



OEA | CIM

INTER-AMERICAN COMMISSION OF WOMEN

OAS/Ser.L
CIM/doc. 147/22
July 20, 2022
Original: Spanish

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

Index

1. Preface	1
2. Introduction	1
3. Origin, legal basis, structure and purpose	3
4. Mandates of the General Assembly of the OAS at its Fifty-first Regular Session	3
5. Fulfillment of the mandates adopted by the CIM Executive Committee 2019-2022.	4
6. Strengthening the CIM	8
6.1. Strategic planning and results-based management	8
6.2. Coordination, alliances and advocacy	8
6.3. CIM Communication Strategy	10
7. Activities of the Executive Secretariat of the CIM in fulfillment of its mandates and the CIM Strategic Plan 2016-2021	11
7.1. COVID-19 in women's lives	11
7.2. Women's political rights for democratic governance	12
7.3. Women's economic rights for integral development	16
7.4. Institutionalization of the gender equality, diversity and rights approach in the work of the OAS (IPA compliance)	20
7.5. Citizen security from a gender perspective	23
8. Financial resources (regular and specific) and human resources	26

1. Preface

Since the beginning of the COVID-19 pandemic, the CIM, and the OAS in general, has shown an enormous capacity to adapt to change and to the different challenges of this new normality, including the invasion of Ukraine and other economic, political social and environmental crisis the region currently faces. The immediate strategy was the generation of knowledge and later the dissemination of this content in different virtual and, more recently, face-to-face spaces. Similarly, the CIM has gone from making the differentiated impacts of the pandemic visible, to reinforcing the call for women's leadership and the centrality of gender issues in policies and recovery processes.

As a result of these approaches, and the large number of requests that reached the CIM to participate in spaces for reflection, during this process it was possible to diversify and greatly expand the CIM's target audience, thus generating new alliances with civil society, academia, other international and regional organizations, other less gender-sensitive government entities, other OAS Secretariats, the private sector, etc. All of the above was executed with the objective of further strengthening the role of the Ministers of Women and/or senior gender authorities in the context of the pandemic and broadening the spectrum of opportunities for the CIM Delegates themselves, and guaranteeing women's rights.

In this process, the CIM has positioned a number of issues as key "accelerators" of the gender equality agenda - parity, women's leadership, economic rights, care, peace and security – in order to focus its work program and consolidate the results achieved. Likewise, the CIM has strengthened ties and cooperation with numerous areas and institutions within the OAS, in accordance with its mandate of gender mainstreaming in all the Organization's work.

In this context of strengthening alliances and articulation around key issues, during 2021 the CIM began the creation of a new Strategic Plan for the period 2022-2026, which seeks to carry forward the progress and successes of the 2016-2021 Plan from a perspective of "building bridges" and building the necessary consensus to achieve the full exercise of women's rights and gender equality in the region. In this sense, in 2022, the CIM will partake in the development of a new Strategic Plan for the OAS, to ensure a gender mainstreaming focus as a priority in each of the Organization's pillars.

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) submits its Annual Report to the General Committee of the Permanent Council for consideration by the General Assembly at its fifty-second regular session, with such observations and recommendations as it deems pertinent.

This report summarizes the activities carried out by the CIM between January and December 2021. The work of the CIM is harmonized from existing mandates derived from the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP),¹ the CIM Strategic Plan 2016-

¹ [AG/RES. 1732 \(XXX-O/00\)](http://www.oas.org/en/CIM/docs/PIA-EN.pdf), Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP), available at: <http://www.oas.org/en/CIM/docs/PIA-EN.pdf>

2021,² specific resolutions of the OAS General Assembly, the Declaration and resolutions adopted by the Thirty-eighth Assembly of Delegates of the CIM (May 7-8, 2019, Santo Domingo), agreements adopted by the CIM Executive Committee 2019-2022 and from the commitments agreed upon at the Summits of the Americas.

In follow-up to the multiple mandates given by the OAS General Assembly to the General Secretariat in relation to the Strengthening of the CIM,³ the Secretary General and the OAS Member States during the period under review have provided important political support to the CIM. The CIM Presidency, from the Dominican Republic,⁴ has had an impact on important forums such as the OAS General Assembly and Permanent Council, the United Nations Commission on the Status of Women (CSW), the Regional Conference on Women in Latin America and the Caribbean, and other specific forums created to highlight the gender dimensions and women's leadership in the response to COVID-19. Similarly, the CIM Vice-Presidencies, from Canada, Colombia and Panama, have provided key political support and leadership to the process of strengthening and raising the visibility of the Commission.

In addition, a growing number of States have expressed their support for the work of the CIM and have requested assistance and technical support from the Commission in various areas. Similarly, in the current financial situation of the OAS, marked by a deep crisis and a series of significant budget cuts, the States have agreed to protect, to the extent possible, the situation of the CIM. The budget cuts forced the CIM to place greater emphasis on mobilizing specific resources, and in this regard the Governments of Canada, Spain, Italy, Liechtenstein, Mexico, Trinidad and Tobago, France and Portugal, as well as the EuroSocial+ Program, the Spotlight Program and the Pan American Development Foundation (PADF) have provided essential support to strengthen the Commission and its work in various areas.

Fulfillment of the mandate to strengthen the CIM requires increased internal coordination with all areas of the Organization and ongoing participation in its activities to ensure the integration of a gender equality, diversity and rights perspective, in the context of full implementation of the **General Secretariat's Institutional Policy on Gender Equality, Diversity and Human Rights** (Executive Order No. 16-03).⁵ Particularly noteworthy is the 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 (SSD), the Department of Effective Public Management (DEPM) and the Summits of the Americas Secretariat (SAS) of the Secretariat for Hemispheric Affairs (SHA), the Inter-American Commission against Terrorism (CICTE) and the Inter-American Drug Abuse Control Commission (CICAD) of the Secretariat for Multidimensional Security (SMS), the Department of Human Development, Education and Employment (DHDEE) and the Department of Economic Development (DDE) of the Executive Secretariat for Integral Development (SEDI) and the Secretariat for Access to Rights and Equity (SARE), all of which have produced substantive and important results in terms of strengthening the OAS' capacity to respond to the gender agenda in the Americas.

² CIM Strategic Plan 2016-2021, available at: <http://www.oas.org/en/CIM/docs/CIM-StrategicPlan2016-2021-En.pdf>.

³ 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 (XXXVIII/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)/ch. 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, and AG/RES. 2976 (LI-O/21)/chapter xii.

⁴ During the period covered by this report, the Presidency of the CIM has been exercised by the Titular Delegate of the Dominican Republic to the CIM and Minister of Women's Affairs, Mayra Jiménez.

⁵ Available at: <http://www.oas.org/en/CIM/docs/GPAP-EN.pdf>

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."⁶

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 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.⁷

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 Statute⁸ 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-first Regular Session⁹

The 51st Regular Session of the OAS General Assembly was held virtually from November 10 to 12, 2021, due to the restrictions imposed by the COVID-19 pandemic. In her speech, the President of the CIM,¹⁰ emphasized the urgent need to include the gender approach and women's leadership in pandemic response and recovery processes and policies, and stressed the importance, in this regard, to establish and strengthen partnerships between actors, sectors and levels to achieve that goal.

The Assembly adopted a resolution on "Promotion and Protection of Human Rights," which, in section xii on "Strengthening the Inter-American Commission of Women for the Promotion of Gender Equity and

⁶ CIM (1998). History of the Inter-American Commission of Women. Washington, DC: Inter-American Commission of Women.

⁷ 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)

⁸ CIM Statute (2016). Available at: <http://www.oas.org/en/CIM/docs/CIMStatute-2016-EN.pdf>

⁹ Details of compliance with the mandates adopted by the OAS General Assembly can be found in Section 6 of this report.

¹⁰ The transcript of the President's speech is available at: [https://www.oas.org/en/CIM/docs/M.Jimenez-AsambleaGeneralOEA\[2021\]-EN.pdf](https://www.oas.org/en/CIM/docs/M.Jimenez-AsambleaGeneralOEA[2021]-EN.pdf)

Equality and the Human Rights of Women,"¹¹ 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 in relation to key issues such as: (i) the monitoring of women's rights, (ii) the elimination of discrimination and violence, (iii) women's representation and leadership, (iv) the analysis of gaps in women's rights and economic autonomy with emphasis on issues such as unpaid work, household and care work, and the promotion of social co-responsibility and the strengthening of social welfare services; v) women's physical autonomy, mental health and sexual and reproductive health; and vi) gender mainstreaming and strengthening of the National Women's Machineries.

The States also requested that the CIM continue its work of analyzing and addressing the differentiated economic, social and political impacts of the COVID-19 pandemic from a gender and human rights perspective, generating knowledge, strengthening capacities and creating spaces for dialogue and exchange of information and experiences among the States and other relevant actors, in order to strengthen the response to the pandemic.

5. Fulfillment of the mandates adopted by the CIM Executive Committee 2019-2022.

On June 15, 2021, the 2019-2022 CIM Executive Committee held its Third Regular Session, virtually due to restrictions imposed by the COVID-19 pandemic. During the session, the Committee adopted a series of agreements, the fulfillment of which is detailed below:

Agreement	Compliance status
<p>1 In regard to the Report of Activities of the President and the Executive Secretariat of the CIM, contained in document CIM/CD/doc.9/21:</p> <ul style="list-style-type: none"> a. continue strengthening the informal communication mechanism between the members of the Executive Committee and the Executive Secretariat of the CIM, promoted by the President of the CIM; and b. motivate the Member States to actively participate in the development of the CIM Strategic Plan 2022-2026. 	<p>Fulfilled</p>
<p>2 Instruct the Executive Secretariat of the CIM to continue generating knowledge and practical recommendations on the situation of women in the post-pandemic period of economic and social recovery and reactivation, from a gender and intersectional perspective, within the framework of the advanced work to make the gender dimensions of COVID-19 more visible.</p>	<p>Fulfilled</p> <p>Details of compliance with this agreement can be found in Section 5.1. of this report.</p>
<p>3 As a follow-up to the positioning and advanced work on parity democracy, request the Executive Secretariat of the CIM to create and participate in advocacy spaces, generate knowledge, identify good practices and advance in the dialogue on how to achieve parity in everything and as a result, sustainable in all areas of political, economic and social life, and to:</p> <ul style="list-style-type: none"> a. identify existing gaps and develop concrete legal and political tools (declarations, recommendations, model laws, etc.) to advance the equality and presence of women in all areas of 	<p>Fulfilled</p> <p>Details of compliance with this agreement can be found in Section 5.2 of this report.</p>

¹¹ Available (in preliminary version) at: https://scm.oas.org/doc_public/ENGLISH/HIST_22/AG08489E09.docx

Agreement	Compliance status
<p>political life, and promote other concrete measures aimed at advancing the full and equal participation of women;</p> <p>b. support the States in the promotion of conditions in which political rights are exercised and to be incorporated into the equality agenda;</p> <p>c. promote the sharing of good practices in the region and bring them to the Inter-American dialogue;</p> <p>d. strengthen alliances to achieve these mandates;</p> <p>e. promote the continuity of work and progress in the generation of processes of economic, social and political transformations on the quality of democracy for the consolidation of electoral democracy through the promotion of parity throughout; and</p> <p>f. submit this work to the Fifty-first Regular Session of the OAS General Assembly (November 11-12, 2021), during a dedicated advocacy space.</p>	
<p>4 Request the Executive Secretariat of the CIM, within available resources, to work towards strengthening the Inter-American legal framework on women's economic rights:</p> <p>a. identify existing gaps and develop tools and strategies (recommendations, model laws, etc.) to advance towards equality and access to women's economic empowerment;</p> <p>b. work in coordination with other international and Inter-American entities to ensure the complementarity of this work; and</p> <p>c. submit this work to the Fifty-first Regular Session of the OAS General Assembly (November 11-12, 2021), during a dedicated advocacy space.</p>	<p>Fulfilled</p> <p>Details of compliance with this agreement can be found in Section 5.3 of this report.</p>
<p>5 Request the CIM Executive Secretariat to present a concrete proposal for a CIM Support Strategy to the States for the Integration of the Gender and Diversity Approach in Public Policy to the CIM Executive Committee 2019-2022.</p>	<p>Fulfilled</p> <p>The proposed preliminary outline of the document was circulated to the Delegates on December 2nd for their consideration during the Fourth Regular Session.</p>
<p>6 Request that the CIM Executive Secretariat, in the process of preparing the CIM Strategic Plan 2022-2026, identify: i) existing gaps in evidence and data; ii) regional priorities from the multiple voices; and iii) establish spaces for dialogue and exchange where the voices of the Delegates, as well as other strategic actors, such as other state agencies, civil society, regional and international systems and academia, have a space to recover a comprehensive view of the proposed lines of work.</p>	<p>Fulfilled</p> <p>The proposed preliminary outline of the Strategic Plan 2022-2026 was circulated to the Delegates on December 2nd for their consideration during the Fourth Regular Session and the work plan will be presented during that session.</p>
<p>7 On the road to the Ninth Summit of the Americas (2022, United States), continue to position the importance of women's leadership for the achievement of the gender equality agenda with a view to:</p> <p>a. highlight the under-representation of women in decision-</p>	<p>In process of compliance</p> <p>A draft text on women's leadership will be considered by the Fourth Regular Session</p>

Agreement		Compliance status
	<p>making positions at the highest levels in all the countries of the region;</p> <p>b. raise and advocate for specific agreement on the importance of women's leadership in the resulting outcome document; and</p> <p>c. report on the articulation process and results of the Inter-American Task Force on Women's Leadership.</p>	of the Executive Committee and the CIM Secretariat is coordinating with the Summits Secretariat to make the issue visible from multiple perspectives in the preparatory process and during the Summit.
8	In the framework of the CIM's ninety-fifth anniversary (2023), request the CIM Executive Secretariat to identify and develop concrete media products to report on the history of the CIM and its contributions to the gender agenda and multilateralism.	Fulfilled

On December 9, 2021, the 2019-2022 CIM Executive Committee held its Fourth Regular Session, via virtual platform due to restrictions imposed by the COVID-19 pandemic. During the session, the Committee adopted a series of agreements, the fulfillment of which is detailed below:

Agreement		Compliance status
1	<p>In follow-up to Resolution CIM/RES. 272 (XXXVIII-O/19), adopted by the Thirty-eighth Assembly of Delegates of the CIM in 2019, to hold the Thirty-ninth Assembly of Delegates of the Inter-American Commission of Women (CIM):</p> <p>a. if the agenda of events of the OAS so permits, in the period between the end of May and the beginning of June 2022, at the headquarters of the Organization of American States (OAS), Washington, D.C., unless an offer is received to hold it elsewhere and it is finalized in accordance with the provisions of Article 12 of the Rules of Procedure of the Commission;</p> <p>b. make arrangements for the two-day meeting to be held in person, to the extent possible in the context of the COVID-19 pandemic, but with the option to participate virtually; and</p> <p>c. request the Executive Secretariat of the CIM to arrange the necessary preparatory meetings with the Principal and Alternate Delegates to the CIM via virtual communication between February and April 2022.</p>	<p>Fulfilled</p> <p>The Thirty-ninth Assembly of Delegates was scheduled for May 25 and 26, 2022 and 7 preparatory meetings were held between April and May 2022.</p>
2	<p>Following up on the Preliminary Outline of the Strategic Plan 2022-2026 of the Inter-American Commission of Women (CIM/CD/doc.21/21):</p> <p>a. approve the document with the comments provided by the Delegates; and</p> <p>b. request the Executive Secretariat to circulate to all Member States an elaborated version of the Plan for their consideration during the preparatory process for the Thirty-ninth Assembly of Delegates of the CIM and for its eventual approval by that body.</p>	<p>Fulfilled</p> <p>A complete version of the Plan was prepared, considered during the preparatory meetings and submitted to the 39th Assembly of Delegates.</p>
3	Following up on the proposal for the Annotated Working Index of the "Strategy to Support National Women's Mechanisms in	<p>Partially complied with</p> <p>The Secretariat has made progress in identifying and</p>

Agreement	Compliance status
<p>mainstreaming the gender, rights and diversity approach throughout the State's activities" (CIM/CD/doc.22/21):</p> <ol style="list-style-type: none"> a. approve the document with the comments provided by the Delegates; b. request the Executive Secretariat to advance pilot experiences in selected countries and incorporate lessons learned into the Strategy; and c. request the Executive Secretariat to launch the Strategy during the Thirty-ninth Assembly of Delegates of the CIM, within the framework of a high-level panel on the same topic. 	<p>analyzing experiences at the national level, but has yet to incorporate the experiences of the English-speaking Caribbean.</p>
<p>4 In regard to the analytical work on women's economic rights and the Draft Annotated Index to the "Inter-American Model Law on Caregiving" (CIM/CD/doc.23/21), prepared in collaboration with the EUROsociAL+ PROGRAM:</p> <ol style="list-style-type: none"> a. take note of the analytical work done on: i) gaps and ii) existing standards and request the CIM Executive Secretariat to use it to guide future work on this topic; b. approve the proposed preliminary outline for the "Inter-American Model Law on Caregiving" (CIM/CD/doc.23/21), with the input provided by the Delegates; and c. request the Executive Secretariat of the CIM to advance in the dissemination and present the complete text of the Model Law to the Delegates during the Thirty-ninth Assembly of Delegates of the CIM, for their information. 	<p>Fulfilled</p> <p>The Model Inter-American Law on Care was launched on March 8, 2022 and will be presented during the 39th Assembly of Delegates.</p>
<p>5 En route to the Ninth Summit of the Americas (summer 2022, United States):</p> <ol style="list-style-type: none"> a. organize a subsequent meeting to discuss in more detail the proposed text on women's leadership (CIM/CD/doc.24/21); and b. send the agreed text, on behalf of the President of the CIM, to the Summit Implementation Review Group (SIRG, host country and National Coordinators), requesting its inclusion in the base document proposed by the host country. 	<p>Fulfilled</p> <p>The Secretariat provided inputs to the draft documents presented by the host country, and supported the organization of an event on women's leadership during the Summit.</p>
<p>6 Following up on the work carried out in coordination with strategic partners from civil society, academia, the private sector and other relevant sectors:</p> <ol style="list-style-type: none"> a. approve the line of work "Building bridges and alliances to strengthen women's leadership" and request the Executive Secretariat to continue to broaden and deepen coordination with relevant strategic partners within the framework of the main lines of work of the Commission, so that their voices and priorities reach the main multilateral forums in the region; and b. generate a dedicated space for exchange with women's and feminist organizations of the Americas during the Thirty-ninth Assembly of Delegates of the CIM. 	<p>Fulfilled</p> <p>The draft Strategic Plan 2022-2026 includes a line of work dedicated to broadening and deepening alliances, and the 39th Assembly of Delegates will include a space for exchange with the women's movement.</p>

6. Strengthening the CIM

6.1. Strategic planning and results-based management

Taking into account the challenges of achieving the full exercise of women's rights, in 2016 the Thirty-Seventh Assembly of Delegates of the CIM adopted the 2016-2021 Strategic Plan with a view to:

- i) Strengthen and consolidate the position of the CIM as a hemispheric political forum and a point of reference for the construction of full citizenship for women from a human rights perspective;
- ii) Articulate and harmonize the actions of the CIM with those of the OAS; and
- iii) Institutionalize the rights and gender equality approach in all of the Organization's activities.

In addition to providing a roadmap for the work of the CIM, the *2016-2021 Strategic Plan* sought to strengthen the Commission's results-based management by identifying a series of concrete indicators against which to measure and report progress. This report therefore reports on the progress made against the indicators established in each strategic line of CIM's work, with a view to further deepening results-based management and reporting on the impact of CIM's work in the region.

As stated in the Strategic Plan, the work of the CIM has been carried out through the generation and participatory management of knowledge, the building of alliances and dialogue, and awareness-raising and capacity building to bring the gender agenda to the center of the political debate and to the daily work of formulating and implementing public policy.

6.2. Coordination, alliances and advocacy

During 2021, the CIM made significant progress in terms of its coordination with representatives of OAS Member States, Ministers, senior gender authorities and other relevant political actors, international organizations, public entities at the national level, parliaments, civil society, academia and non-gender-sensitive sectors.

At the invitation of the OAS Member States, the CIM spoke on various occasions in the OAS Permanent Council, the Committee of Juridical and Political Affairs (CAJP) and other political forums to commemorate Women's Day in the Americas, International Women's Day and the International Day for the Elimination of Violence against Women. The importance of achieving parity in all spheres of life was also highlighted, the work of COVID-19 in identifying and addressing the gender dimensions was presented, and the Commission's 2020 annual report was presented. Similarly, the Executive Secretary of the CIM and several members of the team met regularly and regularly with the Member States and Observers to discuss various aspects of their work, including the organization of activities in the States themselves, although still mostly by virtual means for the time being.

In this regard and as a follow-up to the *Strategy for Strengthening Coordination between the CIM and Civil Society* (CIM/CD/doc.6/13 rev.3),¹² the CIM has also strengthened coordination and established new partnerships with feminist and women's organizations, this being a particular mandate of its Executive Committee in the context of the development of the Strategic Plan 2022-2026.

Throughout 2021, and in order to deepen this mandate, the CIM convened a group of ten prominent leaders of the feminist movement with strategic vision to create a space to share reflections on the role

¹² Available at: <https://www.oas.org/en/cim/committee.asp>

of feminism, in light of the current historical moment and around the pillars of work of the CIM: human rights and violence against women; democracy and political participation; economic empowerment and global care emergency; security; and gender mainstreaming. In this context, on December 14th, the CIM launched, with some representatives of this group of allied leaders, the ***Decalogue for a human rights and feminist State***,¹³ which seeks to position the gender agenda and the demands of women in the region at the top of the hemispheric political debate.

In recognition of the importance of generating and systematizing evidence to support *advocacy* for the gender agenda in the region, the CIM has established partnerships with a number of academic institutions in the region. Likewise, the CIM held regular meetings with key representatives of several international organizations to deepen the work of collaboration and identification of synergies that allow it to maximize its comparative advantage as a hemispheric policy forum in a scenario of increasingly scarce resources and time:

Table 1: CIM meetings, by sector (January to December 2021)

Sector	Meetings	Comments
OAS (Internal)	358	Internal CIM meetings and coordination meetings with other OAS agencies and institutional working groups.
Member States and Observers	194	Presentations to the Permanent Council and other bodies, meetings of the Committee, bilateral meetings and public meetings organized with national authorities.
Civil Society	114	Closed coordination and public meetings organized with one or more organizations.
International Organizations	74	Closed coordination and public meetings organized with one or more organizations, meetings of the Inter-American Task Force on Women's Leadership, etc.
Academy	21	Closed coordination and public meetings organized with an institution, lectures as part of a diploma/course.
Media	12	Individual and/or group interviews.
Other	57	Meetings with coordinating agencies and/or donors.

6.3. CIM Communication Strategy

In 2019, with a view to strengthening results-based management, the CIM identified a series of indicators that give some account of the impact of its work. These indicators - which include details such as the number of downloads of CIM videos and documents, the number of followers of a live broadcast, and the movement on social media during and immediately after an event - began to be measured from 2020 and have been part of CIM's reporting ever since.

CIM has a communication and positioning strategy focused mainly on giving greater visibility to its strategic axes and aligning the discourse with the 4 pillars of the OAS, in the quest to improve results and generate greater reach on different platforms. During 2021, the communication content disseminated the partnerships, development of content and work of the CIM in the context of the differentiated impacts of COVID-19 on the lives of women, through the development of communication campaigns, press releases,

¹³ Available at: <https://www.oas.org/en/cim/docs/Decalogo-En.pdf>

internal and external events, interviews, articles, and presence in the media, both internally and externally throughout the region.

These efforts are carried out through different communication channels, mainly mass messaging, institutional mailings, social networks and the web page. The CIM has a virtual network of more than 5,000 participants, composed mainly of women interested in gender issues, ministers and senior gender authorities, representatives of various government sectors, civil society organizations, academia, research centers, the media, and other regional and international agencies, among others.

The pandemic has limited the possibility of organizing face-to-face events and meetings at headquarters and in the countries, so the CIM has prioritized and expanded the use of information technologies and social networks for the positioning of its issues. This evolution towards the digital world represents a paradigm shift that opens up a multiplicity of opportunities to generate new partnerships, increase visibility and impact, and optimize the use of limited resources. This process has involved an intensification of the dissemination of CIM products, participation in online activities, the generation of content in social networks, and the use of videoconferencing platforms, podcasts and videos to promote other forms of exchange.

In terms of outreach, it is estimated that, during the period covered by this report, through a series of its own events on Zoom and Kudos, the CIM has reached more than 6,000 people who connected directly, in addition to the significant subsequent reach of the asynchronous views of the webinars and participation in a multiplicity of external events. In terms of presence in the region, the CIM participated in more than 150 virtual events.

As a result of the increase in virtual activity, there has been a significant growth in the network of contacts and followers in the multiple dissemination channels of the CIM:

Account	Messages Sent 2020-21	Followers 2018	Followers December 2021	Publications Viewed
Twitter (@CIMOEA)	1285	6,000	13,640	Average of 322 people per day
Twitter (@AlejandraMoraM)	(2021) 245	N/A	3,300	(2021) Average of 31k visits to her profile/month
Facebook	568	15,000	24.600	Average of 1,000 people per day
YouTube	69 videos	N/A	571	3,650 total views
Instagram (@cim.oea) ¹⁴	N/A	N/A	680	
CIM Women in Politics Network	240	N/A		Average of 15 visits per day

7. Activities of the Executive Secretariat of the CIM in fulfillment of its mandates and the CIM Strategic Plan 2016-2021

7.1. COVID-19 in women's lives

The period of this report continues to be marked by the health, social and economic crisis represented by the COVID-19 pandemic, although with important signs of recovery. Following on from the work on the differential impacts of the pandemic, and the deepening of the issue of caregiving in particular, during this period the CIM has continued its work to highlight the gender dimensions of COVID-19 and to formulate and disseminate concrete recommendations for an economic and social recovery with equality and social justice.¹⁴ This work has been systematized in a new Compendium on COVID-19 in the Lives of Women: Towards a New Gender Pact¹⁵ to unify and disseminate information and recommendations in a more agile manner. In particular, the CIM has delved into key topics such as gendered economic reactivation and the impacts of COVID on specific economic sectors, digitality, women's cybersecurity, and domestic work, among other areas.

Just as the COVID-19 pandemic has given the CIM an opportunity to generate knowledge from a gender approach and make women's leadership visible in multiple fields, it has also implied a reorientation of planning and a change of priorities in terms of meeting the goals of the CIM Strategic Plan 2016-2021. In this regard, the sections below account for progress in many of the areas contemplated in the Strategic Plan from 2016 to the present. Likewise, they reflect that, in many areas, particularly women's economic rights, the reorientation of CIM's work during the last two years of execution of this five-year plan has produced results not contemplated in the original Plan.

7.2. Women's political rights for democratic governance

Final Objective
The full exercise of women's political citizenship and parity in political representation are supported as essential conditions for governance and citizen democracy in the countries of the Americas, within the framework of the international and inter-American commitments assumed in relation to women's human rights.

Immediate Objective 1			
Increased understanding by political party leaders and electoral bodies of the impacts of gender inequalities in the political sphere, women's political rights and parity, including the implementation of existing quota or other laws and measures in selected countries in the Americas.			
Planned product	Indicator	Degree of compliance with the goal	Means of verification
The commitment to parity II: Case studies carried out and published	Published study and policy briefs distributed in appropriate formats	Exceeded (the original target was 2 countries and studies were published on 3 countries, Argentina, Mexico and Nicaragua).	CIM Web Page
Good practices in gender parity compiled and analyzed	Number of best practices reported and analyzed Best practices organized and presented online	Exceeded (the original target was 10 practices and 15 have been identified)	CIM Web Page Videos and documents of CIM events

¹⁴ CIM's work on COVID-19 in women's lives is available at: <https://www.oas.org/en/cim/COVID-19.asp>

¹⁵ Available at: https://www.oas.org/en/cim/docs/Compendio_Covid_ENG.pdf

Parity toolkit: Guidelines developed and disseminated	Manual published and distributed Manual used in political party and other activities	In process	N/A
Sub-regional workshops organized on the basis of the toolkit	Workshops organized (number of men and women participants) Increased awareness of the importance of gender parity and existing legal and policy tools	Exceeded (the original target was 300 people and nearly 1,000 have been trained) Not measured (pending the development of a survey-type instrument to measure this indicator).	CIM reports to authorities CIM social media
Immediate Objective 2			
Increased institutional capacity of political (parliaments and political parties) and electoral authorities in OAS Member States to mitigate political violence and harassment against women.			
Planned product	Indicator	Degree of compliance with the goal	Means of verification
Manual of policy guidelines to prevent, punish and eradicate political violence and harassment against women prepared, published and disseminated.	Manual published and distributed Manual used in political party and other activities	Exceeded (the original goal was one manual sent to two political parties per country; 3 manuals have been published and widely disseminated).	CIM Web Page CIM social media
Guide for Electoral Institutions to Respond Effectively to Political Violence and Harassment against Women in the Framework of their Functions prepared, published and disseminated.	Guide published and distributed Guide used in activities related to the organization and management of elections.	In process (the guide is currently under revision and will be published during 2023)	CIM Web Page CIM social media
Recommendations of the MESECVI Committee of Experts on political violence and harassment prepared, published and disseminated	Recommendations adopted and disseminated Number of recommendations implemented by States or that have served as a basis for action by States.	Fulfilled	CIM reports to authorities MESECVI National Reports CIM social media CIM Web Page
Model protocol for political parties on political violence and harassment against women prepared, published and disseminated.	Protocol published and distributed Protocol used in political party and other activities	Fulfilled Fulfilled	CIM reports to authorities CIM social media CIM Web Page
Political and electoral authorities trained in the	Workshops organized (number of men and women participants)	Exceeded	CIM reports to authorities

use of the tools produced by the project	Increased awareness of political violence and harassment	(out of the original target of 300 people, at least 500 have been trained) Not measured (pending the development of a survey-type instrument to measure this indicator).	CIM social media CIM Web Page
Immediate Objective 3			
Increased understanding of the quality and impact of training for women in political parties and strengthened institutional capacity to provide effective training to empower women in electoral contests.			
Planned product	Indicator	Degree of compliance with the goal	Means of verification
Guidelines for strengthening women's political leadership in political parties through training activities.	Guide published and distributed Guidelines used in the formulation of training programs for women in political parties	Fulfilled (from the original target, a series of 7 training modules have been developed through the Course for Women Electoral Candidates)	CIM reports to authorities CIM social media OAS School of Governance Web Page
Women's secretariats of political parties staff trained through sub-regional workshops	Workshops organized Increased awareness of the need for a better formulation of training programs to empower women	Fulfilled (of the original goal of 200 people, more than 600 have been trained through the Course for Women Electoral Candidates).	CIM reports to authorities CIM social media OAS School of Governance Web Page

Building a regional agenda on parity in political life

The CIM has positioned the issue of parity as a measure of justice that incorporates three dimensions: (i) equal participation of women and men (50/50) in decision-making positions in the public and private sectors, from the international to the local level; (ii) the exercise of power under conditions of equality, that is, free of discrimination and violence based on gender and/or sex; and (iii) the incorporation of the agenda of women's rights and gender equality. Based on this definition, the CIM has worked to position and make parity visible in all its work as a *sine qua non* for effective democratic governance, comprehensive sustainable development and effective recovery and reactivation in the post-COVID period. In this regard, the CIM actively participated in the commemoration of the twentieth anniversary of the Inter-American Democratic Charter (2001-2021), highlighting the important progress made in the region, particularly in recent years, and making visible the pending challenges in terms of achieving parity and "...the full and equal participation of women in the political structures of their respective countries."

Strengthening of women's leadership and participation in political life

In 2017-2018, CIM launched the Course for Women Electoral Candidates with three objectives: 1) To improve the performance of participants in the electoral campaign, with sessions on campaign strategy

and political communication; 2) To strengthen their response to the different forms of discrimination and violence they may face as women candidates, with sessions on leadership, political violence, and physical and digital security; and 3) To engage participants in promoting the women's rights agenda in the Americas and participation in women's political networks. The Course was launched in Mexico in April 2018 and until 2021, nine editions were held face-to-face in several countries in the region, including Mexico (at the federal level, in Chiapas and in Aguascalientes), Peru, Dominican Republic, Panama, Bolivia, Colombia and Costa Rica, all in collaboration with the National Women's Mechanism and/or the electoral body.

The CIM has contextualized this Course within the framework of an *Inter-American Program for Democratic Strengthening and Women's Leadership*, which seeks to promote women's leadership and political empowerment from an integral perspective through actions for the political empowerment of women, the generation of knowledge and the creation of a regional network that, from ideological and partisan plurality, articulates women in the promotion of the agenda for equality. The elements that make up this program are: (1) Course for Women Electoral Candidates; (2) Specialization on Leadership and Public Policy; (3) Research on Women's Political Leadership; (4) the CIM Network of Women Politicians; and (5) research and training in women's leadership for crisis and conflict management.

Within the framework of the Program and in the context of the pandemic, five virtual editions of the Course for Women Electoral Candidates have been held in Ecuador (November 16-20, 2020),¹⁶ Honduras (November 30 to December 4, 2020), Mexico (April 12 to 23, 2021), Paraguay (July 6 to 23, 2021),¹⁷ Paraguay (July 6 to 23, 2021)¹⁸ and Costa Rica (November 22 to December 3, 2021)¹⁹ and an agreement has been reached to hold another edition in the context of the upcoming elections in Colombia, in collaboration with the Mission to Support the Peace Process in Colombia (MAPP-OAS) from January 20 to February 2, 2022. On the one hand, the virtual modality is more flexible for the participants. For the organizing entities, the economic and coordination costs associated with the face-to-face part were eliminated. However, the COVID-19 situation also brought new challenges related to the availability of participants' time, forcing the coordinating team to adjust schedules and shorten the course due to the limitations presented by virtuality.

Also within the framework of the Program, the closed Facebook group "CIM Network of Women Politicians" has been created, a virtual space that brings together women who have been trained in the various editions of the Course for Electoral Candidates. This network, which today has more than 150 active users, seeks to bring together women political leaders from throughout the region, serves as a platform for the exchange of information, experiences and new resources among women politicians and with the CIM, and is a strategic space to promote new alliances and new pacts based on sisterhood among women who seek to promote the gender agenda.

Violence against women in political life

¹⁶ The video of the inaugural public session of the Course in Ecuador is available at:

https://www.facebook.com/415081041866343/videos/36653421123113/?so=channel_tab&rv=all_videos_card

¹⁷ More information at: <http://www.oas.org/es/sap/dgpe/escuelagob/Convocatorias/Candidatas-proxima-edicion2020.pdf>

The video of the inauguration of the course is available at: <https://www.youtube.com/watch?v=civQZbc6YCK>

¹⁸ The video of the inauguration of the course is available at: <https://www.youtube.com/watch?v=py5AGHp1Yyw>

¹⁹ More information at: <https://www.oas.org/es/cim/docs/CursoCandidatasCOR-ES.jpg> and the video of the inauguration of the course can be found at: <https://www.facebook.com/415081041866343/videos/785580256177152>

Following the guidelines of the Inter-American Model Law to Prevent, Punish and Eradicate Violence against Women in Politics,²⁰ on July 15 and 16, 2021, the first workshop for political parties "Protocols on violence against women in politics," organized by the CIM with the Ministries of Women of Paraguay and the Dominican Republic, was held. The event was intended as a training space for political parties and people involved in party militancy and elections in Latin America, to present the CIM Model Protocol for Political Parties²¹ and the work of the Commission to strengthen democracy from a feminist and parity approach. After a successful call for more than 600 applicants, 100 people from 17 countries in the Latin American region were selected, a fact that demonstrates the demand for modernizing and transforming political parties to respond to the demands of women in the continent.

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 Leadership*,²² was launched in the framework of the Eighth Summit of the Americas (Peru, April 13-14, 2018). The Task Force seeks to unite and enhance the efforts of 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 working meetings. As a collective result, key advocacy spaces have been generated in high-level forums such as the CSW, the Assembly of Delegates of the CIM, the Annual Conference of the CAF, and the Regional Conference on Women in Latin America and the Caribbean.

In parallel, a series of high-level conversations have been generated in webinar format,²³ and a Podcast²⁴ titled "*Elevando las voces y el liderazgo de las mujeres*" (2020), of which 13 episodes were published. In 2021, a second edition of the Podcast "Breaking ceilings and opening paths" was launched to make women's leadership visible from an intersectional point of view, which brings together interviews with women who have managed to be "the first" to reach key leadership positions.

In 2021, the Inter-American Award for Best Practices for Women's Leadership was also launched in the framework of the 65th session of the CSW,²⁵ initiative that sought to recognize, highlight and amplify public policies as well as private sector and civil society initiatives that promote the increase in the number of women in leadership positions and/or strengthen their empowerment and capacity to influence decision-making, close gaps and inequality from a rights-based perspective, value the capacity to innovate, generate significant impacts, combine synergies, strategic alliances and, above all, consider leadership

²⁰ MESECVI (2017). Inter-American Model Law to Prevent, Punish and Eradicate Violence against Women in Political Life, <http://www.oas.org/en/mesecvi/docs/LeyModeloViolenciaPolitica-EN.pdf>

²¹ Available at: <https://www.oas.org/en/cim/docs/ViolenciaPolitica-ProtocoloPartidos-EN.pdf>

²² The Task Force is composed of the Economic Commission for Latin America and the Caribbean (ECLAC), the Inter-American Development Bank (IDB), the OAS - Inter-American Commission of Women (CIM) and Inter-American Commission on Human Rights (IACHR), the Pan American Health Organization (PAHO), ParlAmericas, the United Nations Development Programme (UNDP), UN Women, the International Institute for Democracy and Electoral Assistance (International IDEA) and the Ibero-American General Secretariat (SEGIB). In addition, two civil society organizations serve 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). CIM serves as the Secretariat of the Task Force, with responsibility for its overall functioning and day-to-day operations. See <https://www.oas.org/en/taskforcewomenleadership/> for more information.

²³ More information is available at: <http://www.oas.org/es/taskforcewomenleadership/#Eventos>

²⁴ Inter-American Task Force on Women's Leadership Podcast "Elevating Women's Voices and Leadership" <https://www.oas.org/es/taskforcewomenleadership/podcasts/>

²⁵ <https://www.oas.org/en/taskforcewomenleadership/initiatives/inter-american-award.asp> for more information.

from a comprehensive rights-based approach with an intersectional perspective. The closing award ceremony will be held during the Ninth Summit of the Americas.

7.3. Women's economic rights for integral development

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

Immediate Objective 1			
Monitoring of the exercise of women's economic rights.			
Planned product	Indicator	Degree of compliance with the goal	Means of verification
Use of the matrix of indicators of women's economic rights and compilation of information on the exercise of these rights	Information compiled from the OAS Member States and from other sources	In process	N/A N/A
Preparation of a hemispheric report on the exercise of women's economic rights, with concrete recommendations on policies and programs to fill the gaps observed.	Report prepared and published	In process The CIM documents on the global emergence of care and care as an investment partially respond to this goal. The series of technical webinars on the impacts of COVID-19 on women's economic empowerment in the Caribbean partially responds to this goal.	CIM Web Page CIM social media

Immediate Objective 2			
Labor and competitiveness policies imbued with a gender and rights-based approach have been promoted and strengthened in selected countries of the Americas and within the framework of the Inter-American Conference of Ministers of Labor (IACML).			
Planned product	Indicator	Degree of compliance with the goal	Means of verification
Establishment of a community of practice and learning community for policies and strategies to accelerate the reduction of gender inequalities and generate new decent work opportunities for women.	Established community of practice Best practices exchanged Tutorials conducted	Fulfilled Progress has been made in this work within the framework of the Inter-American Ministerial Labor Conference (IACML), with advice from the CIM.	ITTC Documents and website
Conducting participatory gender diagnostic in selected ministries of labor and	Evaluations performed Action plans formulated	Partially completed	CIM reports to authorities

developing action plans to institutionalize a gender equality and rights approach.		(the original goal was 12 and for budgetary reasons, 4 PGD has been carried out ²⁶)	CIM Web Page
Immediate Objective 3			
Tools have been provided to States to promote the co-responsibility of women, men, the State and the private sector for social reproduction, including care.			
Planned product	Indicator	Degree of compliance with the goal	Means of verification
Research, systematization and dissemination of good practices in the field of public and private policies and programs to strengthen caregiving infrastructure, make unpaid domestic work visible and support the work-life balance of men and women.	Good practices found and disseminated	Fulfilled	CIM reports to authorities CIM social media CIM Web Page
Development of model laws, policies and other instruments to strengthen caregiving infrastructure and support work/life balance for men and women	Model laws and other instruments/ Recommendations elaborated	Fulfilled	CIM reports to authorities CIM social media CIM Web Page
Immediate Objective 4			
Policies have been promoted in selected countries of the Americas to provide comprehensive support and social protection with a gender and rights-based approach to women engaged in economic activities in the informal sector.			
Planned product	Indicator	Degree of compliance with the goal	Means of verification
Inventory of social protection policies and services available to women employees in the information economy	Inventory and gaps indicated	Partially completed CIM's work on the gender impacts of COVID-19 partially responds to this goal.	CIM social media CIM Web Page
Search and dissemination of policies and other best practices	Good practices encountered	Partially completed CIM's work on the gender impacts of COVID-19, as well as its work on existing care policies, partially responds to this goal.	CIM social media CIM Web Page
In cases where gaps exist, development of model laws and other instruments	Instruments developed and broadcasted	Fulfilled	CIM social media CIM Web Page

²⁶ The fulfillment of this output is subject to the availability of resources to carry out the activities foreseen in the DPGs. It should be noted that, in order to move forward with these activities, it is necessary to have the will and agreement of the States to carry them out. At recent meetings of the Ministers of Labor and the Inter-American Network for Labor Administration (RIAL), progress has been made in institutionalizing the gender approach in the Ministries of Labor through other tools, such as the preparation of manuals, the establishment of a network of gender focal points, and the holding of hemispheric dialogues among the gender focal points.

In 2019 and as a follow-up to the Declaration of Lima 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 conceptually and politically position: (i) the need to strengthen the Inter-American legal framework around women's economic rights; and (ii) the importance of reconceptualizing work to make unpaid and care work in the domestic sphere visible and foster social co-responsibility for care between women, men, the State and the private sector.

In this regard, in 2021 the CIM continued its collaboration with the Government of France to identify persistent gaps in the full exercise of women's economic rights. In September 2021,²⁷ an event was held with the First Lady of Honduras that asked experts on the subject to highlight the gaps in the existing legal framework, with a view to formulating concrete recommendations to close these gaps. During the event, the CIM presented some of the preliminary results of the research carried out in collaboration with the European Union Program for Social Cohesion in Latin America (EUROsociAL+ Program). Within the framework of this collaboration, a series of consultations were also held with experts from the private sector (MYPIMES), digital/technology, rural and tourism, and areas considered to be highly affected by the pandemic and whose differentiated impact on women's lives has effects on their economic empowerment. These meetings sought to identify and better understand the gaps, realities and specific problems in terms of equality and non-discrimination, as well as to identify initiatives and concrete proposals to strengthen the rights and economic autonomy of women in each of the aforementioned sectors.

Similarly, the CIM has identified the issue of caregiving as a fundamental accelerator and necessary precondition for gender equality. With a view to working on a series of recommendations and policy guidelines for care-related measures, during this reporting period the CIM, again in collaboration with the EUROsociAL+ Program, has organized a series of sub-regional virtual consultations (South America, Central America, North America and the Caribbean) with the National Women's Machineries of the Member States to identify the most appropriate measures to be taken, North America and the Caribbean) with the National Women's Machineries of the Member States to identify good practices, experiences and areas of cooperation related to the global care emergency, aggravated by COVID-19, and translate them into public policies and proposals for regulatory frameworks that seek to promote women's autonomy and economic empowerment. The meetings highlighted the need to generate data and tools to measure the use of time, to raise public awareness of the impact of caregiving on women's lives, to move towards the protection of caregivers and the importance of inter-institutional coordination for the development and implementation of policies. At its Fourth Regular Session, the CIM Executive Committee approved a proposal for a preliminary table of contents for the Inter-American Model Law on Caregiving, a tool that will be developed in early 2022.

In November 2020, in collaboration with the Pan American Development Foundation (PADF), the CIM initiated work on the rights of domestic workers, consisting of an analysis of legal standards and normative advances at the national level to produce: i) a series of public policy, programmatic, communication and other relevant recommendations directed at States, civil society, unions and other relevant actors; and ii) a communication campaign with a view to closing the gap in normative advances and their realization in the exercise of domestic workers' rights. The draft hemispheric analysis was shared on November 17,

²⁷ The video of the event is available at: <https://www.youtube.com/watch?v=95TSfWqyOvU>

2021,²⁸ at an event organized with the International Labor Organization (ILO) and PADF to commemorate the tenth anniversary of ILO Convention 189 on the rights of domestic workers.

In the area of labor, the CIM has maintained ongoing coordination with the Department of Human Development, Education and Employment (DHDEE) to follow up on the "Strategic Lines of the XV IACML to advance towards gender equality and non-discrimination in the framework of decent work" (2007). This collaboration is reflected in the consolidation of the gender and women's rights perspective in the technical and political agenda of the Inter-American Ministerial Labor Conference (IAMLC). As part of this collaboration, on November 30th, the CIM participated in the third session of a series of Hemispheric Dialogues among Gender Units of the Ministries of Labor, which seek to discuss and finalize the Manual or "ABC" of Gender Units of the Ministries of Labor, a document that will serve as a guide for the creation of these units in those ministries that do not have one, and for strengthening those that already exist.

7.4. Institutionalization of the gender equality, diversity and rights approach in the work of the OAS.

Final Objective
Gender and human rights are a central component of the normative and programmatic work of the OAS and its Member States.

Immediate Objective 1			
The capacity of OAS Member States to effectively integrate gender and human rights concerns into their normative and programmatic work has been developed or strengthened.			
Planned product	Indicator	Degree of compliance with the goal	Means of verification
Methodology of participatory gender diagnostics to incorporate a gender perspective adapted to the needs of national mechanisms for the advancement of women.	Methodology of participatory gender diagnostics adapted, translated and published as a manual.	Partially completed	CIM reports to authorities CIM Web Page
Methodological transfer carried out with national mechanisms for the advancement of women so that they can carry out participatory gender diagnostics and follow up on them in the sectoral ministries of their own countries.	Transfer activities with the national machineries for the advancement of women Number of men and women who have received training on the methodology of participatory gender appraisals	Fulfilled (out of the target of 75 people trained, 75 have been trained)	CIM reports to authorities CIM Web Page
Monitoring and follow-up of project activities	Good practices encountered and lessons learned Document published with the results of the transfer activities organized	Fulfilled	CIM reports to authorities CIM Web Page

²⁸ The video of the event is available at: <https://youtu.be/K4Vx68CObp4>

Immediate Objective 2			
OAS institutionalizes a gender equality and human rights approach in its internal and external operations.			
Planned product	Indicator	Degree of compliance with the goal	Means of verification
Gender policy prepared, adopted and disseminated	Policy adopted and published	Fulfilled	CIM reports to authorities
	Number of men and women who are aware of gender policy and its implications.	Exceeded	CIM Web Page
Staff trained in gender analysis, planning and budgeting techniques	Evaluation performed	Fulfilled	CIM reports to authorities
	Results analyzed and disseminated	Fulfilled	CIM Web Page
	The corresponding actions have been included in the action plan.	Fulfilled	
Action plan developed to guide the implementation of the policy	Action plan prepared with corresponding budget	Fulfilled	CIM reports to authorities CIM Web Page
The capacity of OAS staff to effectively integrate gender and human rights concerns into their normative and programmatic work has been developed.	Staff trained in gender analysis, planning and budgeting techniques	Exceeded (of the target of 300 people, more than 450 people have been trained).	CIM reports to authorities CIM Web Page

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

Twenty-one years ago, the OAS Member States adopted the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP),²⁹ in order to i) systematically integrate the gender perspective in all organs and agencies and entities of the inter-American system and ii) encourage OAS Member States to formulate public policies, strategies and proposals aimed at promoting women's human rights and gender equality in all spheres of life. The IAP laid the groundwork for sustained, permanent and strategic work by the entire Organization, led politically by the OAS General Secretariat (GS/OAS) and technically and strategically by the CIM. The IAP was committed to the gender perspective as a cross-cutting tool to address the identities of men and women, the power relations and asymmetries that are marked in this context and that have a negative impact on women's and girls' access to opportunities and rights.

During 2020, an evaluation of 20 years of IAP implementation was carried out within the GS/OAS to identify concrete progress and best practices as well as persistent challenges and areas that still require concentrated efforts. The Final Report³⁰ of this evaluation was presented to the States by the President

²⁹ OAS (2000). Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality, <http://www.oas.org/en/CIM/docs/PIA-EN.pdf>.

³⁰ CIM (2020). IAP +20: Evaluation and Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality, <https://www.oas.org/en/cim/reports.asp>.

of the CIM during the 50th OAS General Assembly and included a series of concrete political and programmatic recommendations to strengthen the gender mainstreaming processes within the OAS work.³¹

In general terms, the report highlights the political commitment of the OAS to place the women's agenda in all areas and topics of work, which has manifested itself in the adoption of several instruments, such as the "Institutional Policy on Gender Equity and Equality, Diversity and Human Rights in the OAS General Secretariat" (2016) and specific mandates on gender equality for the vast majority of OAS programs and other initiatives. Similarly, it highlights greater visibility of gender within the work of the OAS, including not only the strengthening of CIM's technical assistance to other areas of the OAS, but the deepening of the work of all parts of the OAS to promote participation and eliminate discrimination and violence against women. The evaluation also revealed a persistent gap in the full institutionalization of the gender, diversity and rights approach, and indicated new areas of intervention and the need to continue strengthening the CIM in order to achieve these objectives.

Institutional Policy on Gender Equality, Diversity and Human Rights of the General Secretariat

On March 7, 2016, the OAS General Secretariat adopted the *Institutional Policy on Gender Equality, Diversity and Human Rights of the General Secretariat* (Executive Order No. 16-03).³² The Policy 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, culture, and 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.

During this reporting period, the main achievements in the execution of the Action Plan included:

- Ongoing training for OAS staff and member states in the implementation of the gender, diversity, and rights approach, through a series of specific tools developed in collaboration with the Educational Portal of the Americas: (i) the Massive Open Online Course (MOOC - Massive Open Online Course) on Gender, Diversity and Human Rights at the GS/OAS; (ii) the "*Curso Virtual Enfoque de Derechos y de Igualdad de Género en Políticas, Programas y Proyectos*,"³³ adding to the total of more than 1,200 people trained since the launch of the course in 2013; and (iii) and the "*Virtual Course on Strategic Planning with a Gender Approach*,"³⁴ adding to the total of more than 250 people trained since the launch of the course in 2016, both in collaboration with the Educational Portal of the Americas.
- The launch in June 2021 of the MOOC on Gender Analysis Plus (ABG+),³⁵ in English and Spanish, with the support of the Government of Canada. Initially developed by Women and Gender Equality Canada (WAGE), ABG+ is an analytical process used to assess how different groups of women, men and people with diverse gender identities may differentially experience policies, programs and initiatives. In the inaugural semester of the course, 80 people from Canadian embassies, consulates and other missions in Latin America, 30 staff members from the Peruvian Environmental Evaluation and Fiscalization Agency (OEFA) and 30 staff members from the Financial Intelligence Unit (UIF) of the Mexican Ministry of Finance and Public Credit have been trained.

³¹ The full video of the presentation is available at:

https://www.facebook.com/ComisionInteramericanaDeMujeres/videos/presentaci%C3%B3n-de-la-presidenta-de-la-cim-en-la-asamblea-general-de-la-oea-2020/2748457178725753/?so=channel_tab&rv=related_videos.

³² OAS (2017). Gender, Rights and Diversity in the Workplace from the OAS General Secretariat, <http://www.oas.org/en/CIM/docs/GPAP-EN.pdf>

³³ For more information, see: <https://portal.educoas.org/es/cursos/enfoque-derechos-igualdad-g-nero-en-pol-ticas-programas-proyectos?lang=en>

³⁴ For more information, see: <https://portal.educoas.org/es/cursos/planificaci-n-estrat-gica-enfoque-g-nero?lang=en>

³⁵ Available with registration at: <https://moocs.educoas.org/course/index.php?categoryid=7>

- The Diploma in Communication, Gender and Human Rights, offered in partnership with *Asociación Civil Comunicación para la Igualdad* (Argentina), adding to the total of more than 150 people trained since the launch of the course in 2015.³⁶
- The Specialization in Gender Violence, Participation and Public Policy offered in partnership with *Asociación Civil Comunicación para la Igualdad* (Argentina), adding to the total of more than 100 people trained since the launch of the course in 2018.³⁷
- In collaboration with the OAS Department of Press and Communications (DPC) and the Department of Social Inclusion, and with the support of the Government of China, the CIM finalized the GS/OAS Guide for Inclusive Communication,⁴⁹ which seeks to guide both external and internal communication with a view to institutionalizing the use of inclusive and non-sexist language, images and other forms of communication. As a follow-up to the launch, in 2021 the CIM and DPC led a series of socialization workshops with OAS staff in charge of communication, interpretation and translation, conferences and meetings, and other relevant topics.

Part of CIM's work to advance the institutionalization of the rights and gender equality approach in the work of the OAS includes ongoing (i) collaboration with the Department of Procurement and Management Oversight (DPMO), through technical assistance and recommendations; and (ii) provision of technical and theoretical assistance and advice to other OAS secretariats and departments, including Inter-American committees and their secretariats, to advance women's rights and gender equality in the formulation and implementation of policies, projects and initiatives.

Strengthening the National Mechanisms for the Advancement of Women to advance gender mainstreaming

The Ministers face numerous structural, institutional and political challenges in carrying out their role as leaders of national equality/gender plans. For this reason, the CIM is evaluating the strategic axes in order to offer a strengthening program that addresses the needs and realities of the new normal.

Since 2014, the CIM has carried out Participatory Gender Diagnostics (PGDs) to incorporate a gender perspective in all policies, at all levels and at all stages, by the actors normally involved in the adoption of such policies, in order to finally develop a plan of action. As a follow-up to this work, in 2014 the CIM developed a project to facilitate the methodological transfer of the PGD to the National Women's Machineries in the region, for replication in other sectors and public institutions. Since then, the project has received funding from the Government of Liechtenstein to implement the methodological transfer in Paraguay (2015), Costa Rica (2017, at the municipal level) and the Dominican Republic (2018 and 2019, at the inter-institutional level) in collaboration with the Principal Delegates and the National Machineries of those countries.

As a result of this experience and the high demand for technical assistance received by the CIM from the National Machineries, in June 2020 the CIM initiated a technical and political exchange dialogue with representatives of selected National Machineries to identify the main advances, challenges and needs of the National Machineries in terms of the effective operationalization of their role in guiding the national gender equality policy. The results of these dialogues, together with the evaluations of the IPA+20 and the process of implementation of the PGDs have formed the basis for the elaboration of a new Strategy to Support the National Women's Machineries in the Mainstreaming of the Gender, Intersectional and

³⁶ For more information, see: <http://www.comunicarigualdad.com.ar/diploma-de-comunicacion-y-genero/>

³⁷ For more information, see: <https://comunicarigualdad.com.ar/especializacion-en-violencia-de-genero-participacion-y-politicas-publicas/>

Rights Approach throughout the State, whose preliminary index was approved by the CIM Executive Committee during its Fourth Regular Session.

7.5. Citizen security from a gender perspective

Final Objective			
Hemispheric security agenda incorporates the gender dimension and the particular situation of women.			

Immediate Objective 1			
Tools and information have been provided to strengthen the guarantee and protection of the human rights of women affected by incarceration.			
Planned product	Indicator	Degree of compliance with the goal	Means of verification
Study of human rights and the impact of incarceration on women (both incarcerated women and women who care for incarcerated relatives)	Study published and disseminated Public policy guidelines formulated and disseminated	Partially completed The study was published in 2021	CIM Annual Report CIM Web Page
Study of the impact of crime and gangs on the citizen security of women in the Caribbean	Study published and disseminated Policy guidelines and disseminated to the public	Not met	N/A
Four national pilot workshops on women, drug policy and incarceration	Workshops organized (number of men and women participants) Changes in drug and incarceration laws and policies that are beneficial to human rights	Fulfilled CIM has supported the Inter-American Drug Abuse Control Commission (CICAD) in the implementation of a series of workshops.	CIM Annual Reports CICAD Documents

Immediate Objective 2			
A citizen security agenda has been formulated with a rights and gender equality approach that takes into account women's perspectives and experiences.			
Planned product	Indicator	Degree of compliance with the goal	Means of verification
Preparation of an item document on citizen security with a rights-based and gender equality approach to guide the discussion on policy public	Document prepared and communication disseminated with the Committee on Hemispheric Security and MISPA	Partially completed The document has been prepared but not yet launched	CIM Annual Report
Development of model laws, policies and other instruments to address the gaps found in the security field and gender issues	Tools developed and disseminated	Not met	N/A
Elaboration of a OAS strategy	Internal meetings and meetings with Member States conducted to analyze the institutional approach	Not met The issue of human trafficking is being addressed	N/A

to address the trafficking of people with a gender human rights focus		within the framework of the Follow-up Mechanism of the Belem do Para Convention.	
Immediate Objective 3			
Support has been provided for the participation of women at all levels of the security sector, especially in security policy formulation and decision-making processes.			
Planned product	Indicator	Degree of compliance with the goal	Means of verification
Preparation of orientation, sensitization and training materials to reinforce the impact of women leaders in security matters (negotiation, communication, media relations, policy dialogue, etc.)	Guidance material developed and disseminated	Not met Specific funds were secured to address this issue during 2022.	N/A
Development of codes of conduct, gender policies and other instruments to address the gaps and challenges faced by women in the security sector	Instruments developed and broadcasted	Not met	N/A

In October 2019, the United Nations Security Council encouraged regional organizations to convene meetings with the participation of governments, relevant agencies and civil society to review the implementation of the women, peace and security agenda in their respective regions; formulate practical and measurable actions. The social reality of the Americas requires a non-traditional approach to the issue of crises, (armed) conflicts, peace and security. The recent social and political tensions that have crystallized in different parts of the hemisphere in recent years present a complex scenario that directly affects women's security and has created new entry points for an expanded women, peace and security agenda in the region, based on Resolution 1325 and related resolutions.

In this regard, the CIM has initiated a process of dialogue and reflection to identify these entry points, which include the unmet demand for social and economic equality, the social conflict that generates 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 civil society spaces for action, violence against women human rights and environmental defenders, 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.

CIM's response revolves around knowledge management, the creation of spaces for dialogue and capacity building in three key areas: i) the re-energization of the women, peace and security agenda in the Americas; ii) the role of women in the management of all types of crises and conflicts, based on democratic feminist leadership; and iii) violence against women in contexts of conflict. During this period, the CIM has managed virtual spaces for dialogue, building knowledge and identifying priorities for future action

on these issues, which will include the publication of a series of documents and the development of virtual courses.

8. Continuity of operations and financial and human resources situation as of December 31, 2021

The financial and human resources scenario for the OAS over the next few years is not encouraging, and any cuts in the CIM's regular budget will necessarily have an impact on the Commission's ability to fulfill its mandates.

The CIM has given priority to the essential activities contemplated in the legal instruments of the CIM, such as holding regular Executive Committee meetings, preparing the annual CIM and MESECVI reports, following up on the implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (PIA), and providing technical assistance within the OAS to ensure the incorporation of the gender, diversity and rights approach in the Organization's projects.

Budgetary Execution of the CIM Regular Fund 2021

Object of Expenditure	2021
	Budget Execution (USD \$)
CIM staff salaries	\$1,247,910.50
Interagency assistance	-
Documents	-
Equipment and supplies	-
Contracts and conference services	167,512.66
Other expenses	12,605.52
Total	\$1,428,028.68
Total (Personnel)	1,247,910.50
Total (Non-Staff)	180,118.18

In 2020, the CIM considered and ratified that the staff of the Executive Secretariat was its most important and limited resource. Therefore, in view of the budget cut of 5.14% applied to the year 2021, a cut in personnel was not contemplated, so the totality of the cut came from the "non-personnel" funds of the CIM. This implied a reduction of 24.45% in available funds.

The staff of the CIM Executive Secretariat currently includes an Executive Secretary, seven professional staff members and one administrative staff member. In addition, the Secretariat has a fluctuating number of consultants, depending on the regular and specific funds available for the execution of programs and projects, and interns, provided by the OAS Internship Program.

Table 1: Evolution of the budgetary situation of the Executive Secretariat of the CIM

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
OAS Regular Fund	\$85,350,800	\$83,870,500	\$82,978,100	\$84,324,100	\$84,300,000	\$73,500,100	\$81,575,000	\$82,700,000	\$82,700,000	\$79,000,000
CIM Regular Fund	\$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%)	\$1,726,800 (2.01%)	\$1,659,000 (2.00%)	\$1,573,800 (1.99%)
	\$237,000 (Non-personal)	\$237,000 (Non-personal)	\$223,500 (Non-personal)	\$223,500 (Non-personal)	\$285,500 (Non-personal)	\$218,500 (Non-personal)	\$410,800 (Non-personal)	\$381,100 (Non-personal)	\$258,100 (Non-personal)	\$195,000 (Non-personal)
OAS Officials (regular fund)	464	431	435	405	389	412	412	400	375	373
CIM Officers (regular fund)	6 (1.3%)	8 (1.9%)	8 (1.8%)	8 (2.0%)	8 (2.0%)	7 (1.7%)	9 (2.18%)	9 (2.25%)	9 (2.4%)	9 (2.4%)

Funds Specific AEO	\$77,815,621	\$79,338,917	\$84,454,396	\$82,930,757	\$78,374,693	\$75,485,200	\$64,914,600	\$52,732,000	\$47,839,400	\$47,438,000
Funds Specific CIM	\$746,203 (0.96%)	\$433,427 (0.55%)	\$558,119 (0.66%)	\$638,505 (0.77%)	\$225,937 (%0.28)	\$85,000 (0.11%)	\$203,300 (0.31%)	\$85,000 (0.16%)	\$208,900 (0.43%)	\$370,000 (0.78%)