entrepreneurship, and iii) gaps in women's financial inclusion.

Care

The CIM has been addressing the issue of care since 2020 as an emergency in the context of the pandemic and since then as a structural barrier, a fundamental accelerator, and a necessary precondition for full equality and women's rights, particularly their right to participate in economic and productive life. Following up on the work advanced with States since 2020, including the publication of the *Inter-American Model Law on Care*²² and the *Guide for its Implementation*,²³ during 2024 the CIM's emphasis was on promoting the participation of the private sector to drive initiatives that not only guarantee equal opportunities but also respond to the real needs of women in all their diversity.

In July 2024, the *Guidelines for the Application of Co-responsibility Measures for Caregiving in Companies*²⁴ was presented. This document aims to provide the business sector with a tool to facilitate the implementation of care sharing and work-life balance measures. The Guide provides a set of concrete recommendations to help create the necessary conditions for developing an organizational culture where social co-responsibility actions for care are more likely to succeed in the long term. It also offers examples of measures being implemented in companies in the region (multinational, national, and local). Specifically, the document proposes seven essential elements for companies to design and implement measures to redistribute care work between men and women, thereby balancing family, personal, and work life. Measures such as flexible working hours, extended maternity and paternity leave, and childcare services have proven to benefit not only workers but also companies, with improved results in profitability, productivity, and reputation. The guide underscores the urgency of transforming the workplace and the organizational culture of companies so that both women and men can balance their work, family, and personal responsibilities. It also highlights the essential role of the private sector in creating conditions that facilitate this balance. The presentation of the document took place at the facilities of the Costa Rican Chamber of Commerce (CCCR).

Following on from the above, the Decalogue for Co-Responsibility for Care in the Private Sector²⁵ was presented in November 2024. It proposes ten principles for building more equitable, inclusive work environments aligned with the care needs of staff. Furthermore, the principles mark a first step toward implementing business practices that integrate care as an essential part of their business strategy, through recognition of its impact on people's well-being and improved business competitiveness. All of this is part

22. CIM (2022), *Inter-American Model Law on Care*, available at: <https://www.oas.org/en/cim/docs/LeyModeloCuidados-EN.pdf>

23. CIM (2022) *Implementation Guide for the Inter-American Model Law on Care*, available at: https://www.oas.org/en/cim/docs/Gu%C3%ADa%20de%20implementaci%C3%B3n_LMIC_ENG_fn.pdf

24. CIM (2024). *Guidelines for the application of co-responsibility measures for Caregiving in Companies*, available at: https://www.oas.org/en/cim/docs/GCE_ENGpdf.pdf

25. CIM (2024). *Decalogue for Co-Responsibility for Care in the Private Sector*, available at: https://www.oas.org/en/cim/docs/Decalogo_cuidados_ENG.pdf

of the strategy for advancing equality between men and women in the world of work.

Gaps in women's labor inclusion and entrepreneurship

Through the project "Strengthening inter-American legal frameworks for the economic autonomy and empowerment of women" the CIM advances in proposing tools to strengthen the capacity of States in the formulation of laws, regulatory frameworks and design of public policies with standards at the regional level for the promotion of the full participation of women in the labor market, in different economic sectors, through the elimination of existing legal and structural barriers.

With a view to informing the development of a Model Law on closing gaps in women's participation in the workforce and entrepreneurship, in March 2024, the CIM presented a document to the Member States detailing its work in identifying a series of concrete measures and initiatives in this area during the "High-Level Dialogue on Measures and Guidelines for the Economic Empowerment of Women in a Context of Sustainable Economic Growth."²⁶ The document proposes measures to balance the differential situations affecting women and men, with a view to increasing women's labor force participation and supporting women entrepreneurs and businesswomen to close the opportunity and access gaps for women in terms of entrepreneurship and its promotion in a post-pandemic and sustainable development context. During the dialogue, the challenges of promoting women's participation in the productive sector and value chains were addressed with the aim of generating a public policy guiding instrument. The States shared the region's practices to promote the integration of women into the most productive sectors, as well as measures to facilitate and promote women's entrepreneurship and women-led businesses.

In November 2024, the CIM organized the event "The Role of the Private Sector in Women's Economic Empowerment: Strategies for Women's Labor Integration and Addressing Care as a Structural Barrier."²⁷ The event aimed to highlight the situation of women in the formal labor market and to engage in dialogue and exchange strategies and best practices for women's labor participation. This event included identifying affirmative actions to close the gaps in women's participation in the labor market, as well as reflecting on the concrete and necessary actions needed to advance the agenda of co-responsibility for care from the private sector as an essential pillar for women's labor integration. The event was also used to reintroduce the *Decalogue for Co-Responsibility for Care in the Private Sector*.²⁸

An index for this model law was available by the end of 2024, and will be finalized in 2025 for presentation to the 40th Assembly of Delegates of the Inter-American Commission of Women.

Gaps in women's financial inclusion

Regarding women's financial inclusion, during 2024, the CIM advanced the development of a Model Law on Women's Financial Inclusion, in collaboration with the Development Bank of Latin America (CAF). As part of this project, a roundtable²⁹ was held on April 18 to deepen the inter-American debate and analysis on women's economic rights and financial inclusion. During the roundtable, three specific areas of work were addressed: 1) the objective to be achieved with greater financial inclusion: the nature and scope of

26. The full recording of this event can be found on the CIM's Facebook page:

<https://www.facebook.com/100064659760764/videos/1035784244634500>

27. The full recording of this event can be found on the OAS YouTube channel. <https://www.youtube.com/live/YFHbVvpsuS4>

28. For more information about this event, see the statement "CIM/OAS Encourages the Private Sector to Adopt the "Decalogue for Co-Responsibility for Care"" https://www.oas.org/en/cim/docs/Dec_eng_1211.pdf

29. For more information about this event, see the statement "The CIM and CAF advance in the design of a model law for women's financial inclusion" https://www.oas.org/en/cim/docs/CIMandCAF_24n.pdf

an inter-American model law on financial inclusion; 2) the content and promotion mechanisms of an inter-American model law on women's financial inclusion; and 3) the enabling conditions for adapting a model law to national contexts. An index for this model law was available by the end of 2024 and will be finalized in 2025 for presentation to the 40th Assembly of Delegates of the Inter-American Commission of Women.

Gender equality in decent work

The CIM has worked in coordination with the Inter-American Network on Labor Administration (RIAL) through its ongoing collaboration with the Department of Human Development, Education, and Employment of the Executive Secretariat for Integral Development (SEDI) of the OAS, to raise awareness among Ministries of Labor about the need to design and implement strategies that promote gender equity in the workplace.

In this regard, nine Gender Dialogues between Ministries of Labor have been held jointly since 2020.³⁰ These dialogues have provided spaces for exchange between governments to discuss the main challenges and opportunities in integrating gender equality into labor policies, with specific topics identified by the Ministries of Labor themselves, including gender-based violence and harassment at work, closing occupational gaps, paid domestic work with rights, and labor inspection with a gender perspective, among others. More recently, a dialogue was held to update the gender focal points of the region's Ministries of Labor on gender equality initiatives and programs developed by international organizations. Each of these dialogues has been an opportunity to strengthen cooperation and dialogue between the Ministries of Labor, with the support of the RIAL and the CIM, and has resulted in a set of recommendations, strategies, or initiatives that help the Ministries advance the issue of gender equality.

7.4. Institutionalization of a Gender, Diversity and Rights Approach in the Work of the OAS and its Member States

META	The gender, intersectional and human rights approach cuts across the normative, political, and programmatic work of the OAS and its Member States
OBJECTIVES	
1. Support provided to the strengthening of the National Mechanisms for the Advancement of Women in their role as rector of the National Equality/Gender Policies	
2. Institutionalization of a gender equality, diversity, and human rights approach in the work of the OAS supported	
3. Spaces and alliances generated to elevate the gender agenda to strategic political spaces at all levels	
Results in 2024	
- Technical assistance provided to two countries to strengthen gender mainstreaming in foreign policy, through the Ministries of Foreign Affairs and Women's Affairs of the Dominican Republic and Honduras, with two Gender Action Plans adopted .	
- More than 300 representatives from the Ministries of Foreign Affairs and Women's Affairs of these two countries were trained..	

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

30. More information on the Gender Dialogues is available on the RIAL website: <https://rialnet.org/?q=en/workshops>

Twenty-five years ago, the Member States of the OAS adopted the Inter-American Program on the Promotion of the Human Rights of Women and Gender Equity and Equality (IAP), with the aim of:

- i) systematically integrating the gender perspective in all organs, agencies and entities of the inter-American system; and
- ii) encouraging OAS Member States to formulate public policies, strategies and proposals aimed at promoting the human rights of women and gender equality in all spheres of life.

The IAP laid the foundation for sustained, permanent and strategic work by the entire Organization, led politically by the General Secretariat of the OAS (GS/OAS) and technically and strategically by the CIM. The IAP opted for the gender perspective as a cross-cutting tool to address the identities of men and women, the power relations and the asymmetries that are marked in this context, and that negatively impact the access to opportunities and rights of women and girls.

i) Systematically integrate the gender perspective in all organs, agencies and entities of the inter-American system

The work within the OAS is supported by a series of regulatory instruments (executive orders, etc.), including:

- The *Institutional Policy on Gender Equality, Diversity and Human Rights of the General Secretariat* (Executive Order No. 16-03)³¹ seeks to advance equality and equity in the exercise of rights, equal opportunities and equal treatment for men and women in all the work of the GS/OAS by strengthening its management, its culture and its institutional capacities. The Policy is accompanied by an Action Plan for its implementation, a document that was approved in October 2017 and is currently being executed
- The *Plan on Gender Parity in the Decision-Making Positions of the OAS General Secretariat* (Executive Order No. 22-05)³² seeks to “...increase the participation and representation of women in decision-making spaces of the General Secretariat in order to achieve parity and thus be able to contribute to egalitarian and equitable hemispheric policies.”

During the reporting period, CIM's efforts to implement these three instruments—the PIA, the Gender Policy and its Action Plan, and the Gender Parity Plan—within the OAS have focused on ongoing work: (i) collaboration with the OAS Department of Procurement and Management Oversight (DPMO), through technical assistance and recommendations; and (ii) providing timely technical and theoretical assistance and advice to other OAS secretariats and departments, including inter-American commissions and their secretariats, to advance women's rights and gender equality in the formulation and implementation of policies, projects, and initiatives.

ii) Encourage OAS Member States to formulate public policies, strategies and proposals aimed at promoting the human rights of women and gender equality in all spheres of life

National Women's Mechanisms face numerous structural, institutional, and political challenges in fulfilling their role as leaders of national gender equality plans. Since 2014, the CIM has worked with the region's National Women's Mechanisms to strengthen their capacity to conduct Participatory Gender Assessments (PGAs) in other government bodies, with a view to incorporating a gender perspective into all processes, at all levels, and in all stages of public policy. The project has received funding from the Government of Liechtenstein to implement this process in Paraguay (2015), Costa Rica (2017, at the municipal level), the Dominican Republic (2018 and 2019, at the inter-institutional level), and Ecuador (2022). More recently, within the framework

31. OEA (2017). *Gender, Diversity and Rights in the Work of the OAS General Secretariat*, <http://www.oas.org/en/CIM/docs/GPAP-EN.pdf>

32. Available at: http://www.oas.org/legal/english/gensec/EXECUTIVE_ORDER_No_22-5.pdf

of the Feminist Partnerships project with the support of the Government of Canada, the CIM focused on the region's Ministries of Foreign Affairs as strategic allies in coordination with National Mechanisms, addressing the essential role of multilateralism as a driver of change at the national level. In this regard, during 2024, the CIM implemented Participatory Gender Assessments in the Ministries of Foreign Affairs of the Dominican Republic (MIREX) and Honduras (SRECI), in both cases with the support of the Ministries of Women (MinMujer and SEMUJER, respectively). The process resulted in Assessment Reports that supported the adoption of Gender Action Plans for both countries' Foreign Ministries.

This line of work also includes ongoing training for OAS and Member State staff on implementing the gender, diversity, and rights approach through a series of concrete tools developed in collaboration with the Educational Portal of the Americas, including self-guided short courses (Massive Open Online Courses/MOOCs) and facilitated virtual classrooms of greater length and depth:

Compartir las experiencias de vida, no solo personales sino también profesionales enriquecen la mirada que se tiene sobre la vida, eso aprendí con mis compañeros, a descubrir nuevas miradas, enfoques, formas de comprender la realidad en la que habitamos, además nos quedamos con recuerdos y nuevos contactos para seguir compartiendo la vida

- Participante de Curso “Enfoque de Derechos y de Igualdad de Género en Políticas, Programas y Proyectos”

MOOCs	2021-2024	2024	Countries (2024)
Gender, Diversity and Human Rights at the GS/OAS	193	--	N/A
Introducción y conceptos básicos sobre género, diversidad y derechos humanos [Introduction and basic concepts on gender, diversity and human rights]	534	158	Brazil, Colombia, Honduras, Peru, Dominican Republic
Gender-Based Analysis Plus (GBA+) ³³	1549	--	--
TOTAL:	2276	158	5 countries

Virtual classrooms	2014-2024	2024	Countries (2024)
Enfoque de Derechos y de Igualdad de Género en Políticas, Programas y Proyectos ³⁴ [Rights and Gender Equality Approach in Policies, Programs and Projects]	537	23	Argentina, Belize, Bolivia, Chile, Colombia, Costa Rica, Ecuador, United States, Guatemala, Honduras, Mexico, Panama, Peru, Dominican Republic
Planificación Estratégica	224	10	Argentina, Brazil, Chile, Colombia, El Salvador,

33. Available with registration at: <https://moocs.educoas.org/course/index.php?categoryid=7>

34. For more information and registration, visit: <http://portal.portaleducoas.org/es/cursos/enfoque-derechos-igualdad-g-nero-en-pol-ticas-programas-proyectos>

con Enfoque de Género ³⁵ [Strategic Planning with a Gender Perspective]			United States, Haiti, Mexico
TOTAL:	728	33	17 countries

7.5. Peace and Security from a Gender Perspective

GOAL	The hemispheric security agenda considers and recognizes the needs of women in their diversity and their contributions to crisis management and conflict prevention and resolution
OBJECTIVES	
1.	A security agenda formulated with a gender approach to position it in the work plans of the Inter-American meetings of the OAS and at the national level in corresponding plans and programs (security, defense, justice, migration, climate change, etc.)
2.	Democratic feminist leadership strengthened for crisis management, conflict resolution and peace building
3.	Leadership and participation of women supported at all levels of the security and justice sector, especially in security policy and decision-making processes and in the administration of justice.

Results in 2024
<ul style="list-style-type: none"> - Authorities and experts gathered at a high-level event parallel to the 54th OAS General Assembly on "Women's Leadership in Crisis and Conflict Management" to foster an inter-American program to support feminist, democratizing, and alternative leadership as a contribution to peacebuilding in the hemisphere. - Participation of the OAS, through the CIM, in the Network of Focal Points on Women, Peace, and Security, with the aim of strengthening the ownership and implementation of the Women, Peace, and Security agenda in the Americas..

In October 2019, the United Nations Security Council encouraged regional organizations to convene meetings with the participation of governments, relevant organizations and civil society, to review the implementation of the women, peace and security agenda in their respective regions and formulate practical and measurable actions. In this sense, and with the support of the Governments of Italy and Liechtenstein, the CIM began a process of dialogue and reflection to identify these entry points,³⁶ which include the unmet demand for social and economic equality, the social conflict generated by this demand and the violence that sometimes arises from this conflict, transnational organized crime and the insecurity it generates, the deterioration of democracy, in particular the rise of authoritarianism and explicit threats to the human rights of women and LGBTI people, the reduction of spaces for action by civil society, violence against women defenders of human and environmental rights, the destruction of the environment and the growing insecurity of all kinds resulting from climate change, the proliferation of weapons, particularly small arms, and their role in the intensification of gender-based violence and the increase in femicides, and the displacement and migration related to all these situations.

Specifically, in 2024, the following were completed:

- An assessment report on the conceptual approach and training offered in crisis management from a

35. For more information and registration, visit: <http://portal.portaleducoas.org/es/cursos/planificaci-n-estrat-gica-enfoque-g-nero>

36. CIM (2022). *Pathways to Peace and Security Forged by Women: An Agenda for the Americas*, available at: https://www.oas.org/en/cim/docs/MPS_eng_fn.pdf

- gender perspective; and
- A policy paper on women's leadership in crisis and conflict management;
- A CIM training proposal on this topic.
- Both reports are under final review for eventual publication and launch. The reports were presented in a preliminary format at the side event of the 54th OAS General Assembly (June 2024) "Women's Leadership in Crisis and Conflict Management: New Perspectives to Face New Challenges."³⁷

7.6. Comprehensive Protection of the Human Rights of Women

GOAL	Protection and guarantee of the human rights of women strengthened from an intersectional perspective
OBJECTIVES	
1.	Instruments and information provided to strengthen the guarantee and protection of the human rights of young, rural, indigenous, Afro-descendant, migrant, domestic workers, women deprived of liberty, and other relevant groups.
2.	Spaces generated for dialogue and knowledge on emerging issues in the human rights of women, with emphasis on the post-COVID-19 situation, such as mental health and digitalization, among others.

Results in 2024	
-	Continued the work of the Inter-American Roundtable of Rural Women (3 meetings, a work plan) and the Inter-American Group of Indigenous Women (3 meetings, a Course for Electoral Candidates for Indigenous Women, and input to the Inter-American Model Law on Parity) continued.
-	Progress was made in the implementation of the Declaration of the Rights of All Women, Adolescents, and Girls in Rural Settings of the Americas (AG/DEC. 113 (LIII-O/23)), including concrete actions for the Inter-American Decade for the Rights of All Women, Adolescents, and Girls in Rural Settings of the Americas.
-	April 17 adopted as the Inter-American Day of Rural Women (OAS Permanent Council Resolution CP/RES. 1254 (2496/24)).
-	21 promising practices in regulations and public policies on the rights of rural women were exchanged.
-	A virtual course on Rural Women's Leadership has been launched.
-	Violence against afro descendant women made visible with a set of 52 concrete recommendations.

In April 2024, with the support of the CIM Presidency and the Permanent Mission of Panama, a regular session of the OAS Permanent Council³⁸ adopted April 17 as the Inter-American Day for the Rights of All Women, Adolescents, and Girls in Rural Settings in the Americas, as a way to report on the activities and concrete progress made in the implementation of the Inter-American Decade for the Rights of All Women, Adolescents, and Girls in Rural Settings in the Americas. On this occasion, the CIM presented a report to the Council entitled "Rights of All Women, Adolescents, and Girls in Rural Settings in the Americas: The Road to the Inter-American Decade,"³⁹ which brought together the activities of different parts of the inter-

37. The full recording of the event is available on the CIM Facebook page:

https://www.facebook.com/watch/live/?ref=watch_permalink&v=1523406075250920

38. The full recording of the event is available on the OAS YouTube page.

https://www.youtube.com/watch?v=ZCC12QGifZs&list=PLkh9EPeEuEx2svxkhp_MWx_Q-X0lwM-3-g&index=39

39. CIM (2024). "The Rights of all Women, Adolescents and Girls in Rural Areas in the Americas: The Path to the Inter-American Decade" (CP/INF. 10179/24), available at: https://scm.oas.org/doc_public/english/hist_24/cp49542e03.docx

American system (CIM, IACHR, SEDI, SADyE, IICA) in follow-up to the mandates entrusted by the Declaration of the OAS General Assembly:

- The Inter-American Roundtable of Rural Women held three meetings:
 - o In the first of these (May 2024), promising practices were identified in legal frameworks, policies, initiatives, programs, or projects that have supported or are supporting rural women in the three lines of work of the Decade (Generating Spaces, Promoting Rights, Strengthening Leadership). The contributions of the members of the Roundtable were consolidated with those made by the Member States during the Permanent Council session in which April 17 was established as the Inter-American Day of All Rural Women, Adolescents, and Girls, as well as with the practices identified by bodies of the inter-American and universal multilateral system, by other internal bodies of the OAS, and by regional organizations, such as the Specialized Meeting on Family Farming (REAF) of Mercosur. A total of 21 promising practices were systematized, including national policies, coordination spaces, programs, and projects.
 - o At the second meeting (August 2024), input was collected on the potential contributions of rural women to biodiversity action plans for the 16th Conference of the Parties to the Convention on Biological Diversity (COP16, Cali, October 2024) and other international forums related to the environment, climate change, and natural disasters. Following this meeting, CIM/OAS facilitated an accelerated consultation process with organizations linked to the Network of Rural Women of Latin America and the Caribbean (RedLAC), a member of the Roundtable, to support its internal work for the development of its strategic axes of work on these issues.
 - o The third meeting focused on taking stock of the initial implementation of the Decade for the Rights of All Women, Adolescents and Girls in rural areas of the Americas and compiling opportunities and challenges for 2025.
- As mentioned above, during the 54th OAS General Assembly (June 2024, Asunción), the CIM co-sponsored a side event with the Justice Center of the Americas (CEJA) and the governments of Germany and Paraguay on “Women’s Rights in Rural Areas and Their Access to Justice.”
- In conjunction with the Inter-American Institute for Cooperation on Agriculture (IICA), the content of the Course on Empowerment and Soft Skills for Rural Women was developed. Its launch was announced during the Fifth Forum of Ministers, Vice Ministers, and Other Authorities (October 17 and 18, Costa Rica). Through a joint effort by CIM and IICA, the course included the participation of senior officials and technical experts from the ministries of agriculture and women’s affairs from various countries in the region.
- Throughout the year, the Decade for the Rights of All Women, Adolescents and Girls in Rural Settings in the Americas was presented in various forums.

8. Prevention, Punishment and Eradication of Violence against Women

GOALS	MESECVI Strategic Plan 2024-2029 (MESECVI-IX/CE/doc.148/24.rev2)
1.	Strengthen the guarantees and protection of women's human rights from the perspective of diversity, intersectionality ¹⁶ and interculturality.
2.	Strengthening the capacities of the States Parties to comply with the provisions of Article 8h of the Convention.
3.	Visibility of measures adopted to prevent and eradicate violence against women
4.	Acceleration of the implementation of the Convention of Belém do Pará

Results in 2024

- Fourth Multilateral Evaluation Round concluded with the publication of the "Latin America Chapter" of the Fourth Hemispheric Report on the Implementation of the Convention of Belém do Pará. Access to Justice, Truth, and Reparation: Structural Challenges and Institutional Progress (MESECVI/CEVI/doc.290/24.rev1).
- Regional Declaration adopted on accelerating strategies for the implementation of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women.
- General Recommendations of the Committee of Experts adopted on violence against Afro-descendant women (No. 5) and the use of stereotypes that compromise the integrity of the justice system (No. 6).
- Regional and multi-country studies published on shelters for women victims of gender-based violence.

As Technical Secretariat, the CIM is responsible for the Follow-up Mechanism to the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Belém do Pará Convention, MESECVI). In compliance with the MESECVI Strategic Plans (2018-2023 and 2024-2029) and in the context of the commemoration of the thirtieth anniversary of the Convention (1994-2024) and the twentieth anniversary of the establishment of the Mechanism (2004-2024), the Fourth Multilateral Evaluation Round of the MESECVI continued in 2024, with an emphasis on access to justice, truth, and reparation for women victims and survivors of violence. The National Reports of twelve Latin American States Party were analyzed, and an initial chapter on Latin America of the Fourth Hemispheric Report on the Implementation of the Convention of Belém do Pará was published. Access to Justice, Truth and Reparation: Structural Challenges and Institutional Progress.⁴⁰ At the same time, technical assistance was provided to the Caribbean States Party to provide the necessary input for a chapter on the Caribbean in the same Hemispheric Report.

Conference of States Party

During 2024, the process of developing a MESECVI Strategic Plan for the period was concluded with the celebration in June 2024 of the Ninth Conference of States Parties (Santiago, Chile),⁴¹ which adopted the *MESECVI Strategic Plan 2024-2029* (MESECVI-IX/CE/doc.148/24.rev2)⁴² as well as the "Declaration on accelerating strategies for the implementation of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women" (MESECVI-IX/CE/doc.149/24.rev1).⁴³ The Plan, on the one hand, carries forward and consolidates the progress of the 2018-2023 Strategic Plan and, on the other hand, deepens the approach to violence against women, especially from an intersectional and continuum approach.

Committee of Experts

In November 2023, in the context of its Twentieth Meeting, the MESECVI Committee of Experts approved

40. CIM/MESECVI (2025). *Fourth Hemispheric Report on the Implementation of the Belém do Pará Convention (Latin America chapter)*. Access to Justice, Truth, and Reparation: Structural Challenges and Institutional Progress, available at: <https://belemdopara.org/wp-content/uploads/2025/03/IV-Hemispheric-Report-LA-Chapter.pdf>

41. The Conference Report is available at: https://belemdopara.org/wp-content/uploads/2024/06/MESECVI-IX_CE_doc.151_24-.pdf

42. CIM/MESECVI (2024). *MESECVI Strategic Plan 2024-2029* (MESECVI-IX/CE/doc.148/24.rev2), available at: https://belemdopara.org/wp-content/uploads/2024/06/MESECVI-IX-CE-doc.148.rev2_EN_StrategicPlan2024-2029.pdf

43. CIM/MESECVI (2024). "Declaration on Acceleration Strategies for the Implementation of the Inter-American Convention to Prevent, Punish and Eradicate Violence against Women" (MESECVI-IX/CE/doc.149/24.rev1), available at: https://belemdopara.org/wp-content/uploads/2024/06/MESECVI-IX-CE-doc.149.EN_-rev1.DeclarationStrengtheningMESECVI.pdf

two General Recommendations, which were published and launched during 2024:

- General Recommendation No. 5 on violence against women of Afro-descendant (MESECVI/CEVI/doc.284/23.rev2).⁴⁴ According to UNFPA regional data, 6 out of 10 women of African descent have suffered violence throughout their lives, with a higher prevalence in the educational and workplace settings. Furthermore, 23 percent of Afro-descendant women have suffered sexual harassment, and more than 74 percent have not reported acts of violence against them for fear of not being believed or of being re-victimized. In this context, the General Recommendation of the Committee of Experts presents a series of 52 recommendations that serve as a guide to highlight, prevent, address, punish, and redress the differentiated forms of violence faced by Afro-descendant women.
- General Recommendation No. 6 on the use of stereotypes that compromise the integrity of the justice system (MESECVI/CEVI/doc.285/23.rev2)⁴⁵ provides an analytical framework through which to evaluate the progress and challenges that States Party have made in relation to the use of stereotypes in the administration of justice, which are generators of inequality because they perpetuate discriminatory social beliefs towards women, increasing the obstacles that prevent women's effective access to justice.

Other Activities

In December 2023, with the support of the Government of Italy, the process of drafting an Inter-American Model Law against Technology-Facilitated Gender-Based Violence (TFGBV) began, continuing throughout 2024. As part of this process,⁴⁶ the MESECVI organized consultations in Buenos Aires, Bogotá, Cartagena, and Panama City on November 19 and 26, 2024, which brought together a broad group of specialists in various areas that intersect with the TFGBV, including gender, human rights, administration of justice, freedom of expression, activism, and cybersecurity, among others. Representatives of the three branches of government, civil society and women's organizations, academia, academic and research institutes, and international organizations contributed their input to the drafting of the Model Law.

Throughout 2024, the MESECVI, in coordination with the Committee on the Elimination of Discrimination against Women (CEDAW Committee), served as co-chair of the Platform of Independent Expert Mechanisms on Discrimination and Violence against Women (EDVAW Platform).⁴⁷ This Platform brings together seven mechanisms from the universal and regional systems and seeks to strengthen institutional linkages and thematic cooperation among them, with a view to developing harmonized strategies and undertaking joint actions. By strengthening collaboration, the EDVAW Platform aims to improve the implementation of existing international and regional legal and policy frameworks and make participating mechanisms more visible and accessible. During the MESECVI co-chair, the Platform has strengthened its institutional framework, held a series of high-level meetings within the framework of forums such as the CSW, and issued joint communiqués on issues of interest and special concern.

44. CIM/MESECVI (2024). General Recommendation of the Committee of Expert of the MESECVI (nº5): Gender-based violence against Afro-descendant women (MESECVI/CEVI/doc.284/23.rev2), available at: https://belemdopara.org/cim_mesecvi/wp-content/uploads/sites/2/2025/05/GR-Afrodscendant-Women-ENG.pdf

45. CIM/MESECVI (2024). General Recommendation of the Committee of Expert of the MESECVI (nº6): On the use of stereotypes that compromise the integrity of justice systems. (MESECVI/CEVI/doc.285/23.rev2), available at: https://belemdopara.org/wp-content/uploads/2024/06/MESECVI_CEVI_doc.285_23.rev1-GR-6-1.pdf

46. For more information on the process of constructing the Inter-American Model Law on TFGBV, read the communique "MESECVI Launches Regional Consultations on the Model Law to Combat Technology-Facilitated Violence Against Women in Argentina, Colombia, and Panama," available at: <https://belemdopara.org/wp-content/uploads/2024/12/Press-Release-Consultations-Model-Law-Nov-2024.pdf>

47. For more information about the role of MESECVI in the EDVAW Platform, read the communique "The Follow-up Mechanism to the Belém do Pará Convention to Co-Chair the EDVAW Platform in 2024," available at: <https://belemdopara.org/wp-content/uploads/2024/01/PR-EDVAW-Platform-Mesecvi-1.pdf>

Amid regional concern over the situation of migrant women and girls who are victims of violence along the migration route, a team from the MESECVI Technical Secretariat conducted a visit to Panama in February 2024, in collaboration with the Department of Public Security of the OAS Secretariat for Multidimensional Security and with the support of the Government of the United Kingdom.⁴⁸ The objective of the visit was to provide technical assistance and develop a joint action plan to address violence and sexual exploitation against women and girls on the move in the hemisphere, approved in the Guidelines for the Development of a Protocol for the Protection of Migrant, Displaced, and Refugee Women from Violence and Sexual Exploitation: Panama.⁴⁹

9. Operational continuity and financial and human resources situation as of December 31, 2024

The OAS's financial and human resources situation in recent years has been extremely complicated, and the outlook for the future is not encouraging. Cuts to the CIM's regular budget have necessarily had, and will continue to have, an impact on the Commission's ability to fulfill its mandates. Between 2020 and 2024, the non-personnel funds available to the CIM fell by 37.7%, reaching their lowest level in 13 years. This significantly reduces the CIM's capacity to address the multitude of technical assistance requests it receives from Member States and the increase in mandates represented by the CIM's Strategic Plan 2022-2026.

Priority has been given to essential activities contemplated in the CIM's legal instruments, such as holding regular sessions of the CIM Assembly of Delegates and the CIM Executive Committee, preparing CIM annual reports, monitoring the implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (PIA) within the OAS and with Member States, and serving as the Technical Secretariat for the Follow-up Mechanism to the Belém do Pará Convention (MESECVI). The rest of the CIM's work, as indicated in the Strategic Plan 2022-2026, is subject to the mobilization of specific resources, which have grown significantly since 2020. However, the increase in specific funds, which generally do not include resources for additional staff, represents an additional burden on the CIM's management and administrative workload in terms of managing projects.

In 2024, the CIM reaffirmed that the Executive Secretariat staff is its most important and limited resource. Currently, the staff included in the Regular Fund includes the Executive Secretary, seven professional-level staff members, and one administrative-level staff member. Thanks to specific funds contributed by the Government of Canada, the CIM has an additional professional-level staff member starting in 2023. From its non-personnel and specific funds, the Secretariat finances a series of consultants (CPRs) and has the option of selecting interns through the OAS Internship Program.

Tabla 4
CIM Budget, 2025
(Regular Fund)

Line	USD \$
Personnel	1,714,200
Non-Personnel	164,900
Total	1,879,100

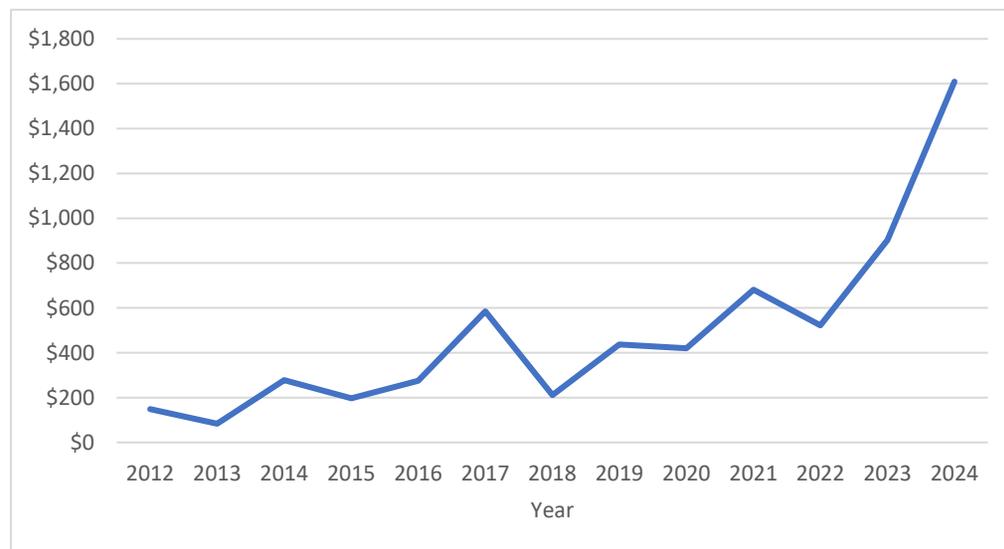
48. For more information on the objectives and results of the visit, read the communique "Human Trafficking and Sexual Violence against Migrant Women: OAS/CIM/MESECVI Delegation Visits Panama to Strengthen Capacities for Action and Regional Cooperation," available at: <https://belemdopara.org/wp-content/uploads/2024/02/PR-Panama-Visit.pdf>

49. CIM/MESECVI (2024). *Guidelines for Developing a Protocol for the Protection of Migrant, Displaced, and Refugee Women Against Violence and Sexual Exploitation: Panama*, available in Spanish at: <https://belemdopara.org/wp-content/uploads/2024/08/Informe-Panama-proyecto-UK-Lineamientos-Para-Protocolo.pdf>

Table 5: Budgetary Situation of the CIM Executive Secretariat: A Decade's Review

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
OAS Regular Budget	84,324,100	84,300,000	73,500,100	81,575,000	82,700,000	82,700,000	79,000,000	81,000,000	82,800,000	90,403,700	92,003,600
CIM Regular Budget	1,353,600	1,425,000	1,370,500	1,726,800	1,726,800	1,659,000	1,573,800	1,621,600	1,647,100	1,781,500	1,879,100
Proportion (%)	1.61%	1.69%	1.86%	2.12%	2.09%	2.01%	1.99%	2.00%	1.99%	1.97%	2.04%
CIM Regular Budget (non-personnel)	223,500	283,500	218,500	410,800	381,100	258,100	195,000	195,000	151,800	160,900	164,900
OAS Staff (regular budget)	405	389	412	412	400	375	373	371	363	376	371
CIM Staff (regular budget)	8	8	7	9	9	9	9	9	9	9	9
Proportion (%)	1.98%	2.06%	1.70%	2.18%	2.25%	2.40%	2.41%	2.43%	2.48%	2.39%	2.43%
OAS Specific Funds	82,930,757	78,374,693	75,485,200	64,914,600	52,732,000	47,839,400	47,438,000	53,254,400	55,025,400	N/A	N/A
CIM Specific Funds	638,505	225,937	85,000	203,300	85,000	208,900	370,000	295,000	567,300		
Proportion (%)	0.77%	0.29%	0.11%	0.31%	0.16%	0.44%	0.78%	0.55%	1.03%		

Chart 1: Specific funds 2012-2024 (CIM + MESECVI, US\$ in thousands)



Annex 1.

Status of fulfillment of the mandates granted to the CIM by the 54th regular session of the OAS General Assembly

POLITICAL ORGAN	PAR.	MANDATE	Status of fulfillment
AG/RES.3028 (LIV-O/24)			
Promotion and protection of human rights			
CAJP	xi.7	To request the CIM to report to the General Assembly at its fifty-fifth regular session on the implementation of this resolution.	In progress A series of existing documents from various CIM partners have been identified. The CIM sent a questionnaire to Member States on their progress (data, legislation and public policies, good practices, etc.) regarding the guarantee and protection of the human rights of indigenous women. A special session or an agenda item at a regular session of the OAS Permanent Council will be planned to address this topic in greater depth.
CAJP	xix.8	To request the CIM to prepare, in accordance with available resources, in consultation with Member States, experts and civil society, a follow-up study to its 2023 report, indicating the areas in which progress has been made, new good practices at the national, regional and international levels, the challenges that remain and recommendations, for presentation at the fifty-fifth regular session of the OAS General Assembly	Fulfilled The report "Follow-up Report to the Report with Recommendations on Good Practices to Consolidate Gender Parity, Balanced Geographical Representation, and Different Legal Systems in the Inter-American Court and Commission on Human Rights" (CP/CAJP 3838/25) was presented to the Committee on Juridical and Political Affairs in March 2025.
CAJP	xxiv.2	Urge the MESECVI to analyze the implementation of the recommendations of the Fourth Multilateral Evaluation Round and to continue promoting the participation of the States Parties in the Fifth Multilateral Evaluation Round of the MESECVI, so that they provide data and information in accordance with the indicators transmitted by the Committee of Experts..	In progress The "Latin America Chapter" of the Fourth Hemispheric Report on the Implementation of the Convention of Belém do Pará. Access to Justice, Truth, and Reparation: Structural Challenges and Institutional Progress (MESECVI/CEVI/doc.290/24.rev1) was published in March 2025 with 18 recommendations related to legislation, national plans, access to justice, information and statistics, and resources and budgets. The follow-up process for these recommendations will begin after the publication of the "Caribbean Chapter" of the same report.
CAJP	xxiv.3	Recommend that the MESECVI, based on available resources, conduct an analysis of updated data and develop a strategy to prevent, eradicate, and punish gender-based violence, including but not limited to physical, psychological, sexual, economic, property, and cyber violence; trafficking in women and girls, symbolic violence, child and adolescent pregnancy, child sexual abuse, as well as to prevent child, early, or forced marriages and unions; as well as to ensure access to justice for women, adolescents, and girls.	Fulfilled During the Ninth Conference of States Parties to the Belém do Pará Convention (September 2024, Santiago, Chile), the States adopted the MESECVI Strategic Plan 2024-2029 (MESECVI-IX/CE/doc.148/24.rev2), a document that strengthened the MESECVI's mandate to address all forms of violence against women from an inclusive perspective that recognizes diversity, intersectionality, and interculturality.

POLITICAL ORGAN	PAR.	MANDATE	Status of fulfillment
			The MESECVI Data Portal is located at: https://belemdopara.org/cim_mesecvi/dataandstatistics/
CAJP	xxiv.4	Recommend to the MESECVI that it continue to take action to comply with the agreement adopted at the Ninth Conference of States Parties to the Belém do Pará Convention (MESECVI-VIII/doc.134/20 rev. 2), by which the Technical Secretariat was requested to promote measures and mechanisms for the elimination of all types of gender-based violence in the legal, cultural, political, social and institutional spheres, in order to guarantee the right, throughout the life cycle, to live free from all forms of violence and discrimination.	In progress During the Ninth Conference of States Parties to the Belém do Pará Convention (September 2024, Santiago, Chile), the States adopted the MESECVI Strategic Plan 2024-2029 (MESECVI-IX/CE/doc.148/24.rev2), a document that strengthened the MESECVI's mandate to address all forms of violence against women from an inclusive perspective that recognizes diversity, intersectionality, and interculturality. Continuous coordination meetings have been held with MESECVI staff, with particular emphasis on visibility and communication.
CAJP	xxiv.5	To request the Executive Secretariat of the CIM, in its capacity as Technical Secretariat of the MESECVI and based on available resources, to prepare a report to be submitted in November detailing the status of the MESECVI and explaining the tasks carried out during the year to promote the fight against gender violence, as well as the allocation of resources to comply with the annual planning of said Technical Secretariat.	Fulfilled In the framework of the International Day for the Elimination of Violence against Women (November 25), the CIM, in its capacity as Technical Secretariat of the MESECVI, presented a report to a special session of the Permanent Council of the OAS convened on November 20, 2024 to commemorate that Day.
CAJP	xxv.3	Urge the CIM, in accordance with the new pillars of work mandated by the Assembly of Delegates on strengthening a gender-sensitive approach and the full, equal, and meaningful participation and leadership of all women, adolescents, and girls in decision-making on climate change, and their contributions to crisis management and conflict prevention and resolution, to strengthen its work on (i) the eradication of gender-based violence; (ii) universal access to comprehensive sexual and reproductive health services and reproductive rights; (iii) women's economic rights; (iv) the recognition, reduction, and redistribution of domestic and care work among co-responsible actors, as well as the remuneration and recognition of caregivers; (v) leadership of women and adolescents, especially those belonging to traditionally excluded groups and those threatened for defending the environment; and (vi) the incorporation of the gender perspective in all entities and bodies of the OAS, through the generation of knowledge, dialogue and training, as essential elements to advance gender equality.	In progress Details of CIM's progress in each of these areas of work can be found in the narrative section of this report.
CAJP	xxv.4	To instruct the CIM to harmonize the MESECVI work plans with the CIM Strategic Plan, to strengthen coordination between them to develop a hemispheric agenda focused on the eradication of all forms of violence against women, and to implement the role of the CIM Executive Secretariat as the Technical Secretariat of the MESECVI.	Fulfilled During the Ninth Conference of States Parties to the Belém do Pará Convention (September 2024, Santiago, Chile), the States adopted the MESECVI Strategic Plan 2024-2029 (MESECVI-IX/CE/doc.148/24.rev2)
CAJP	xxv.5	Urge the CIM to collaborate with the Executive Secretariat for Integral Development, in accordance with available resources, in carrying out campaigns	In progress

POLITICAL ORGAN	PAR.	MANDATE	Status of fulfillment
		that motivate women, adolescents and girls to enter spaces where they are underrepresented in order to contribute to reducing gender gaps in sectors related to science, technology, engineering and mathematics, and to generate adequate spaces and means to facilitate this objective.	CIM managed communication campaigns for several International Days related to this mandate, including Women and Education (January 25), Women in Science (February 11), World Water Day (March 22), International Mother Earth Day (April 22), and International Day of Girls and ICTs (April 24), World Environment Day (June 5), among others, and has collaborated with SEDI in terms of making visible the Organizations' work on the rights of rural women.
CAJP	xxv.6	To request the CIM to consolidate the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (PIA) in all OAS activities, including the full, equal and meaningful participation of women and girls of diverse ethnic origins and geographic regions, as well as the equitable ethnic and geographic representation of women in decision-making positions in the Organization, and to report on its work in its annual report to the General Assembly.	Fulfilled In addition to the progress detailed above regarding gender parity in the Inter-American human rights system, the CIM coordinated with the Department of Human Rights and the Office of the Secretary General to report on gender parity in the General Secretariat. It continued its technical assistance work with the OAS Project Evaluation Commission to ensure that all approved projects have a gender equality approach.
CAJP	xxv.7	Urge the CIM to deepen the intersectoral mainstreaming of the gender perspective through strategic alliances with key actors, such as government institutions, academic institutions, youth-led organizations, the private sector, and civil society organizations, including organizations defending the rights of women and girls, with the aim of creating synergies favorable to gender equality and the co-responsibility of the various sectors in the protection, promotion, and respect of the human rights of all women.	Fulfilled Details of CIM's progress in each of these areas of work can be found in the narrative section of this report.
CAJP	xxv.8	Urge the CIM to make every effort to ensure that the programs and courses it offers are available simultaneously in at least two official languages of the OAS, including English, and that all CIM documents and publications equitably reflect content that is inclusive of all regions of the Americas.	Fulfilled In 2024, the CIM awarded new scholarships to its Massive Open Online Course/MOOC: Introduction to Gender-Based Analysis Plus, and translated into English the Virtual Course: Gender and Rights-Based Approach to Policies, Programs and Projects , which will be offered in 2025.
CAJP	xxv.9	To request the Executive Secretariat of the CIM, based on available resources, to coordinate periodic meetings with the permanent missions to the OAS, including subregional meetings, in order to establish a space for dialogue for the exchange of information with the Commission on the activities carried out to achieve and promote gender equality and the human rights of women and girls in the countries of the region.	Fulfilled During 2024, the CIM held exchanges with various groups of Permanent Missions, including the CARICOM Caucus and the Articulation for the Rights of Women and Girls and Gender Equality/ADEMING, as well as bilateral coordination meetings with specific Missions around CIM projects.
AG/RES.3020 (LIV-O/24) American States for Substantive Equality and the Full, Equal, Meaningful and Effective Participation of All Women through their Foreign Policies			
CAJP	5	To request the General Secretariat, in collaboration with the Inter-American Commission of Women and its Executive Secretariat, to continue advancing the inclusion of organizations that promote women's rights and feminist voices in all	Fulfilled During 2024, the CIM included various women's organizations in multiple events of the Organization, including in ordinary and special

POLITICAL ORGAN	PAR.	MANDATE	Status of fulfillment
		pillars and agendas of the Organization, in order to raise awareness of the gender perspective and promote its mainstreaming within the Organization.	sessions of the Permanent Council, carried out close coordination work with the Civil Society Relations Section of the Secretariat for Access to Rights and Equity and expanded its own registry of women's organizations to more than 1,500 organizations.
AG/RES.3031 (LIV-O/24) Promotion of Hemispheric Security: A Multidimensional Approach			
CSH	117	Request the IADB, the SSM, the CIM and the SEDI to continue identifying in their respective annual work plans, joint collaboration activities, on issues within their competence, to promote synergies in the implementation of the mandates assigned by the General Assembly.	Fulfilled During 2024, the CIM maintained a close relationship with the SSD and the IADB on several initiatives related to women, peace and security, women and cybersecurity, women, drug policies, and incarceration and violence against women. Similarly, it maintained a close relationship with SEDI on several initiatives related to gender and decent work, women's economic empowerment, training through the Educational Portal of the Americas, and the rights of rural women.