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ANNUAL REPORT OF THE INTER-AMERICAN COMMISSION OF WOMEN (CIM)
TO THE FORTY-EIGHTH REGULAR SESSION OF THE GENERAL ASSEMBLY
OF THE ORGANIZATION OF AMERICAN STATES

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EXECUTIVE SUMMARY

Pursuant to 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) hereby presents its Annual Report to the General Committee of the Permanent Council so it may subsequently be submitted to the General Assembly's consideration at its forty-seventh regular session with the observations and recommendations the Council deems appropriate.

This report summarizes the activities carried out by the CIM between January and December 2017. To better coordinate its work with its existing mandates, which stem from the *Inter-American Program on the Promotion of the Human Rights of Women and Gender Equity and Equality* (IAP), its *Strategic Plan 2016-2021*, specific resolutions of the OAS General Assembly, agreements adopted by the CIM Executive Committee 2016-2019, and the declaration and resolutions adopted by the Thirty-Seventh Assembly of Delegates of the CIM (May 24th and 25th 2016, Lima, Peru).

In compliance with the different mandates entrusted by the OAS General Assembly to the General Secretariat in terms of strengthening the CIM,¹ during this period the Secretary General and the Member States lent important political support to the CIM.

Fulfillment of the mandate to strengthen the CIM involves improving internal coordination with all the areas of the Organization and ongoing participation in their activities to ensure inclusion of a rights and gender-equality perspective. It also includes implementation of a Gender Program for the OAS General Secretariat, as well as technical support to the different secretariats and member countries of the Organization.²

*Strategic Plan 2016-2021 of the Inter-American Commission of Women*³

Taking into account the challenges of achieving full citizenship for women and respect for their rights, in 2011 the Thirty-Fifth Assembly of Delegates of the CIM adopted the *Strategic Plan 2011-2016 of the CIM*⁴ with a view to:

- positioning the CIM as a hemispheric policy forum and as reference point for forging the full citizenship of women from a human rights perspective;
- coordinating and harmonizing the actions of the CIM with those of the OAS; and
- institutionalizing the rights and gender equality approach in the main forums and programs and in the institutional planning of the Organization.

The Plan was prepared and should be carried out, from both a conceptual and methodological point of view, from a human rights approach, which seeks to re-establish the specificity of women's human rights within the general framework of international and inter-American conventions, which are the normative benchmark for supporting harmonization of legislation in the area of women's rights. This approach also takes into account the relationship between gender, class, ethnicity, age, geographic location, sexual orientation and disability as central factors that condition and shape the possibilities and opportunities of

1. 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) and AG/RES. 2908 (XLVII-O/17, chapter xviii)

2. For more information on progress at the OAS General Secretariat in mainstreaming the rights and gender equality perspective, see the *Report by the Secretary General on the Implementation of the "Inter-American Program for the Promotion of Women's Human Rights and Gender Equity and Equality," Pursuant to Resolution AG/RES. 2908 (XLVII-O/17)*, document CIM/doc.138/18, available at:

<http://www.oas.org/en/cim/reports.asp>.

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

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

people in the economic, social, political and cultural spheres.

In addition to providing a roadmap for the work of the CIM over the next five years, the *Strategic Plan 2016-2021* seeks to place the Commission and its work in the broader context of the ongoing hemispheric debates on the Organization of American States (OAS), its relevance, its strategic orientation and its financial situation. Current discussions on the strategic vision of the OAS have focused on the need to:

- Seek further sources of funds to enable the Organization to continue operating with the staff and resources it needs to meet its current mandates; and
- Rationalize the work of the OAS in order to maximize its comparative advantages and to curtail some of the activities that have contributed to an excessive dispersion of limited resources and, in some cases, a duplication of tasks.

These two objectives are of absolute relevance to the Inter-American Commission of Women and provide the guiding framework for this Strategic Plan, whose purpose is to prioritize and continue the progress made in the implementation of the *Strategic Plan 2011-2016*⁵ in order to make the most of limited resources, and to focus both the work of the Commission and its fundraising activities on certain issues.

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

I. ORIGIN, LEGAL BASES, STRUCTURE, AND OBJECTIVES

The Inter-American Commission of Women (CIM) was established at the Sixth International Conference of American States (Havana, 1928) to prepare “juridical information and data of any other kind which may be deemed advisable to enable the Seventh International Conference of American States to take up the consideration of the civil and political equality of women in the continent.”

The Ninth International Conference of American States (Bogotá, 1948) approved the first Statute of the Commission, which consolidated its structure and authorized the Secretary General of the OAS to establish the Executive Secretariat of the CIM.

In 1953, the Commission signed an agreement with the OAS Permanent Council under which the CIM was recognized as a permanent inter-American specialized organization having technical autonomy in the pursuit of its objectives.

The Tenth Inter-American Conference (Caracas, 1954) amended the CIM’s Statute and confirmed it as a permanent specialized organization. It also expanded its powers and authorized it to amend its own Statute in the future.

Subsequently, in 1978, in accordance with Article 134 of the OAS Charter and the Standards for the Implementation and Coordination of the Provisions of the Charter Relating to the Inter-American Specialized Organizations, a new agreement was signed between the CIM and the OAS.

As the principal hemispheric forum for women’s rights and gender equality, the CIM links the commitments undertaken at the international level on women’s human rights with effective public policies at the national level, in order to support the full political, economic, and social citizenship of women. The CIM addresses the rights and demands of women in five key areas: (i) democracy and governance; (ii) human rights; (iii) multidimensional security; (iv) integral development; and (v) mainstreaming a rights and gender equality perspective at the OAS and in its member states. In these areas, the CIM provides technical support at the legal, political, and programming levels, manages specific regional projects, and uses participatory knowledge management to ensure that political and programming discussions and decisions are evidence-based.

The CIM pursues 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 countries, all elected by the Assembly; and the Permanent Secretariat, which performs the Commission’s administrative, technical, and executive duties. The Assembly of Delegates is the supreme authority of the CIM, and its resolutions, together with those of the OAS General Assembly, establish the guidelines for the CIM’s work. The CIM Statute authorizes governments with a permanent observer accredited to the OAS to have permanent observer status with the Inter-American Commission of Women as well.

II. ACTIVITIES OF THE OFFICERS OF THE CIM

The Thirty-Seventh Assembly of Delegates of the CIM was held in Lima, Perú from May 24th to 25th 2016.⁶ The Assembly was organized around the theme “Equality and Autonomy in the Exercise of Women’s Rights,” as a strategic key to their physical and sexual autonomy. The main results of the

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

Assembly were:

- Adoption of the "Lima Declaration on Equality and Autonomy in the Exercise of Women's Economic Rights" (CIM / DEC. 15 (XXXVII-O / 16));⁷
- Adoption of the Strategic Plan 2016-2021 of the Inter-American Commission of Women;⁸
- Adoption of the Triennial Program of Work 2016-2019 of the Inter-American Commission of Women;⁹ and
- Election of a new Executive Committee of the CIM for the 2016-2019 period, with the following composition:

President	Peru ¹⁰
Vice-Presidents	Costa Rica, Mexico, Paraguay
Members	Argentina, Belize, Bolivia, Colombia, Panama

In her capacity as President of the CIM, the Minister of Women and Vulnerable Populations of Peru represented the Commission in a series of events and meetings. From March 12th to 24th 2017, she participated in the Sixty-first session of the Commission on the Status of Women of the United Nations (New York), where she presided over the First Regular Session of the Executive Committee of the CIM 2016-2019, and co-sponsored, with the Principal Delegate to the CIM and Minister for the Status of Women of Canada, Maryam Moncef, a "Breakfast on Women's Leadership in the Americas," where the initial version of a proposal for the creation of the "Inter-American Task Force on Women's Empowerment and Leadership" was discussed.

The President of the CIM also traveled to Cancun, Mexico, where, in the framework of the 47th Regular Session of the OAS General Assembly, she took part in the agenda to highlight the importance of continuing to defend the right to gender equality in these moments of polarization, questions over rights and the bearers and growth or development with little distribution. She also accompanied a High-Level Panel on "Opportunities and Challenges for Women's Leadership in the Americas" (described in more detail in Section V).

On September 7th and 8th 2017, the President of the CIM sponsored the Hemispheric Forum "Women and Political Participation in the Americas" in Peru, with a view to highlighting the experiences of the member states of the CIM Executive Committee in the implementation of parity and the response to political violence against women. In addition to several Principal Delegates of the CIM (Argentina, Bolivia, Costa Rica, Mexico, Panama and Paraguay), the event was concluded with an intervention by the President of Peru. The following day, September 8th, the Second Regular Session of the Executive Committee of the CIM 2016-2019 was held, the results of which are highlighted below.

On December 6th 2017, the President of the CIM traveled to Washington, DC to participate in a session of the OAS Permanent Council to commemorate International Day for the Elimination of Violence against Women, held every November 25th. In this session, the President highlighted that violence against women is a multidimensional problem that contributes to weakening women's insertion and impact in the economic, social and political spheres, setting limits to democracy and the full exercise of human rights. She also highlighted the importance of the full implementation of the Belém do Pará Convention.

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

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

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

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

III. FULFILLMENT OF THE MANDATES ADOPTED BY THE OAS GENERAL ASSEMBLY AT ITS FORTY-SEVENTH REGULAR SESSION

The forty-seventh regular session of the OAS General Assembly was held from June 19th to 21st 2017 in Cancun, Mexico. The President of the CIM (Peru) presented the annual reports of the CIM:¹¹

- Annual Report of the Inter-American Commission of Women (CIM) to the General Assembly (CIM/doc. 135/17);
- Report on the Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP) (CIM/doc.136/17);
- Report on the Implementation of the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, "Convention of Belem do Para," in accordance with AG/RES. 2887 (XLVI-O/16) (CIM/doc.134/17).

The Assembly adopted resolution AG/RES. 2908 (XLVII-O/17) on "Promotion and protection of human rights," which in its chapter xviii on "Strengthening the Inter-American Commission of Women for the promotion of gender equity and equality, the human rights of women and girls, and elimination of discrimination and all forms of violence against them" resolved:

1. To continue supporting the work of the CIM in fulfillment of its objectives and functions by addressing issues of special concern, in particular: (i) Women's participation and leadership in the political arena on an equal footing and free from discrimination and violence; (ii) Promotion of the human rights of women and girls and the eradication of gender-based violence and harmful practices, including child, early and forced marriage and unions; (iii) Promotion of women's autonomy and economic empowerment; and (iv) Communication promoting gender equality and human rights.
2. To follow up, through the corresponding committees, on the objectives set forth in the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP) and the CIM 2016-2021 Strategic Plan, adopted by the Thirty-seventh Assembly of Delegates of the CIM, particularly with respect to gender mainstreaming in all activities of the OAS and, as a matter of priority, at ministerial meetings, at OAS General Assembly sessions, and in preparations for and follow-up on Summits of the Americas.
3. To request the CAAP to increase, within existing resources, the allocation from the OAS regular budget for the CIM. The modalities and the amount to be allocated to the CIM, which shall not entail any quota increases, will be included in the resolution on the financing of the Organization and in the OAS program-budget for 2018.

Following up on operative paragraph 3 of the resolution, the General Assembly of the OAS also adopted resolution AG/RES. 2912 (XLVII-O/17) on "Financing of the 2018 Program-Budget of the Organization," which resolved that "The level of expenditure for 2018 established in the draft program-budget for 2018 that the General Secretariat will submit for consideration by the member states at least 90 days prior to the special session of the General Assembly in October 2017, pursuant to Article 90 of the General Standards, shall include the funds needed to... (b) Fund the Inter-American Commission of Women (CIM) and the Inter-American Children's Institute (IIN), pursuant to resolution AG/RES. 2908 (XLVII-O/17) [Sections xvii (3) and xviii (3)], in an amount equivalent to 26 percent and 49 percent of the budget authorized for 2017, respectively."

Mandate	Status of implementation	Comments
AG/RES. 2908 (XLVII-O/17) "Promotion and protection of	Permanent	- See below the summary of progress in each of the technical areas cited in operative paragraph 1

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

human rights”		<p>of the resolution.</p> <ul style="list-style-type: none"> - The CIM continues the monitoring and implementation of the IAP.¹² - The implementation of the Strategic Plan of the CIM 2016-2021 began
AG/RES. 2912 (XLVII-O/17) “Financing of the 2018 Program-Budget of the Organization”	Permanent	<ul style="list-style-type: none"> - The CIM's budget for the year 2018 is in section VI, at the end of this report.

IV. FULFILLMENT OF THE AGREEMENTS OF THE CIM EXECUTIVE COMMITTEE 2016-2019

On September 8th 2017, the Executive Committee of the CIM 2016-2019 held its Second Regular Session in Lima, Peru, during which it adopted seven agreements, the fulfillment of which is detailed below:

Agreement		Status of implementation
1	<p>Having considered the Report on the Activities of the President and the Executive Secretariat of the CIM, contained in document CIM/CD/doc.9/17, the Executive Committee agrees to:</p> <ul style="list-style-type: none"> a. Establish an informal communication mechanism between the members of the Executive Committee and the Executive Secretariat of the CIM; b. In the framework of the 7th Conference of States Party to the Belem do Para Convention, to be held on Executive Committee and the Secretary General of the OAS; c. Request that the Executive Secretariat of the CIM carry out a mapping of the training available in the region, both from the National Machineries for the Advancement of Women and from international organizations, and make it available to the general public; and d. Request that the Executive Secretariat of the CIM develop the Inter-American Model Law against Child Marriage and Early Union, and accompany it with a Guide for its implementation, to be considered at a later session of the Executive Committee. 	<p>In progress</p> <p>The meeting between the SG and the Committee in the framework of the 7th Conference of States Parties could not be finalized. A convenient time for all interested parties has yet to be identified.</p> <p>The Model Inter-American Law on Child Marriage and the Early Union and the Guide for its implementation are in the process of preparation</p>
2	<p>Having seen the progress made by the CIM in the development of the "Inter-American Guidelines on Gender Equality for the Good of Humanity," contained in document CIM/CD/doc.10/17, the Executive Committee agrees to:</p> <ul style="list-style-type: none"> a. Request that the Executive Secretariat of the CIM incorporate the revisions indicated by the Delegates and circulate a new version of the document for its approval virtually, giving follow-up to the States that have not yet provided inputs to the preparation of the guidelines; b. Request that the Executive Secretariat present a progress report on the implementation of these guidelines during the Third Regular 	<p>Fulfilled</p> <p>The revised version of the Guidelines was approved by the Delegates in November 2017.</p> <p>The progress in the implementation of the guidelines was presented during the Third Regular Session of the Executive Committee of the CIM</p>

12. For more information on progress at the OAS General Secretariat in mainstreaming the rights and gender equality perspective, see the *Report by the Secretary General on the Implementation of the "Inter-American Program for the Promotion of Women's Human Rights and Gender Equity and Equality," Pursuant to Resolution AG/RES. 2908 (XLVII-O/17)*, document CIM/doc.138/18, available at: <http://www.oas.org/en/cim/reports.asp>.

Agreement	Status of implementation
<p>Session of the Executive Committee of the CIM 2016-2019; and</p> <p>c. Request that the Executive Secretariat prepare a brochure with key messages to make gender equality known as a good of humanity and to disseminate it to the Delegates.</p>	<p>(February 20th 2018).</p> <p>The series of posters that is part of the #ABetterWorld campaign was presented during the 62nd CSW (March 13th 2018) and will be disseminated beginning in April 2018.</p>
<p>3 Having considered the Draft Proposal for the Celebration of the 90th Anniversary of the CIM, contained in document CIM/CD/doc.11/17, the Executive Committee agrees to:</p> <p>a. Request that the Executive Secretariat incorporate the revisions indicated by the Delegates circulate a new version of the document;</p> <p>b. Request that the Executive Secretariat take the necessary steps to hold:</p> <p style="padding-left: 20px;">i. The Third Regular Session of the Executive Committee of the CIM 2016-2019 on Monday February 19th 2018 in Washington, DC; and</p> <p style="padding-left: 20px;">ii. The public event commemorating the 90th anniversary of the CI, on Tuesday February 20th 2018 in Washington, DC.</p> <p>c. Invite the Secretary General of the OAS and the Permanent Representatives of the Member States to attend the event commemorating the 90th anniversary of the CIM.</p>	<p>Fulfilled</p> <p>The public event for the commemoration of the 90th anniversary of the CIM and the Third Regular Session of the Executive Committee of the CIM were held on Tuesday, February 20th 2018. The Assistant Secretary General of the OAS and representatives of all the OAS Member States participated.</p>
<p>4 Having seen the document "Model Inter-American Law on Political Violence against Women," the Executive Committee agrees to:</p> <p>a. Request that the Executive Secretariat initiate the dissemination of this document; and</p> <p>b. Request that the Executive Secretariat circulate a questionnaire to the Delegates on opportunities and challenges for the implementation of the Model Law, as well as the support tools they need to promote the approach to this topic at the national level.</p>	<p>In progress</p> <p>The Model Inter-American Law for the Prevention, Punishment and Eradication of Violence against Women in Political Life will be officially launched in April 2018.</p> <p>Subsequently, an ideal moment to circulate the questionnaire will be identified.</p>
<p>5 Following the debate between the Delegates on the issue of the Gender Pay Gap, the Executive Committee agrees:</p> <p>a. That the delegates of Mexico and Peru will work, in collaboration with the Gender Affairs Division of the Economic Commission for Latin America and the Caribbean (ECLAC), in three areas: (i) a mapping of existing laws in each country that prohibit gender-based wage gaps; (ii) a determination of the magnitude of wage gaps in each country, based on ECLAC wage discrimination rates; and iii) an identification of public policy recommendations, with emphasis on compensation policies from the Ministries of Finance; and</p> <p>b. To circulate a draft of this document before the end of 2017, for its</p>	<p>Fulfilled</p> <p>The initial document prepared by Mexico was presented during the Third Regular Session of the Executive Committee of the CIM (February 20th 2018).</p> <p>The document is pending of the inputs of Peru to be able to proceed with its translation and subsequent circulation to receive the inputs of the other Delegates.</p>

Agreement	Status of implementation
6	Fulfilled
7	Fulfilled

V. ACTIVITIES OF THE CIM SECRETARIAT: IMPLEMENTATION OF THE CIM TRIENNIAL PROGRAM OF WORK 2016-2019

a. Women's substantive political citizenship for democracy and governance

Building a regional agenda on political parity from a comprehensive perspective

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

An important part of this work has been the promotion of parity between women and men in political and public life, where attention has focused on the analysis of the exercise of women's political rights in the hemisphere. Given the persistent political exclusion of women and the slow pace of change, in recent years States have recognized the urgency to move forward and are beginning to rethink democracy from the perspective of parity, as a general democratic principle and as a strategy aimed at solving the current inadequacies of representative democracies. The data supports this path: to date the Latin American countries that have adopted parity (Argentina, Bolivia, Costa Rica, Ecuador, Mexico and Nicaragua) are among the first countries in the world with the highest number of women parliamentarians. Based on the path initiated by Latin American countries and having noted the high impact of parity in the election of more women, the work of the CIM has focused on promoting and supporting the implementation of a comprehensive vision of parity, not only in numerical terms but in the identification of and response to concrete obstacles to the full and equal participation of women in public life.

The CIM, in collaboration with International IDEA has published a series of studies:

- *Women's Citizenship in the Democracies of the Americas (2013)*¹³ presents a critical reflection on democracy based on diverse perspectives, visions, concerns, and proposals and contributes to the analysis of democratic systems not limited to the dimension of representation and institutions, encompassing other spheres of life not included in the classic notion of citizenship, such as gender, inter-culturalism, pluri-ethnicity, sexual and reproductive citizenship, and global citizenship; and
- *Betting on Parity: The Democratization of Political Systems in Latin American* (Case studies from Ecuador, Bolivia, and Costa Rica)¹⁴ (IDEA, CIM, 2013) documents and analyzes from a critical and

13. Available at: <http://www.oas.org/es/cim/docs/CiudadaniaMujeresDemocracia-Web.pdf> (only in Spanish)

14. Available at: <http://www.oas.org/es/CIM/docs/ApuestaPorLaParidad-Final-Web.pdf> (only in Spanish)

systematic perspective the processes that led to the adoption of the principle of parity, identifies the pertinent factors involved that influenced these processes, and assesses its implementation.

- ***Parity and democracy in Latin America: The Cases of Mexico and Nicaragua*** (CIM and IDEA, 2017, with the support of the Electoral Tribunal of Mexico), which analyzes and documents the key aspects of the adoption and implementation of parity in order to identify lessons learned and extract useful teachings for the promotion of parity in other countries and as a complement to the
This latest study was launched at the meeting "Empowerment and Political Leadership of Women in the Americas: Advances, Challenges and the Future Agenda," held on May 15th 2017 in Mexico City in collaboration with the Community of Democracies and International IDEA. The objective of the meeting was to present the results of the studies of the CIM and International IDEA on comparative analysis of political parity in the region, with emphasis on the lessons learned identified in three thematic areas: i) the processes that have led to the adoption of parity; ii) comparative legislation; and iii) impact of the application of parity in elections. The meeting was followed by a broad campaign on social networks with the hashtag "#LaParidadFunciona" [#ParityWorks], which has had a high level of replication in the (Spanish-speaking) region.

Women's leadership and incidence in public life

In the framework of the 47th Regular Session of the OAS General Assembly, the High-Level Panel on "Opportunities and Challenges for Women's Leadership in the Americas" was organized with a view to identifying the challenges for the exercise of women's leadership and their full and equal participation in decision-making in the Continent, within the framework of the actions of the States to implement the Sustainable Development Goals. The panel,¹⁵ moderated by the Foreign Ministers of Mexico (Luis Videgaray Case) and Panama (Isabel de Saint Malo), brought together: Lorena Cruz Sánchez, President of the National Institute of Women of Mexico; Luis Almagro, Secretary General of the OAS; Jorge Faurie, Minister of Foreign Affairs and Worship of Argentina; Heraldo Benjamín Muñoz Valenzuela, Minister of Foreign Affairs of Chile; María Fernanda Espinosa, Minister of Foreign Affairs and Human Mobility of Ecuador; Kamina Johnson-Smith, Minister of Foreign Affairs and Foreign Trade of Jamaica; and Mrs. Laura Alborno, Director of the National Copper Corporation of Chile (CODELCO).

This high-level panel is contextualized within an initiative promoted and supported by the Government of Canada, which seeks to establish an Inter-American Task Force on Women's Empowerment and Leadership. The different inter-American institutions that address the empowerment and leadership of women from different perspectives are ideally positioned to work together to help member states achieve the multiple commitments they have adopted through the Summits of the Americas, the 2030 Agenda for Sustainable Development, in particular SDG 5 "Achieving gender equality and empowering all women and girls" and its Goal 5.5 "Ensure full and effective participation of women and equal opportunities for leadership at all levels of decision-making in political, economic and public life", and more recently the Montevideo Strategy for the Implementation of the Regional Gender Agenda.¹⁶ The region itself has made great strides and multiple existing good practices can support and strengthen these joint efforts to address the different barriers faced by women in the region, while underlining the fact that these barriers are interconnected. A step from isolated initiatives towards greater collaboration on a set of agreed

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

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

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

objectives, within the framework of the Regional Agenda for Gender Equality, would increase the impact and sustainability of the work of these inter-American institutions.

To facilitate the necessary institutional cooperation to more effectively advance the empowerment and leadership of women in the Americas, the creation of the Task Force will be announced in the framework of the Eighth Summit of the Americas (Peru, April 13th and 14th 2018), with the objective of contributing to SDG 5 by reinforcing the commitment and progress in the empowerment and leadership of women. The main objectives of the Task Force would be to improve cooperation among inter-American institutions on the issue of women's leadership and ensure that institutional efforts complement each other, identify the main programmatic and policy gaps that must be covered, and more effectively leverage funds for specific initiatives. The Task Force will focus on addressing the empowerment of women in the development of leadership at multiple levels and in all sectors.

The CIM will serve as the Secretariat of the Task Force,¹⁷ with responsibility for its general functioning and daily operations. The Task Force will function within the framework of the follow-up process to the Summit, inform the Joint Summit Working Group (JSWG)¹⁸ and use the Summits of the Americas Follow-up and Implementation System (SISCA)¹⁹ as the basis for reporting.

In collaboration with the Department for Effective Public Management (DEPM), through the School of Governance of the OAS and with the support of the Mexican Agency for International Development Cooperation (AMEXCID), the CIM developed the ""Elvia Carrillo" Inter-American Program on Public Leadership for Women Candidates,"²⁰ with a view to strengthening the capacities of women who have decided to run as candidates for elected office and with emphasis on: i) skills for political practice such as effective communication, negotiation and resolution of conflicts, preparation of electoral campaigns, fundraising for electoral financing, and construction of the political agenda; as well as ii) committing the participants to the promotion of the agenda for women's rights in the Americas and participation in women's political networks. The Program has a total duration of two and a half weeks, divided between a one-week virtual course and a one-week face-to-face training. The virtual component of the course will begin on March 31st 2018, with the face-to-face week in Mexico City from April 10th to 13th 2018.

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

The Belém do Pará Convention focuses on legislation because it can provide the basis for a comprehensive and effective way to combat violence against women as an indispensable requirement to eliminate impunity. In other words, legal frameworks are required to effectively combat violence against women. The MESECVI has noted the progress of countries regarding the enactment of legislation on violence against women in the private sector, however, has also emphasized the absence of laws that sanction this violence in the public sphere, as in the case of political violence. As follow up to the recommendations of the MESECVI, the priority in this area has been the development of the *Model Inter-American Law on the Prevention, Punishment and Eradication of Violence against Women in Political Life* (MESECVI, 2017).²¹ This Model Law, developed on the basis of the *Declaration on Political*

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

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

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

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

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

Harassment and Violence against Women,²² adopted by the Sixth Conference States Party to the Belém do Pará Convention in 2015, enshrines a definition and agreed approach at the regional level, and serves as an instrument to promote legislation and strengthen the full exercise of women's political rights

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

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

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

Strengthening the regional legislative agenda on women's rights

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

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

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

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

b. Women’s human rights and gender-based violence²³

Evaluating national initiatives to produce comparable data about violence against women in OECS countries

With the support of the Governments of Chile, Trinidad and Tobago, and Suriname, this project mapped the main strategies of the six countries that comprise the Organization of Eastern Caribbean States (OECS – Antigua and Barbuda, Dominica, Grenada, Saint Lucia, Saint Kitts and Nevis, and Saint Vincent and the Grenadines) as part of a comparative study of the sub-region to analyze violence against women. This sub-regional analysis will enable OECS policymakers to better identify and address gaps in their response to violence against women at both the national and sub-regional levels, in accordance with their acquired commitments under the Belém do Pará Convention. This strategic resource to address violence against women highlights the need for more and better data and for proper standardized tools for data collection across the sub-region. With sufficient financing, this would be the second phase of the current project.

To date, the project has completed the following activities:

- A compilation of data for each country of the OECS;
- Two focus groups for domestic violence service users held in two of the project countries: Antigua and Barbuda and Saint Vincent and the Grenadines;
- A validation workshop held jointly with the Second OECS Round Table on Violence against Women, at which the findings of the project’s research phase were reviewed. A report was prepared on this workshop, which was held in Saint Lucia on September 23-24, 2014. At this meeting, in observance of the 20th anniversary of the adoption of the Belém do Pará Convention, attendees heard presentations from OECS and CEVI experts and deliberated on the achievements and challenges of implementing the Convention in the Caribbean. A round table discussion was also held about the role of men as perpetrators and victims of gender violence – a topic of great interest to the Caribbean region;
- A consolidated sub-regional report that includes national data and information on violence against women in the OECS sub-region;
- Validated results to be published as country reports as well as a consolidated sub-regional report.

Child marriage and early union in the Americas

On November 29th 2016, the CIM held an international forum on child and forced marriage and motherhood in the Americas. Child, early and forced marriage is not well understood in the Americas region, although UNICEF estimates that 29% of girls in Latin America and the Caribbean, or almost 1 in 3 girls, are married before the age of 18.²⁴ Some countries surpass that figure at the national level (the

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

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

Dominican Republic, Nicaragua, Brazil, Honduras and Guatemala), while others face the issue only within certain ethnic groups. One of the main problems in the Americas is the number of informal or “de facto” unions which may not be classified as marriage, with the result that the extent of child, early and forced marriage in the region is probably underestimated.

The objectives of the international forum were to:

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

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

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

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

On January 23rd 2018, the CIM, in collaboration with the Ford Foundation, organized the seminar "Exchange of findings on Child Marriage and Early Union in the Americas,"²⁵ with a view to highlighting and discussing the political implications of a series of emerging studies on this issue from Brazil, Mexico and the Dominican Republic. The dialogue focused on the identification of concrete recommendations of public policies and emphasized the importance of a comprehensive approach to the problem that takes into account not only legislative reform but the change of social norms and roles, the creation of education and employment opportunities for girls and young women and access to comprehensive sexuality education.

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

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

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

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

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

respond effectively.

The form was sent to all the Delegates of the CIM in June 2017. In the context of an agreement of the Committee of Experts of the Follow-up Mechanism to the Belém do Pará Convention (MESECVI),²⁶ the form was also sent to the members of the same and finally, a dozen regional networks were selected and the form was sent to them:

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

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

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

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

c. Citizen security from a gender perspective

Women's participation in the world of illicit drugs

Claims by the media, paired with the scarce data available, suggest that in recent years, the participation of women in the international drug problem has increased significantly. Nevertheless, while this participation is visible in the news, it has been largely absent from the research and other activities of most governmental and inter-governmental bodies in the Americas.

As a follow-up to the agreements adopted by the First Regular Session of the CIM Executive Committee 2013-2015 (February 28, 2013), in the framework of the forty-third regular session of the General Assembly of the OAS (June 4-6, 2013, La Antigua, Guatemala), and with the aim of raising awareness

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

among OAS delegates and other stakeholders about the growing number of women involved in the complex matter of drugs, the CIM held a round table discussion on “Women and drugs in the Americas: A working situation analysis.” As a follow-up to the round table, and with the aim of beginning to fill the information gap on women’s participation in the world of drugs, the CIM prepared the study, *Women and drugs in the Americas: A policy working paper*.²⁷

In early 2015, the CIM began to work with the Washington Office on Latin America (WOLA), the International Drug Policy Consortium (IDPC), and *DeJusticia* on the project “Women, Drug Policies, and Incarceration in the Americas,” to assist with development of more humane and effective policies to address drugs and incarceration from a gender and human rights perspective. This project has generated the following concrete results:

- Establishment of a Regional Working Group²⁸ to analyze and share best practices on the situation of women incarcerated for drug-related crimes;
- Development and publication of “Women, Drug Policies, and Incarceration: A Guide for Policy Reform in Latin America and the Caribbean;”²⁹
- Launch of this Guide during a panel discussion held in Washington, D.C. on February 2, 2016; and
- Preparation of four photo essays³⁰ that show the cost and human face of punitive drug policies and their gender manifestations.

During 2017, the dissemination of these materials continued and the CIM participated in a series of international events on this issue, which is gaining increasing visibility and relevance in several countries of the region. As a result of this work, the CIM has received numerous requests to work in more detail on the situation of women deprived of liberty, as well as their families - including children who could be in jail with them, as well as those that may stay with other relatives, usually women, or end up in State institutions. The CIM is trying to identify specific funds to carry out this work.

d. Women’s economic security and citizenship

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

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

In the area of labor, the Department of Human Development, Education, and Employment (DDHEE) is in constant coordination with the CIM to follow up on the “Strategic guidelines of the XV IACML for advancing gender equality and non-discrimination within a decent work framework” (2007),³¹ the conclusions of the First Inter-Ministerial Meeting between Ministers of Labor and Ministers of Women or senior authorities in this sector in the Hemisphere regarding Gender Equality in Decent Work (2011), and the results of the CIM project “Advancing Gender Equality in the Context of Decent Work” (2009-

27. Available at: <http://www.oas.org/en/cim/docs/WomenDrugsAmericas-EN.pdf>

28. For more information, see:

https://www.wola.org/sites/default/files/Drug%20Policy/Women%20project/Bios%20Women_Incarc_%2010oct15.pdf

29. Available at: <http://www.oas.org/en/cim/docs/WomenDrugsIncarceration-EN.pdf>

30. Available at: <https://www.wola.org/es/analisis/mujeres-encarceladas-fotos-muestran-el-coste-humano-de-las-politicas-de-drogas-en-las-americas/>

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

2011).³² The CIM-IACML collaboration is reflected in the consolidation of a gender and women's rights perspective on the technical and political agenda of this Conference. The CIM has also worked very closely with DDHEE through the Educational Portal of the Americas in the preparation and delivery of OAS online courses and management of the OAS' Gender Community of Practice. Additionally, as a result of the open competitions in which it participates with the OAS Scholarships Program, the CIM receives scholarships that it can offer in the region for online training.

With the then-Department for Economic and Social Development (DDES), currently the Department for Social Inclusion, the CIM is supporting the implementation of Participatory Gender Audits (PGAs) in various Social Ministries in collaboration with the National Machineries for the Advancement of Women, in the framework of the Inter-American Social Protection Network (IASPN), and with the support of the Government of the United States of America. To date, PGAs have been carried out with the Social Ministries of Guatemala (March-April 2014), Uruguay (July-August 2014), and Paraguay (September 2014). This technical assistance includes training on the PGA methodology from a team of facilitators that includes personnel from the Social Ministry and the National Machinery, followed by the PGA itself over a two-week period under the guidance of experts and with the participation of the team that has been trained. The PGA concludes with an Action Plan for mainstreaming a gender perspective in the Social Ministry. As a follow-up to this project, in 2014 the CIM developed a proposal to be presented to donors, which contemplates the transfer of the PGA methodology to the National Machineries for replication in other sectors. Since then, the project has received funds from the Government of Liechtenstein (2015 and 2016) to implement the methodological transfer in Paraguay (2016) and Guatemala (2017). Since then, the project has received funds from the Government of Liechtenstein (2015, 2016 and 2017) to implement the methodological transfer in Paraguay (2016) and Costa Rica (2017, at the municipal level) in collaboration with the Principal Delegates and the National Machineries of those countries. The CIM is in the process of identifying a possible partner for the implementation of this initiative in the course of 2018.

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

On the issue of ports, the CIM has strengthened the collaboration that was initiated in 2013 with the Inter-American Committee of Ports (CIP). Such collaboration resulted in the "Hemispheric Seminar on Public Policies and the Visibility of Women in the Ports Sector in the Americas," which was held on March 14-15, 2013 in the Dominican Republic, with the participation and technical advice of the CIM. Since then, the CIP has annually presented the "Maritime Award of the Americas: Outstanding Women in the Port and Maritime Sector"³³ and continues to make visible the situation of women in the port sector through the regular meetings of the CIP.

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

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

e. Institutionalization of the human rights and gender equality approach in the work of the OAS³⁴

On March 7th 2016, the OAS General Secretariat adopted *The General Secretariat's Institutional Policy on Gender Equality, Diversity, and Human Rights* (Executive Order No. 16-03).³⁵ This policy seeks to advance equality and equity in the exercise of rights, equal opportunities, and equal treatment for men and women in all GS/OAS work by strengthening its management, culture, and institutional capacity. The GS/OAS, under the coordination of the CIM Secretariat, is currently preparing a plan of action for implementing this policy. In the course of 2016, the GS / OAS, under the coordination of the CIM Secretariat, carried out a Participatory Gender Assessment of the General Secretariat of the OAS, and the results thereof will form the basis of an Action Plan for the implementation of the Policy, a document that was approved in October 2017 and that is currently in execution.³⁶

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

- The formation of Working Groups to oversee the execution of each of the five strategic lines of action of the Action Plan, namely: i) Strengthen the institutionalization and mainstreaming of the Institutional Policy on Gender Equality, Diversity and Human Rights of the General Secretariat of the OAS; ii) Strengthen the competencies of GS/OAS staff in terms of gender, diversity and rights to consolidate the integration of a gender perspective in daily work; iii) Mainstream a gender equality, diversity and rights approach to programs and projects of the GS/OAS; iv) The OAS projects an image that is committed to equal opportunities and rights for more people; and v) Integrate an inclusive and equal opportunities approach in the human resources policy and in the organizational culture of the GS/OAS.
- The beginning of a series of workshops within the General Secretariat of the OAS on workplace harassment with emphasis on sexual harassment, which seeks to provide all OAS staff with practical tools to identify and stop harassment, be it as victims or as bystanders. The workshops began in November 2017 and will conclude in May 2018 with the participation of all the staff of the Organization (staff members, consultants and interns).
- The preparation of a Massive Open Online Course (MOOC) in collaboration with the Educational Portal of the Americas addressed to all OAS personnel on the Institutional Policy and its implications, including a module on the Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment (Executive Order No. 15-02) of the OAS.³⁷

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

34. For more information on progress at the OAS General Secretariat in mainstreaming the rights and gender equality perspective, see the *Report by the Secretary General on the Implementation of the "Inter-American Program for the Promotion of Women's Human Rights and Gender Equity and Equality," Pursuant to Resolution AG/RES. 2908 (XLVII-O/17)*, document CIM/doc.138/18, available at: <http://www.oas.org/en/cim/reports.asp>.

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

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

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

In addition to these efforts, the CIM maintains a permanent offer of online training to OAS staff, officials of the Member States and other interested persons. In 2017, the CIM carried out:

- Two editions of the "Virtual Course on Rights and Gender Equality in Policies, Programs and Projects." The 14th edition of this course is currently in the process of registration and will begin on May 30th 2018.³⁸
- Two editions of the "Virtual Course on Strategic Planning with Gender Focus." The 5th edition of this course is currently in the registration phase and will begin on June 27th 2018.³⁹
- An edition of the Diploma on Communication, Gender and Human Rights, in collaboration with the Civil Association Communication for Equality (Argentina). The 4th edition will begin in mid-March 2018 and will last until the end of November 2018.⁴⁰
- The first edition, in collaboration with the Latin American Council of Social Sciences (CLACSO) of the Specialization and International Course: Public Policies and Gender Justice, whose second edition will begin in mid-March 2018 and will continue until February 2019.⁴¹

f. Strengthening the visibility of the CIM

Commemoration of the 90th anniversary of the CIM

In 2018, the Inter-American Commission of Women (CIM) of the Organization of American States (OAS) will celebrate 90 years of struggle for the recognition and protection of women's human rights, in compliance with the mandates granted by its Assembly of Delegates, the General Assembly of the OAS, the Summits of the Americas and other hemispheric intergovernmental forums. Since its creation in 1928 during the Sixth International Conference of American States that took place in Havana, Cuba, the CIM has played a leading role in the struggle for women's equality in the region and has become the hemispheric forum par excellence for reflection and debate on public policies to promote women's rights and gender equality.

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

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

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

- Development of a review document on the persistent challenges to the achievement of gender equality and the full exercise of the rights of the women in the Americas. In this sense, in November

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

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

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

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

2017 the Delegates were sent a request for articles and guidelines for their preparation. As of the date of this report (March 19th 2018), articles have been received from ten member states.

- Organization of a public event for the 90th anniversary. The event was held on Tuesday, February 20th 2018 as a special session of the Permanent Council of the OAS,⁴² under the Presidency of the Permanent Representative of Chile to the OAS and with the participation of: Isabel de Saint Malo de Alvarado, Vice President and Minister of Foreign Affairs of Panama; Maria Alejandra Vicuña, Vice President of Ecuador; Ana Helena Chacón Echeverría, Second Vice President of Costa Rica; Néstor Mendez, Assistant Secretary General of the OAS; the President of the CIM; Elizabeth Odio Benito, Judge of the Inter-American Court of Human Rights; Otilia Lux de Coti, Activist for the rights of indigenous communities (Guatemala); and Andrea Irrázaval Olavarría, General Manager, Clean Energy. The event focused on the concrete actions needed to close the persistent gap between women's rights on paper and in practice, which is one of the biggest obstacles to sustainable development, effective democratic governance and human security. Subsequently, the Third Regular Session of the Executive Committee of the CIM was held.
- Organization of a dissemination campaign prepared by the Secretariat of the CIM and replicated by the Delegates. For this, with the support of the Delegation of Mexico, a logo was designed for the 90th anniversary and a social network campaign (Facebook, Twitter) was launched with specific messages about the achievements of the CIM since its creation.

Promotion and dissemination activities

In accordance with the new dynamics of communication, the CIM has devoted its efforts in 2017 to strengthening, via new technologies, its links with civil society, multilateral organizations, foundations, and government institutions, including the justice sector and parliaments, as well as with the media, youth, and citizens of the region, and to bringing greater visibility to the regional agenda for gender issues in order to advance its goals in the areas of democracy, human rights, security, and development. As stated in the *Strategy for strengthening coordination between the CIM and civil society* (CIM/CD/doc.6/13 rev.3), the CIM continues to encourage women's and human rights organizations from the region to register with the OAS Civil Society Registry.⁴³

These efforts were carried out through different tools that have allowed for the promotion of the work of the CIM and enhancement of its relevance in the promotion and protection of women's rights. The Red CIM (CIM Network), which is an electronic database used for mass emailing, was expanded. To date, the Network includes over 5,000 participants, including CIM Delegates, National Authorities and Experts of the MESECVI, the permanent missions and offices of the OAS in the member states, civil society organizations dedicated to the promotion of women's rights, the OAS Gender Community of Practice, academic and research centers, the media, and youth networks, among others. In 2017, over 2,000 messages were sent via the network to report on the activities of the CIM, present its publications, news, and press releases, and to circulate questionnaires and request information.

The CIM's Twitter feed (@CIMOEA / @CIMOAS / @MESECVI) includes almost more than 6,000 followers and its Facebook page has received more than 10,000 "likes" and "follows" – in both cases an increase of more than 100% since 2016. It is important to note that these pages are highly visible, that the content is available to anyone, without their having to be accepted as "friends" of the CIM, and that they are highly ranked in Internet searches. These social media have been used to promote CIM events, as a

42. The video of the full event is available at:

<https://www.youtube.com/watch?v=qWC5qGbSCYg&list=PLkh9EPEuEx2tZ4zuqBaAJkJAy1cDYIzk5&index=11>

43. The full list of civil society organizations registered with the OAS is available at: http://www.oas.org/en/ser/dia/civil_society/registry.shtml.

result of which both in-person attendance at such events and followers of the live transmissions have increased markedly.

VI. FINANCIAL SITUATION AND BUDGET EXECUTION THROUGH DECEMBER 31ST 2017

In the analysis of the human resources and financial situation of the CIM Secretariat, the following should be highlighted:

- Of the regular budget of the OAS, the CIM currently receives 2.12% of the funds; and
- Of the staff of the OAS (Regular Fund), the CIM has 2.18% (9 employees).

Table 1 - CIM Regular Budget

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

Table 2 – Execution of the CIM Regular Budget through December 31st 2017

Exepnditure line	Funds executed
Personnel	\$1,007,948
Inter-agency assistance	\$63,127
Documents	\$13,312
Supplies and equipment	\$3,030
Contracts and conferences	\$123,927
Other expenses	\$12,045
Total	\$1,223,389
Personnel	\$1,007,948
Non-Personnel	\$215,441

Table 3 - CIM 2018 Budget

Programs/Products/Services (PPS)	Regular Budget (2017)	Regular Budget (2018)
Program		
Institutionalization of a rights and gender equality approach		
Technical and administrative support	33,000	62,043
Conference services (includes translation/interpretation)	17,450	33,108
Printed documents for meetings	3,000	5,640
Inter-agency assistance	4,200	7,596

Computing and office equipment	2,500	4,700
Publicity, printing and reproduction of documents	6,500	12,221
Internet, LAN, telephone and fax services	4,400	8,272
Mail and courier	1,850	3,478
Sub-Total	72,900	137,058
Program		
Follow-Up Mechanism to the Belem do Para Convention (MESECVI)		
Technical and administrative support	44,500	83,664
Conference services (includes translation/interpretation)	21,110	39,689
Printed documents for meetings	2,000	3,760
Inter-agency assistance	4,040	7,596
Publicity, printing and reproduction of documents	6,500	12,221
Internet, LAN, telephone and fax services	4,400	8,272
Mail and courier	1,850	3,478
Sub-Total	84,400	158,680
Program		
Women's political citizenship for democracy and governance		
Technical and administrative support	33,000	62,043
Conference services (includes translation/interpretation)	2,520	4,738
Printed documents for meetings	1,310	2,463
Inter-agency assistance	2,020	3,798
Sub-Total	38,850	73,042
Program		
Citizen security from a gender perspective		
Technical and administrative support	16,500	31,021
Conference services (includes translation/interpretation)	2,520	4,738
Printed documents for meetings	1,310	2,463
Inter-agency assistance	2,020	3,798
Sub-Total	22,350	42,020
TOTAL	218,500	410,800