PRELIMINARY OUTLINE OF THE 2022-2026 STRATEGIC PLAN OF THE INTER-AMERICAN COMMISSION OF WOMEN

(Draft)

1. Preface

Political note contextualizing this Strategic Plan in terms of the evolution and strengthening of the CIM, the current situation of the OAS, the current hemispheric situation and COVID-19 as a turning point.

2. Development of the Plan

Brief description of the internal work process of the CIM Secretariat and the consultations carried out with the CIM Executive Committee, civil society, the Principal Delegates of the CIM in the member states, and the Permanent Missions to the OAS: Main results of the consultations and priorities expressed by the counterparts in each instance of consultation.

3. Overview of Results in the Implementation of the Strategic Plan 2016-2021 of the CIM

Brief reflection and results-based management matrix in each of the strategic lines of the Plan:

3.1. Promoting gender equality and eliminating discrimination

    3.1.1. Institutionalizing a gender dimension in the work of the OAS and its Member States

    3.1.2. Strengthening capacity for comprehensive monitoring of the exercise of women's rights

    3.1.3. Promoting women's substantive political citizenship for democracy and governability

    3.1.4. Women's economic citizenship for integral development

    3.1.5. A gendered approach to citizen security

3.2. Preventing and punishing gender-based violence

3.3. Operational continuity and strengthening of the Inter-American Commission of Women

4. Normative Framework

Brief explanation of the normative framework of the CIM's work (authorities, mandates, etc.) and the guiding cross-cutting approaches: gender, human rights, intersectionality.

5. Hemispheric and Operational Context

External SWOT analysis and brief exploration of the hemispheric context in each of the thematic pillars: Democracy, Development, Human Rights, Security, Mainstreaming.

Internal SWOT analysis and brief exploration of the institutional operating context (CIM and OAS).

a. **COVID-19 as a turning point**

Impacts of the pandemic from a gender perspective in each of the thematic pillars: Democracy, Development, Human Rights, Security, Mainstreaming, and also from the institutional perspective (operational capacity, opportunities and challenges of digitality, etc.).

6. **Proposed Results-based Management Framework 2022-2026**

Cross-cutting Line: Alliances and Articulation for Gender Equality as a Good of Humanity

Final Objective:
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.

Immediate Objectives:
1. Deepen the dialogue between the CIM, member states, and other relevant partners, on a State that takes ownership of the agenda for gender equality.
2. Strengthen the articulation between the CIM and pertinent entities of the inter-American and international systems.
3. Generate spaces for dialogue and specific coordination mechanisms with the feminist and broad women's movement in the region.
4. Foster joint initiatives with academic and research institutions to generate and systematize evidence in favor of gender equality.
5. Initiate joint initiatives with the private sector.
6. Strengthen the capacity of women and / or their organizations to achieve their empowerment and the political incidence of their agendas.

Thematic Line: Women's Political Rights for Democratic Governance

Final Objective:
Parity and the full exercise of women's political rights are essential conditions for democratic governance in the countries of the Americas.

Immediate Objectives:
1. Promote parity as a fundamental democratic principle and its effective implementation through the generation of knowledge, political dialogue, and training.
2. Generate knowledge and spaces for dialogue and exchange of experiences to guarantee the political rights of women and the positioning of the gender agenda.
3. Encourage and support women's leadership in multiple spheres and levels, from an intersectional approach.
4. Strengthen the capacity of political parties, electoral bodies, and other relevant entities to prevent, address, and punish violence against women in political life.
5. Strengthen the capacity of electoral bodies to guarantee and protect the political rights of women.

Thematic Line: Women's Economic Rights for Sustainable Integral Development

Final Objective:
Hemispheric agenda and roadmap for women's economic rights established on the basis of current gaps.

Immediate Objectives:

1. Monitor the exercise of women's economic rights.
2. Promote normative and legal frameworks for strengthening the economic rights of women in different economic sectors and closing existing gaps in women's access to and participation in economic and productive life.
3. Promote and strengthen labor policies with a gender and rights perspective in selected countries of the Americas and within the framework of the Inter-American Conference of Ministers of Labor (IACML).
4. Provide tools to the States to promote social co-responsibility of care and strengthen national public policies and regulatory frameworks on caregiving from a gender perspective.

Thematic Line: Institutionalization of a gender, diversity, and rights approach in the work of the OAS and its Member States

Final Objective:
The gender, intersectional, and human rights approach is transversal to the normative, political, and programmatic work of the OAS and its Member States.

Immediate Objectives:
1. Provide support to strengthening the National Mechanisms for the Advancement of Women in their role as leaders of the National Equality / Gender Policies.
2. Support the institutionalization of a gender equality, intersectional, and human rights approach in the work of the OAS.
3. Generate spaces and alliances to raise the gender equality agenda to strategic political spaces at all levels.

Thematic Line: Comprehensive protection of women's human rights

Final Objective:
The protection and guarantee of women's human rights strengthened from an intersectional approach.

Immediate Objectives:
1. Provide instruments and information to strengthen the guarantee and protection of the human rights of young, rural, indigenous, Afro-descendant, migrant women, domestic workers, women deprived of liberty, and other relevant groups.
2. Generate spaces for dialogue and knowledge on emerging issues in women's human rights, with emphasis on the post-COVID-19 situation, such as climate change, mental health, digitality, among others.

Thematic Line: Citizen security with a gender perspective

Final Objective:
The hemispheric security agenda contemplates and recognizes the needs of women and their contributions to crisis and conflict management.

Immediate Objectives:
1. Formulate a security agenda with a gender perspective to position it in the context of inter-American and other relevant meetings.
2. Strengthen democratic feminist leadership for crisis management, conflict resolution and peace building.

3. Support women's leadership and participation at all levels of the security sector, especially in security policy and decision-making processes.

Thematic Line: Women's right to live free from violence

Final Objective:
The right of women to live free from violence is ensured.

Immediate Objectives:
1. Strengthen the role of the CIM Secretariat in promoting the full implementation of the Belém do Pará Convention.
2. From the Executive Secretariat of the CIM, generate spaces for dialogue and reflection on violence against women, and the role of the OAS in preventing and eradicating it.
3. From the Technical Secretariat of the MESECVI, effectively promote and monitor the implementation of the Belém do Pará Convention, in accordance with its Strategic Plan.

7. Implementation Strategies

Research and knowledge generation
Political dialogue and advocacy
Training and capacity-building
Coordination and alliances
Communication
Resource mobilization
Monitoring and evaluation