



## **INTER-AMERICAN COMMISSION OF WOMEN**

OEA/Ser.L  
CIM/doc. 141/19  
12 April 2019  
Original: Spanish

**ANNUAL REPORT OF THE SECRETARY GENERAL ON THE IMPLEMENTATION  
OF THE INTER-AMERICAN PROGRAM ON THE PROMOTION OF WOMEN'S  
HUMAN RIGHTS AND GENDER EQUITY AND EQUALITY"**

## TABLE OF CONTENTS

EXECUTIVE SUMMARY.....	1
I. BACKGROUND.....	2
II. BASIC INDICATORS.....	7
A. Specific mandates on gender equality and rights .....	8
B. Strategies for integrating a rights-based and gender equality approach .....	13
C. Gender and rights-based approach in sectoral meetings at the ministerial and inter-American committee level.....	20
D. Specific efforts to implement the IAP (policies, programs and projects).....	20
E. Technical capacity for implementing a rights-based and gender equality approach .....	24
F. Type of technical support required to move forward in implementing the IAP .....	25
G. Promotion of the integration of women’s rights and a gender perspective in reports published by the OAS.....	26
H. Operational Goals with a gender and rights-based perspective.....	26
I. Initiatives to raise awareness and/or provide training on gender equality and/or discrimination.....	26
III. ACTIONS TAKEN BY OAS ORGANS, AGENCIES, AND ENTITIES .....	28
A. GS/OAS SECRETARIATS AND DEPARTMENTS.....	28
B. AUTONOMOUS AND DECENTRALIZED ORGANS, AGENCIES, AND ENTITIES.....	46
C. COUNTRY OFFICES.....	51
IV. CONCLUSIONS.....	53
V. RECOMMENDATIONS.....	55
VI. ANNEXES.....	57
ANNEX 1: SUMMARY OF REPLIES: GS/OAS departments and autonomous and decentralized organs, agencies, and entities.....	57
ANNEX 2: SUMMARY OF REPLIES: Country Offices .....	59
ANNEX 3: QUESTIONNAIRES .....	61

## EXECUTIVE SUMMARY

The “Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality” was adopted by the General Assembly of the OAS in Windsor, Canada, in June 2000, pursuant to resolution AG/RES. 1732 (XXX-O/00), “Approval and Implementation of the Inter-American Program on the Promotion of Women’s Rights and Gender Equity and Equality,” wherein the Secretary General is asked to submit annual reports to the General Assembly on fulfillment thereof. This report, prepared by the Executive Secretariat of the CIM with input from the departments and other organs of the OAS General Secretariat and autonomous and decentralized organs, agencies, and entities, covers the period from March 2018 through February 2019.

The Executive Secretariat of the CIM sent a communication to all the organs, agencies, and entities of the General Secretariat reminding them of the need to comply with the provisions of the General Assembly resolutions, and requesting them to send the information that made it possible to draft this report. To that end, for the eighth consecutive year, the Secretariat attached a questionnaire to this request, prepared by the CIM specifically for the compilation of the inputs for this report. This year, with support from the Department of Information and Technology Services (DOITS), the questionnaire was distributed electronically via a link on a platform provided by DOITS.

For the period covered by this report, responses to the questionnaire were requested from 48 areas of the GS/OAS and autonomous and decentralized organs, agencies, and entities, as well as from 28 offices of the GS/OAS in member states. With respect to the level of reply from the areas and autonomous and decentralized organs, agencies, and entities of the GS/OAS to the questionnaire, for this reporting period the CIM received responses from 35 areas of the SG/OAS (73 percent of those consulted) and 16 offices of the GS/OAS in member states (57 percent). Two areas submitted responses to the questionnaire without using the electronic form supplied by the CIM.

The main conclusions from this questionnaire are summarized below:

- a. 15 areas replied that they did have a specific mandate or mandates to advance gender equality and women’s rights in their work areas. 20 areas reported that they did not have a specific mandate.
- b. 27 bodies replied that they did have a strategy in place to mainstream gender equality and rights in their activities.
- c. Of all the GS/OAS departments and autonomous and decentralized organs, agencies, and entities that replied to the questionnaire, 19 said that they served as the Technical or Executive Secretariat of inter-American commissions and/or committees, ministerial meetings, or the like. Of those areas that serve as technical or executive secretariat of inter-American commissions and/or committees, ministerial meetings, or the like, all but three indicated that the issue of gender equality and women’s rights was a consideration of the inter-American commissions/committees or ministerial meetings.
- d. Of the GS/OAS departments and autonomous and decentralized organs, agencies, and entities that replied to the questionnaire, 30 said that they had policies, projects or programs to promote gender equality and women’s rights, a positive outcome that marks an increase over the previous years. This question was also put to the country offices, five of which answered in the affirmative.

- e. 21 of the GS/OAS departments and autonomous and decentralized organs, agencies, and entities replied that they had the technical capacity to mainstream gender and women's rights. Only two country offices said that they had the technical capacity to do so.
- f. Most of the bodies replying to the questionnaire said that they would like to continue receiving support and technical assistance and training from the CIM/OAS in order to advance the implementation of the IAP. Currently, all secretariats do have staff members and consultants who have been trained in gender and rights.
- g. 22 of the GS/OAS departments and autonomous and decentralized organs, agencies, and entities that replied indicated that they had promoted the integration of women's rights and/or a gender perspective in their reports during the period covered by this report.

This report reflects the ongoing commitment and specific actions of the areas comprising the General Secretariat of the OAS (GS/OAS) and the various autonomous and decentralized organs, agencies, and entities, to promote the mainstreaming of the gender perspective and women's human rights in their policies, programs, and projects, in keeping with the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP or Inter-American Program).

As in previous years, and promoted by the current leadership of the Organization, with the theme "More Rights for More People," particularly noteworthy qualitative headway has been made by the GS/OAS departments and the autonomous and decentralized organs, agencies, and entities in their work. This headway is reflected not only in their efforts to mainstream a gender and/or women's human rights perspective in projects and programs, but also in the development and implementation of initiatives, projects, and programs specifically designed to improve the situation of women and contribute to their empowerment in different spheres. This process has led, internally, to a growing and strengthened collaboration between GS/OAS departments and the CIM.

It is also important to highlight that in 2018 important actions were advanced in the GS/OAS as part of the latter's Plan of Action for implementing the Institutional Policy on Gender Equality, Diversity, and Human Rights. Implementing the Plan of Action requires the active engagement and commitment of all the Organization's personnel.

## **I. BACKGROUND**

In compliance with the mandate contained in resolution AG/RES. 1625 (XXIX-O/99), "Status of Women in the Americas and Strengthening and Modernization of the Inter-American Commission of Women," a meeting of ministers or the highest-ranking authorities responsible for policies for the advancement of women in the member states was convened in April 2000. At that meeting, coordinated by the Inter-American Commission of Women (CIM), the ministers adopted the "Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality" (hereinafter IAP or Program).

The Program was adopted by the OAS General Assembly at its regular session held in Windsor, Canada, in June 2000, by resolution AG/RES. 1732 (XXX-O/00), "Approval and

Implementation of the Inter-American Program on the Promotion of Women's Rights and Gender Equity and Equality," wherein the Secretary General is asked to submit annual reports to the General Assembly on fulfillment thereof. This report, prepared by the Executive Secretariat of the CIM with input from the departments and other organs of the OAS General Secretariat and autonomous and decentralized organs, agencies, and entities, covers the period from March 2018 through February 2019.

The adoption of the IAP signified the political consensus reached by the OAS member states on the issue of discrimination against women, and the recognition of the conditions of inequality, discrimination, and violence to which women are subjected, as well as the need to promote actions for the advancement of their rights, to combat all forms of discrimination, and to promote equity and equality between women and men from a gender perspective. Since its adoption, the member states, in the framework of the General Assembly, have reiterated their commitment to implementation of the IAP.

The CIM was tasked with implementation of the Program and was also recognized as the main policy-generating forum for the promotion of women's rights and gender equity and equality. The objectives and lines of action of the IAP have been consistent with the mandates of the Strategic Plan of Action of the CIM, its Biennial Work Program, and the Plans of Action of the Summit of the Americas.

Subsequently, in keeping with its mandates, based on the evaluations of the IAP in 2010 prepared ten years after adoption and on the Mechanism to Follow Up on Implementation of the Convention of Belém do Pará, the CIM has prepared its 2011–2016 Strategic Plan, through which it has sought not only to strengthen its fundamental role as a hemispheric political forum in the areas of gender equality and equity and women's human rights, but also to contribute to implementation of the IAP in light of existing institutional and regional challenges. The principal strategies of the CIM's 2011–2016 Strategic Plan and 2013–2015 Triennial Work Program were the coordination and harmonization of the Commission's and OAS's actions, and the institutionalization of a rights-based and gender equality approach in the OAS's main forums, programs, and institutional planning.

The CIM then adopted the Strategic Plan 2016-2021, with which it aims to position the Commission and its work within the broader context of ongoing hemispheric debates about the OAS, its relevance, strategic approach, and financial standing. This new Strategic Plan should prioritize and build on the progress made from the implementation of the Strategic Plan 2011-2016.

In the context of the Summits Process, the IAP, since its adoption, has had the support of the Heads of State and Government of the Americas. For the first time ever, the Plan of Action of the Third Summit (Quebec, 2000) incorporated a gender perspective in some of its chapters, with one chapter devoted to gender equality. Moreover, the Declaration of Nuevo Leon of the Special Summit of the Americas (Monterrey, 2004) reiterated the commitment to continue to promote gender equality and equity, while the Fourth Summit (Mar del Plata, 2005) focused on creating decent work and strengthening democratic governance, and reaffirmed the intent to combat discrimination against women in the workplace. The Fifth Summit (Port of Spain, 2009) affirmed the commitment to strengthen institutional mechanisms for the advancement of women, including the Convention of Belém do Pará and its funding, and encouraged the full and equal participation of women in the political life and decision-making structures of our countries at all levels through laws and public

policies that promote respect for women's human rights and fundamental freedoms, as well as gender equality, equity, and parity.

At the Sixth Summit (Cartagena, 2012), the Heads of State and Government resolved to implement, in the area of citizen security and transnational organized crime, policies containing measures to prevent, investigate, punish, penalize, and eradicate sexual and gender based violence; to strengthen the administration of public security by governmental agencies through promotion of citizen and community participation, institutional coordination, and the training and education of civilian and police personnel, with full respect for the rule of law, gender equality, and human rights; and to strengthen efforts to prevent and fight the smuggling of migrants and trafficking of persons, particularly of women, children and adolescents. With regard to poverty, inequality, and inequity, they resolved to deepen inter-American cooperation in the area of development and social protection with a view to strengthening human and institutional capacity-building efforts and generating a skilled work force, with a gender perspective and giving attention to vulnerable groups; and to take specific steps to improve access to quality education for girls, especially in rural areas, as well as to promote improved capacities of schools to reduce barriers to regular attendance for women and girls.

At the Seventh Summit (Panama City, 2015), the Heads of State and Government indicated their intent, in the area of citizen participation, "To promote and strengthen economic, political, social and cultural empowerment for women, ensure the protection and guarantee of all their rights, and redouble our collective efforts to end discrimination, child, early and forced marriage, recognizing that gender equity and equality is necessary and legitimate for the sustainable and democratic advancement of our societies." Also, in the area of migration, the Heads of State and Government indicated their intent "To strengthen programs to prevent and fight illicit smuggling of migrants and trafficking in persons, particularly of women, children and adolescents, as well as to generate, review and amend laws, where appropriate, against these crimes so that, in their enforcement, they will render assistance and protection to victims of trafficking and to promote cooperation among states to that end, in accordance with the Convention against Transnational Organized Crime and its protocols on trafficking in persons and smuggling of migrants." In the area of security, they indicated their intent "To strengthen efforts and prioritize actions to effectively address violence against women and girls, particularly through the promotion of initiatives to empower women, and the implementation of effective public policies focused on achieving this goal, including measures to prevent, investigate, punish, and eradicate such violence; training for public officials at national and local levels; implementation of programs to educate, sensitize, and raise awareness about this phenomenon; and the collection of data and statistics within, as applicable, the framework of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Convention of Belém do Pará) and its follow-up mechanism."

At the Summit of the Americas held in Lima in 2018, the Heads of State and Government of the Americas committed to "[p]romoting gender equity and equality and women's empowerment as a cross-cutting goal of our anti-corruption policies, through a task force on women's leadership and empowerment that will actively promote cooperation among inter-American institutions and synergies with other international agencies." That commitment led to the creation of the *Inter-American Task Force on Women's Empowerment and Leadership*, which is composed of inter-American and international institutions with acknowledged experience and initiatives in areas relating to women's leadership. The aim of the Task Force is to unite efforts in order to heighten the

impact and sustainability of initiatives to strengthen women's leadership in the public and private sectors and to advance a policy agenda on gender equality and women's rights in the Americas.

In its Section IV.2, paragraphs 2.1.3 and 2.1.4, the IAP recommends that the governments of the member states adopt the measures needed to integrate a gender perspective into the execution of programs and activities by all organs, agencies, and entities of the OAS and to provide them with the necessary training. Since the launch of the IAP, with support from different donor agencies, including the Canadian International Development Agency (CIDA), training has been provided to staff GS/OAS, particularly those in charge of program and policy implementation.

Support from the Government of Canada also enabled the implementation through the 2009–2011 OAS/CIDA Cooperation Plan of the project “Integrating Gender Analysis and Gender Equality and Equity as Crosscutting Themes and Objectives of all OAS Programs,” which included on-site training, virtual training, development of a community of practice, and preparation of gender indicators. The first three components were to be executed by the CIM, and the fourth component by the Department of Planning and Evaluation (DPE).

The on-site training was conducted in 2010 with assistance from the Latin American Faculty of Social Sciences (FLACSO), through its Gender, Society, and Policies area. That component of the project identified training needs in the area of gender for OAS staff and revealed the extent of the areas’ progress and knowledge with respect to gender mainstreaming in their everyday tasks.

In 2010, gender workshops were held for Department of Human Resources staff and for prospective facilitators. Three specialized sessions were held for Secretariat for Integral Development professionals on the topic of competitiveness; for the Secretariat for Political Affairs staff on civil registration and electoral observation; and for Secretariat for Multidimensional Security staff on the topic of trafficking in persons. The DPE also participated; work was done with it on the preparation of a manual on gender mainstreaming in the OAS project cycle.

A gender training guide was prepared with the support of FLACSO for participants and facilitators, based on the on-site training held in 2010 and the training materials developed for the program in 2011. This guide was used in conjunction with the aforementioned DPE handbook to develop the CIM/OAS virtual course “Gender Equality and Rights Perspective in Policies, Programs, and Projects.” This course is geared towards building capacities related to the gender and human rights issues of the women working on the GS/OAS staff and other organizations associated with formulating and implementing policies, programs, and projects. Since its launch in January 2013, the ten-week course has been given 18 times, in collaboration with the OAS Educational Portal of the Americas, and has trained more than 900 people throughout the region. The course has been open to GS/OAS staff members, and participants have included teams from headquarters and from several OAS programs in the field, as well as from the Inter-American Program of Judicial Facilitators, the Mission to Support the Peace Process in Colombia (MAPP-OAS), and departments of all OAS secretariats. All OAS personnel, including consultants, receive full scholarships; to date, more than 100 GS/OAS staff members and consultants have been trained.

In 2016, a second virtual course was developed and made available to the region, in partnership with the Educational Portal of the Americas, under the OAS Gender Program “Strategic Planning with a Gender Focus.” This ten-week course was developed based on the sub-regional

CIM/OAS workshops on the topic held in previous years as part of a hemispheric project on gender and decent work (in cooperation with CIDA 2009-2012), with the participation of the National Machineries for the Advancement of Women and the various ministries of labor.

Also in 2018, the CIM made additional efforts to provide more training options on issues relating to gender equality. With the support of the Staff Committee, five scholarships were offered to OAS staff members and consultants to take part in the Forum to Advance Women's Leadership in the International Development Sector, which was held in June 2018 with the aim of deepening participants' leadership skills and helping them to build a culture of inclusion in their workplace. In July 2018 UN Women offered the course Transformative Leadership for Gender Equality and Women's Rights for a group of 18 women staff members and consultants from different areas of the OAS. That training strengthened the capacities of a group of employees committed to gender equality in different areas of the GS/OAS and created a support network for the Plan of Action's implementation.

The OAS Gender Community of Practice (CoP) was founded on the occasion of the launch of the online course in 2013, and debuted via a discussion and experience-sharing session on gender mainstreaming and the rights-based approach at the OAS, which was streamed live in December 2012. The session included a video welcome from the OAS Secretary General, with opening remarks from the Executive Secretary of the CIM and presentations by OAS officials. In 2015, 2016, and 2017 the CoP held on-site meetings, including forums for discussion and exchange with eminent regional experts on gender and women's rights, such as the President of the CIM and Minister for Women of Costa Rica, Ms. Alejandra Mora Mora; then Chief of Staff of the Secretary General; and the President of the Asociación Civil Comunicación para la Igualdad, Ms. Sandra Chaher. The members of the CoP made important contributions to the draft OAS Institutional Policy for Gender Equality, Diversity, and Human Rights, and to its respective Plan of Action; to the Participatory Audit on Gender, Diversity, and Rights process conducted at the GS/OAS in 2016, and to the implementation of the Plan of Action.

As regards efforts to institutionalize a gender and women's rights perspective in the policy, project, and program cycle of the OAS, the ongoing advice and technical assistance in the area of gender and rights that the CIM provides to the GS/OAS entities and any others in the inter-American system that so request has been strengthened, as has the CIM's active participation in specific projects and activities carried out in collaboration with those entities. In addition, the CIM and the DPE have stepped up their collaboration through the Executive Secretariat of the CIM's participation in the Working Group of the Project Evaluation Committee (PEC), and on the PEC itself.

In terms of strengthening institutional regulations, of note is the adoption of the Institutional Policy on Gender Equity and Equality, Diversity and Human Rights in the General Secretariat of the OAS, by Executive Order No. 16-03 of March 7, 2016. As a result of a participatory process carried out during the period between the different GS/OAS areas and the Executive Secretariat of the CIM, consensus was reached on the terms of this Policy, which aims to promote equality and equity in the exercise of rights, equal opportunity, and equal treatment in all work done by GS/OAS by strengthening its management, culture, and institutional capacities. The Plan of Action to implement that policy is being advanced in the GS/OAS in accordance with the availability of resources for that purpose.

Due to the adoption of the General Secretariat's Institutional Policy on Gender Equality, Diversity, and Human Rights, the "Participatory Assessment on Gender, Rights and Diversity of the OAS General Secretariat" was conducted at the GS/OAS from November 28 to December 7, 2016. This important assessment focused on understanding the progress the Organization has made in promoting these perspectives in its work. The results of this participatory assessment were taken as inputs for developing the Plan of Action for the implementation of the "Institutional Policy on Gender Equality, Human Rights, and Diversity." The Plan of Action to implement that policy is being advanced in the GS/OAS in accordance with the availability of resources for that purpose.

Also of note are the creation of the Office of the Ombudsperson in the Organization and the adoption of Executive Order 15-02, titled "Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment," issued on October 15, 2015, which adopted Staff Rule 101.8, "Prohibition Against Workplace Harassment," and the "Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment."

Similarly, it is important to highlight the adoption of the Comprehensive Strategic Plan of the Organization [resolution AG/RES. 1 (L1-E/16)], in the framework of the fifty-first special session of the General Assembly, in which gender equality and equity is a crosscutting issue. 16-05, issued August 4, 2016, which mandated the mainstreaming of the principles, policies, and strategies of the 2030 Agenda and Sustainable Development Goals (SDGs) within the General Secretariat for all initiatives, programs, and projects, as well as for partnership initiatives with other agencies working on the 2030 Agenda and SDGs.

The adoption of the "Alternative Work Arrangements Policy" through Executive Order No. 16-08, effective from February 1, 2017, also represents a significant step forward in the work related to the IAP. This policy seeks to support staff members by making their work hours more flexible, increasing job satisfaction, and strengthening their commitment to the General Secretariat's mission. The work of the Staff Association in this effort was notable.

## **II. BASIC INDICATORS**

The most recent resolution on the IAP, resolution AG/RES. 2831 (XLIV-O/14) 2831 (XLIV-O/14), "Promotion of Women's Human Rights and Gender Equity and Equality and Strengthening of the Inter-American Commission of Women," adopted by the OAS General Assembly in 2014, urges the Secretary General to continue promoting and working on full implementation of the IAP, with support from the CIM, so as to mainstream a perspective of women's human rights and gender equity and equality in all OAS programs, activities, and policies; to promote the integration of a perspective of women's human rights and gender equity and equality in the annual operational goals of the OAS departments, units, and offices; to promote the inclusion Gender Equity and Equality and Strengthening of the Inter-American Commission of Women's human rights and a gender equity and equality perspective in reports published by the OAS; and to report, through the Permanent Council, to the General Assembly at its forty-fifth regular session, on the implementation of this resolution.

In the first week of December 2018, the Executive Secretariat of the CIM sent a communication to all the organs, agencies, and entities of the General Secretariat reminding them of the need to comply with the provisions of the General Assembly resolutions, and requesting them to

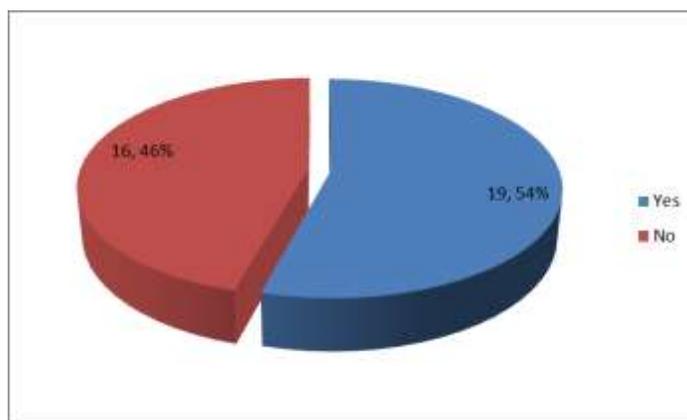
notify the CIM of a focal point for their respective area to receive the electronic questionnaire. The electronic form was distributed in early January 2019 and the areas were given four weeks to complete the information that was used in the preparation of this report.

#### A. Specific mandates on gender equality and rights

When asked whether *in addition to the IAP, they have (a) specific mandate(s) to advance gender equality and women's rights in the areas of the department/unit/agency under their responsibility*, 15 GS departments/units and four autonomous and decentralized organs, agencies, and entities [i.e., 54% of the bodies that returned questionnaires (35)] answered that they had a specific mandate.

#### Do you have (a) specific mandate(s) to advance gender equality and women's rights?

GS/OAS departments and autonomous and decentralized organs, agencies, and entities



The following bodies have specific mandates on gender:

***Executive Secretariat for Integral Development (SEDI)***: The Comprehensive Strategic Plan of the Organization, which falls under the development pillar, included gender equality and equity among its crosscutting strategic guidelines for the relevant actions carried out by the GS/OAS under this pillar.<sup>1</sup> SEDI's three departments—the Department of Economic Development (DED), the Department of Human Development, Education, and Employment (DHDEE), and the Department of Sustainable Development (DSD)—have specific mandates on this issue in addition to the Strategic Plan for Partnership and the current Comprehensive Strategic Plan; these mandates were adopted at ministerial meetings and sessions of the OAS General Assembly. The Inter-American Committee on Ports (CIP), which is part of this secretariat, also has specific mandates.

Through the *Department of Economic Development*, the Declaration of Medellin was adopted during the Sixth Meeting of Ministers and High Authorities of Science and Technology in

---

1. Resolution AG/RES.1 (L1-E/16), Comprehensive Strategic Plan of the Organization, Annex 1: Matrix with Strategic Lines and Objectives for the Pillars, Integral Development Pillar. Adopted at the Fifty-first Special Sessions of the General Assembly of the OAS on October 31, 2016.

November 2017. This Declaration promotes the inclusion of women and girls in the spheres of science, technology, and innovation, to improve their opportunities for learning; the formation of early vocations in science and technology and of women and girls' participation in civic and political life; their insertion in the labor market and access to leadership and decision-making positions; and their participation in social transformations triggered by scientific and technological progress.

Likewise, the 2017-2019 Work Plan of the Inter-American Dialogue of High-Level MSME Authorities: Public Policies to Enhance the Competitiveness, Innovation and Internationalization of MSMEs, adopted in May 2017, supports assistance for women entrepreneurs as a comprehensive action for the 2017-2019 period.

In the context of the *Inter-American Committee on Ports (CIP)*, at the Eleventh Regular Meeting of the CIP held in August 2018 the states adopted the CIP Plan of Action, which ratifies the six priority areas of the CIP for hemispheric cooperation, one of which is gender equality and the empowerment of women.

***Strategic Counsel for Organizational Development and Management for Results:*** The *Department of Planning and Evaluation (DPE)* works on the basis of the Comprehensive Strategic Plan of the Organization (resolution AG/RES. 1 (LI-E/16), which promotes a gender perspective in all strategic lines and objectives based on principles of equality, equity; combats all forms of violence and discrimination, and is mindful of including gender equality and equity in the pertinent measures carried out by the GS/OAS.

***Secretariat for Strengthening Democracy:*** The *Department of Sustainable Democracy and Special Missions*, in the context of the OAS Mission to Support the Peace Process in Colombia (MAPP/OAS), reiterates the mandate to carry out broad and flexible monitoring of the Colombian State's peace policy regarding illegal armed groups, incorporating in all work areas a differential approach to gender, ethnicity, and age. The Seventh Additional Protocol to the Agreement was signed on December 19, 2017, thus extending the mandate until December 31, 2021. In the context of the Mission to Support the Fight against Corruption and Impunity in Honduras (MACCIH/OAS), the Department of Sustainable Democracy and Special Missions highlights the agreement signed on January 19, 2016, by the Government of the Republic of Honduras and the General Secretariat of the Organization of American States, as well as resolution AG/RES. 2905 (XLVII-O/17), "Strengthening Democracy," as sources of mandates for promoting gender equality and women's rights.

The ***Secretariat for Access to Rights and Equity*** refers to the "Inter-American Convention on Protecting the Human Rights of Older Persons," in which the applicable general principles include gender equity and equality and the life course approach. The SARE also references the following General Assembly resolutions: (i) AG/RES. 2910 (XLVII-O/17), "Migration in the Americas," which urges the states to more effectively promote and protect the human rights and fundamental freedoms of all migrants, including migrant workers and members of their families, with special emphasis on migrant women, children, and adolescents; (ii) AG/RES. 2913 (XLVII-O/17), "Plan of Action of the American Declaration on the Rights of Indigenous Peoples (2017-2021)," which contains a section that specifically addresses the integration of the gender perspective into the Plan of Action with the objective of promoting balance, the empowerment and visibility of indigenous women, and the elimination of all forms of discrimination. In addition, the SARE says that it is advancing mandates under the Convention of Belem do Pará (promoting nondiscrimination against persons with

disabilities with a gender perspective) and from the Summits of the Americas, by mainstreaming identification of at-risk women and girls in all OAS services, programs, and policies.

*Secretariat for Multidimensional Security:* The Inter-American Drug Abuse Control Commission (CICAD) Plan of Action, adopted in November 2016, aims to formulate, implement, evaluate, and update national drug policies and/or strategies that will be comprehensive and balanced, based on evidence that includes a crosscutting human rights perspective, consistent with the obligations of parties under international law, with a gender approach and emphasizing development with social inclusion.

The *Department of Public Security*, through its Meetings of Ministers Responsible for Public Security in the Americas (MISPA), has addressed the gender issue, and at the third meeting (in Trinidad and Tobago, November 2011), discussed the gender perspective for the first time. The “Port of Spain Recommendations for Police Management” were approved, underscoring the need to continue promoting police reform processes in the Americas from a gender perspective. This constitutes a step forward, politically, since the launch of the MISPA process in 2008. The MISPA and several General Assembly resolutions and declarations have also requested that public security training programs for human resources be continued, and among them, the OAS Inter-American Police Training Program, which includes the gender perspective as a critical crosscutting issue. Declaration AG/DEC. 66 (XLI-O/11), “Declaration of San Salvador on Citizen Security in the Americas,” includes the determination to design public policies and educational programs with a view to achieving a cultural transformation aimed at eradicating domestic violence. Similarly, resolution AG/RES. 2431 (XXXVIII-O/08), “Preventing Crime and Violence in the Americas,” instructs the General Secretariat to support member state initiatives aimed at preventing and comprehensively addressing the phenomenon of violence in its diverse forms and specific manifestations. With regard to the issue of human trafficking, the Work Plan against Trafficking in Persons in the Western Hemisphere (AG/RES. 2551) includes a mandate to develop materials to raise awareness and to train security forces, law enforcement officers, immigration officers, prosecutors, and judges in the region in preventing, investigating, and prosecuting the crime of trafficking in persons and in identifying and protecting trafficking victims, with particular attention to women and girls. In addition, the Declaration of Mexico (RTP-V/doc.3/18), adopted at the Fifth Meeting of National Authorities on Trafficking in Persons in March 2018, recognizes the instruments that strengthen gender equity and equality in relation to assistance and protection for victims of trafficking and calls for strengthening the prevention, punishment, and eradication of trafficking in persons, especially of women and girls, with a gender perspective based on respect for human rights and in accordance with the Convention of Belém do Pará. Finally, paragraphs 74 to 79 on “Justice, Prison, and Penitentiary Systems” of AG/RES. 2907 (XLVII-O/17), “Advancing Hemispheric Security: A Multidimensional Approach,” include the resolution to request the SMS to promote the implementation of alternatives to incarceration, special treatment initiatives, and evidence-based social reintegration programs, bearing in mind the increasing number of women in the region who have been deprived of their liberty due to drug use or minor drug-trafficking offenses, and the enormous family, social, economic, and institutional repercussions thereof.

The Inter-American Committee against Terrorism (CICTE) cites sources of mandates that came out of the eighteenth regular session of the CICTE, held in May 2018, whereby the States recognized the importance of maintaining a gender perspective in all efforts to prevent and combat

violent extremism, including the role of women in violent extremism, as well as their role in preventing and combating violent extremism.

***Secretariat for Administration and Finance:*** The *Department of Human Resources (DHR)* reiterates specific mandates on gender presented in previous years. It mentions General Assembly mandates related to maintaining gender equity and equality in every phase of the recruitment process; other mandates requesting the GS to distribute to the member states each quarter an up-to-date register of the staff, by dependency, including statistics by gender (CP/doc.5081/14); in addition to the mandates requesting the GS to present quarterly administrative and financial management reports to the Committee on Administrative and Budgetary Affairs (CAAP) that contain information on human resource management, including information on new appointments, trust positions, staff transfers, reclassifications, resignations, and terminations, and the budgetary impact of these changes, as well as gender distribution and geographic representation [AG/RES. 1 (XLII-E/11)]; and the distribution to member states of an up-to-date Register of Staff Members that includes statistics broken down by gender, grade and step, country of origin, duty station, fund and projects financing the post, date of entry, etc. [AG/RES. 2755 (XLII-O/12)].

***Secretariat for Hemispheric Affairs:*** The *Summits Secretariat* serves as the institutional memory of the Summits of the Americas process and in that capacity plays a fundamental role in terms of follow-up on the implementation of the mandates and initiatives arising from the Summits process, including the Eighth Summit of the Americas, which was held in Lima in April 2018. Mandate 55 of the Lima Commitment adopted by the Heads of State and Government at the Eighth Summit in 2018, which refers to “[t]aking action such that follow-up measures stemming from the Lima Commitment promote the advancement of gender equity and equality and women’s empowerment in the Hemisphere,” is also pertinent to the work of the Summits Secretariat.

The *Inter-American Commission on Human Rights (IACHR)* has designed a strategy to address matters pertaining to gender equality from a human rights perspective, as part of its mandate to promote and protect human rights in the Americas. In order to implement this strategy, the IACHR created the *Special Rapporteurship on the Rights of Women* in 1994 to review the extent to which the legislation and practices of the OAS member states impair women’s rights and to uphold the general obligations of equality and nondiscrimination enshrined in international and regional human rights instruments, such as the American Convention and the Convention of Belém do Pará. Since its inception, the Special Rapporteurship on the Rights of Women has played a fundamental role in the work of the IACHR by contributing to the development of the new case law in the system of individual cases and petitions, as well as by supporting investigation into issues that affect women’s rights both regionally and in particular countries in the Hemisphere, through its on-site visits and the publication of regional and country reports. The IACHR also works through its *Rapporteurship on the Rights of Lesbian, Gay, Bisexual, Trans, and Intersex Persons* to address matters of sexual orientation, gender identity and expression, and body diversity. Its creation in 2014 demonstrates the IACHR’s commitment to strengthening and enhancing its work to protect, promote, and monitor the human rights of lesbian, gay, bisexual, trans, and intersex persons.

In 2018 the *Inter-American Telecommunication Commission (CITEL)* adopted the following declarations and resolutions on the subject: (i) Decision COM/CITEL/DEC. 104 (XXXV-18), “Rural Women’s Alliance: Empowering Rural Women through ICTs”; (ii) Resolution CCP.I/RES. 292 (XXXII-18), “Workshop to Empower Women and Girls through ICTs”;

(iii) Resolution CCP.I/RES. 293 (XXXII-18), “Structure and Terms of Reference for the Working Groups and Rapporteurships of PCC.I.” (Under this new structure the topics, activities, and work related to gender equity were assigned to the Working Group on Policies and Regulation (WGPR) under the Rapporteurship on Broadband, Universal Access, Digital Inclusion and Gender Equality.); (iv) Resolution AG/RES. 2917 (XLVIII-O/18), “The Leading Role of the Organization of American States in Developing Telecommunications/Information and Communication Technologies through the Inter-American Telecommunication Commission”; (v) the Declaration of Buenos Aires, adopted on March 14, 2018, which recognizes the need to adopt public policies that are aimed at resolving the problems that affect our people, in particular women and girls, persons with disabilities and other persons with specific needs, using ICTs as a means to those ends; agreed on the importance of improving the quality and diversity of ICT services, giving special attention to vulnerable groups and those with specific needs, indigenous peoples, and remote and/or hard-to-reach populations, with the aim of increasing digital inclusion and with the possibility to include the participation of communities in the deployment of their networks, in accordance with the objectives set out in the 2018-2022 Strategic Plan.

In 2007, the Directing Council of the *Inter-American Children’s Institute (IIN)* established the Inter-American Program for the Prevention and Eradication of Commercial Sexual Exploitation and Smuggling of and Trafficking in Minors, through resolution CD/RES.10 (82-R/07). In 2016, the IIN adopted two mandates, the first in resolution CD/RES. 12 (91-R/16), “Mainstreaming a Gender Approach in the Comprehensive Protection of the Rights of Children,” which mandates its Directorate General to partner with the CIM and civil society to include the gender approach as a tool to be used throughout all phases of the project cycle, and in evaluations and assessments related to guaranteeing the rights of children; to promote the effective integration of the mainstreaming of a gender approach in all phases of actions taken in the existing systems for the comprehensive protection of children throughout the region; and to promote the exchange of good practices and technical assistance as mechanisms to bolster the work of IIN and member states on gender issues, to guarantee the rights of children. In 2018, at its 93<sup>rd</sup> regular meeting, the IIN Directing Council adopted resolution RES 14 (93-R/18) to end abuse, exploitation, trafficking, and all forms of violence against, and torture of, children; to implement training, awareness-raising, prevention, and protection measures with the aim of eradicating violence in all of its forms, including corporal and humiliating punishments, and from all environments where children develop and socialize, with special attention to groups that have traditionally been marginalized and/or discriminated against.

The *Pan American Health Organization (PAHO)*, in addition to the mandates it reported for earlier periods, for 2015, notes the “Evaluation of the Plan of Action for Implementing the Gender Equality Policy and Proposed Strategic Lines of Action” (document CD54/INF/2). In September 2017, PAHO adopted the Policy on Ethnicity and Health (CSP29/7, Rev. 1), which is the only global reference on the matter; it calls for expanding and promoting the participation of the various groups, and for mainstreaming gender in the development and implementation of health policies.

The *Inter-American Institute for Cooperation on Agriculture (IICA)* reported that in 1999 the Inter-American Board of Agriculture (IABA) (the IICA’s highest governing body) adopted resolution IICA/JIA/Res.342(X-O/99), concerning the inclusion of a gender perspective in institutional policies, which decided to incorporate a gender perspective in the IICA’s institutional system and requested the Director General of the IICA to see to it that the Institute’s gender policy was also expressed in its cooperation activities and instruments. More recently, the IICA Executive

Committee adopted resolution IICA/CE/Res. 629 (XXXVIII-O/18), approving the 2018-2022 Medium-Term Plan (MTP), which establishes the issue of gender and rural youth as a crosscutting plank of the Institute's technical cooperation.

## **B. Strategies for integrating a rights-based and gender equality approach**

When asked whether their department/unit/agency has any strategy to integrate a rights-based and gender equality approach in its activities, most of the areas that replied to the questionnaire said that they were pursuing at least one strategy to integrate a gender perspective in their activities. Very few areas said that they were not doing so, and those that did are mainly administrative services not involved in the Organization's programs.

The following bodies have more formal, though not necessarily articulated, strategies, which in some cases address specific mandates or commitments adopted in the sector: the Department for Electoral Cooperation and Observation (DECO) (incorporating the gender perspective into the election observation methodology and the methodology for observing political financing models in elections in the countries of the region); the Department of Sustainable Democracy and Special Missions (through several actions promoted by the gender area of MAPP/OAS and the Culture of Peace Program of the Peace Fund); the Department of Planning and Evaluation (incorporating the gender perspective in the OAS project cycle); the Department of Economic Development (through specific projects and in the context of ministerial-level meetings); in the social area, the Department of Social Inclusion (through its entire program of action); the IACHR (through the work of the Special Rapporteur on the Rights of Women and the Rapporteurship on the Rights of LGBTI Persons); CITEL (coordination of efforts, as mandated by its Executive Committee); the CIP (through the Subcommittee on Women in Ports); PAHO (implementation of the Strategic Plan 2014-2019, whereby gender equality is reaffirmed as a priority (crosscutting) theme for the Secretariat at the member states); and PADF (through its Strategic Plan).

The replies provided the GS/OAS departments and autonomous and decentralized organs, agencies, and entities are summarized below:

- In the *Strategic Counsel for Organizational Development and Management for Results*, the Department of Planning and Evaluation (DPE), as the department charged with developing tools and procedures to facilitate project management based on results, has responsibility for promoting gender mainstreaming in project development, design, monitoring, and evaluation processes. During design and formulation of project proposals the Project Management Support Section of the DPE provides technical advice to areas on incorporating a gender equality perspective in the proposals that they present to the Working Group and the Project Evaluation Committee. In the DPE, both those areas follow up on observations put forward, and the CIM and the DPE both encourage areas to take a gender equality perspective into account. When projects are under implementation the DPE follows up to ensure that the gender perspective is being systematically integrated as a crosscutting element and requests gender-disaggregated information in the project's indicators as well as on project beneficiaries. It also makes recommendations concerning the inclusion of a gender perspective for the project team to take into account during the project's implementation. The project evaluation phase, which the DPE coordinates, includes a gender perspective incorporation review. Specifically, since 2017, the DPE has focused on developing tools for

follow-up on steps taken by areas in response to external evaluation recommendations made to projects. At the same time, the DPE has a project database containing gender indicators that can measure the level of incorporation and track the progress of indicators in ongoing projects. The database also takes into account the incorporation of external evaluation recommendations relating to gender perspective inclusion. Through its Project Management Training Program, the DPE provides instruction to Organization personnel and officials from permanent missions to the OAS, with an emphasis on incorporation of gender perspective in every cycle of the Organization's programs and projects. The Project Management Training Program includes two workshops that are held regularly. For its part, the *Department of Press and Communication* keeps in mind the need to struggle for gender equality, both in its internal policy and in the communications policy. It also makes efforts to advance gender equality, including through dissemination of information in that area. In 2017, the *Organizational Development Section* developed a strategy for implementing the Strategic Plan and an Organizational Development Program that seeks to help strengthen the Organization's institutional capacities and support the implementation of the OAS Comprehensive Strategic Plan 2016-2020. One of the key elements of the Strategic Plan Implementation Strategy are the integrated programs, which offer holistic responses to problems in the Hemisphere from the perspective of the Organization's four pillars (Human Rights, Democracy, Multidimensional Security, and Sustainable Development). In 2018 advances were made with the design of pilot integrated programs, which entailed interdisciplinary efforts and included a gender and rights awareness perspective in the analysis and design of programs. Progress was also made with the design of a Competency Framework, which the Organization needs in order to continue its transformation/strengthening process. The competency framework was operationalized in a competency database which included among the thematic competencies "gender, rights, and diversity" as an area of crosscutting knowledge.

- In the *Secretariat for Legal Affairs*, the *Department of Legal Cooperation* indicates that women are fully involved in MESICIC activities, given their participation as lead experts on the Committee of Experts. Although the OAS does not control or influence the appointment of the national experts, it should be noted that of the 31 lead experts, 9 are women, and there are 15 female alternate representatives. Like all the experts, the female experts benefit from analyzing the progress of other countries and from sharing their country's best practices with regard to the issues set forth in the Convention. The DLC also underscored that women in general also benefit in the medium and long term from MESICIC activities. Vulnerable segments of the population, such as women, are disproportionately impacted by corruption's pernicious effects. Women already face political and institutional discrimination, and society's corruption exacerbates these injustices. The fight against corruption through MESICIC's operations promotes women's rights and equality. The *Department of Legal Services (DLS)* indicates that it has resolved various queries on gender and other issues posed by the Executive Secretariat of the CIM and other departments of the Organization, and provides appropriate and applicable legal counsel.
- In the *Secretariat for Strengthening Democracy*, the *Department of Electoral Cooperation and Observation (DECO)* has established a policy to promote awareness of gender topics for its staff and for the members of the OAS Electoral Observation Missions (EOMs). The gender perspective is being included in project development and implementation. Efforts are

also being made to disaggregate EOM information by gender and to expand the participation of women in the structure of the EOMs, especially in decision-making positions. DECO has methodologies for both electoral observation and the observation of political financing in elections—each with a gender approach—that have now been implemented in the region. The *Department of Democratic Sustainability and Special Missions*, via the OAS Mission to Support the Peace Process in Colombia (MAPP/OAS), has a gender area, created in 2012, that provides support to the Mission’s different thematic areas for incorporating a gender and women’s rights-based approach in the Mission’s support, monitoring, and verification activities. In addition, the peace building area has strategies to address: (i) the creation of Mission priority area No. 15 in September 2018 titled “Dynamics of participation for women and their organizations around territorial peace building and ownership of regulatory mechanisms and public policies with a gender perspective by the institutional framework and civil society”; (ii) incorporating a crosscutting gender approach in the support and monitoring methodology for the priority areas of land restitution, reparation for victims, participation, and territorial peace; (iii) incorporating a gender approach in the projects cycle; and (iv) implementing specific projects on the issue of gender that also address the strategy of supporting the gender and women's rights agenda in territorial peace. The Justice area of the MAPP/OAS is advancing a monitoring and support arrangement for the implementation of transitional justice scenarios, the State's judicial response in the area of justice to threats against peace and the interaction between the regular courts, the special peace jurisdiction, and the special indigenous jurisdiction, among other activities. In that regard, the gender perspective is a crosscutting component of each activity, incorporating gender equality analysis categories, as well as differentiated analysis in relation to gender. The Mission to Support the Fight against Corruption and Impunity in Honduras (MACCIH) calls for incorporating into its activities the promotion of women’s human rights and training on the topic in each of its components (preventing and fighting corruption, criminal justice reform, political-electoral reform, and public security). Furthermore, the selection process for hiring local and international staff strives for gender balance. The MACCIH indicated that its logical framework (2017-2018) includes performance indicators for measuring the success of its outcomes and a Plan of Action (2017) designed for implementing its activities; the gender perspective and women’s rights have been horizontally integrated into these documents. All of the employees have been trained on gender issues, and work has been carried out with contributions from USAID and Canada to incorporate gender strategies into the Mission’s activities. The efforts of the OAS Office in the Belize-Guatemala Adjacency Zone include specific activities to support justice for people in vulnerable circumstances, including women and girls. The Office in the Adjacency Zone and its staff strive to ensure that communities, especially women and children, feel safe and welcome, and that the Office acts as a safe environment for interaction, learning, and dialogue. Women's enrollment in the Culture of Peace Program has gone up, with women counting for at least 50 percent of enrolled students. In addition, parents (generally mothers) are welcome to attend and take part in many of the Culture of Peace activities.

- In the *Executive Secretariat for Integral Development (SEDI)*, the Department of Economic Development is integrating a gender equality and rights-based approach in its programs and projects and on the agendas for ministerial meetings; some of its projects are specifically designed to reinforce the economic empowerment of women through micro, small, and medium-sized enterprises (MSMEs). In addition, the Department of Economic Development

reports that it is implementing a strategy to incorporate the gender equality perspective by ensuring, as much as possible, the balanced participation of women and men in all its activities; promoting exchanges of good practices among member countries in programs and measures that contribute to gender equity and equality; and granting science and technology postgraduate study scholarships and the CONACYT-OEA-AMEXCID Program, which includes a gender component in its selection criteria. Since its inception in 2013, the Program has awarded more than 2,300 scholarships to students from 25 countries in the region, 47 percent of them women. In the area of ports, the CIP reports that it is implementing a gender quota in the scholarship program and training courses offered by the CIP, in order to expand the access of women in the sector to high-level training programs; inviting women experts in the port sector to speak at hemispheric technical seminars; using inclusive language in its communications; and developing a database of women professionals and experts in the port sector.

- The *Secretariat for Access to Rights and Equity (SARE)* has a strategy in place to include the gender approach in its programs and projects through intersectoral and crosscutting management approach. In order to work towards its objective of promoting social development with equity, SARE seeks to emphasize protection for the rights of at-risk groups in society, on the basis of factors such as age, gender, disability, gender identity, orientation and expression, socioeconomic position, ethnic or geographic origin, and displacement or internal armed conflict, as a priority for *its Department of Social Inclusion (DSI)*. The SARE/DSI strategy is thus based on mainstreaming and the intersectionality of the rights approach. In addition to promoting specific projects and programs on gender, this requires integrating this same approach into all its activities, programs, projects, and initiatives from all of the thematic sections.
- In the *Secretariat for Multidimensional Security*, the Inter-American Committee against Terrorism (CICTE), according to 2015 information, has an open policy for the participation of women in all of its courses and programs, recognizing the vital role that women play in member states' efforts to prevent, combat, and eliminate terrorism. CICTE has developed a strategy for keeping track of, and including in mission reports, all CICTE events, along with the number of participants disaggregated by gender and other variables. CICAD's Hemispheric Plan of Action on Drugs 2016-2020 includes a gender equality and women's rights perspective in its thematic areas of action. The *Department of Public Security* indicates that although it does not have a specific strategy addressing this issue, it does promote the inclusion of a gender and rights-based perspective as a crosscutting theme in its projects and activities. The DPS is also continuing its direct cooperation initiatives with the other units of the Secretariat for Multidimensional Security, specifically for the joint design of proposals and projects that focus on preventing violence against women and girls, and to ensure the balanced participation of women and men in the Department's workshops and panels. The *Department against Transnational Organized Crime (DTOC)* has included integration of gender equality and rights perspective in the activities of all its program proposals, making sure to include components that will help identify situations of vulnerability experienced by women in situations involving criminal activities. The aim is to foster initiatives that will decrease the probabilities of these women being abused, whether by criminal organizations or by the investigating, prosecuting, and criminal justice authorities, in particular with regard to their legal situation, by promoting alternative outlets. It is the DTOC's policy to identify

specific gender gaps, as part of the follow-up on training and technical assistance activities provided to member states.

- In the *Secretariat for Hemispheric Affairs*, the *Department of Effective Public Management's* strategy seeks to raise awareness among and provide training for its staff members on the importance of mainstreaming gender in its activities; to gradually incorporate that perspective as a crosscutting theme in projects, online courses, ministerial meetings, networks, guidelines, and studies, and throughout its work; and to establish a relationship for coordination with the CIM to support implementation of the Department's work plan. To that end, it provides training and raises awareness among its staff; incorporates the gender perspective in project profiles and in its budget; analyzes online courses and the Guide of Strategies and Mechanisms for Effective Public Management; identifies and presents best practices of management with a gender perspective in the framework of the Inter-American Cooperation Mechanism for Effective Public Management (MECIGEP); and works to introduce the gender perspective in its ministerial meetings. It has also held meetings with the CIM to obtain feedback and advice on mainstreaming gender, rights, and diversity in all its activities. The *Summits Secretariat*, for its part, promotes the integration of a gender equality, rights, and diversity approach throughout the Summits process. It also encourages parity participation in its activities wherever possible. It is also worth noting that the Summits Secretariat's communication strategy is mindful of gender, rights, and diversity. As part of that strategy, the Summits Secretariat permanently promotes through social media platforms the mandates and progress made in that regard by States and organizations. The Department also encourages the use of inclusive language in its communications, as well as in reports on activities with civil society and social actors and other work areas. As for the *Art Museum of the Americas*, in its programs it emphasizes the work of women artists, curators, and academics, and, to the extent possible, seeks to ensure equitable representation of male and female artists, curators, and academics and to explore gender-related matters in its exhibitions.
- In the *Secretariat for Administration and Finance*, the *Office of the Executive Secretary* has indicated that SAF strategies and efforts to integrate the gender approach are carried out by the Department of Human Resources (DHR), the executive body for all its activities. The SAF fully supports the initiatives stemming from any of its departments and undertakes to disseminate any information that would help implement the IAP. The DHR continues its efforts to strike a gender balance by (i) providing the GS/OAS with information on the current status of geographic and gender distribution in its Quarterly Resource Management Reports and the Register of Staff Members of the OAS; (ii) distributing a report to directors, as part of the internship program, in which information is provided on the current geographic and gender representations in their areas, with a view to issuing recommendations on the nationality and gender of future interns; (iii) providing the areas with a report on gender representation by area as an element to be considered in the recruitment, selection, and appointment process; and (iv) including information in job announcements that reflects the OAS commitment to hiring a diverse staff and seeking a broad geographic representation and gender equality and equity when selecting candidates. The *Department of Procurement Services* indicates that the company that provides the travel administration services (which account for approximately 10% of the purchases allocated by the GS/OAS) was founded by a

woman, who now manages it. The Department further notes that at least 10% of acquisitions are from companies founded by women.

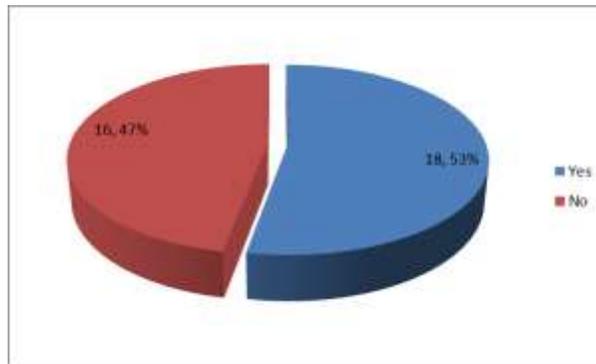
- The *autonomous and decentralized organs, agencies, and entities* listed the following among their strategies:
  - The **IACHR** has designed a strategy to address gender equality issues from a human rights perspective, as part of its mandate to promote and protect human rights in the Americas. With support from its Special Rapporteurship on the Rights of Women and LGBTI Persons, the IACHR addresses gender and women's rights issues in the implementation of the inter-American system's human rights mechanisms, namely: (i) the processing of individual petitions with cases specifically related to gender; (ii) the processing of precautionary measures; (iii) the litigation of cases before the Inter-American Court; (iv) the preparation of on-site visits; (v) the convening of thematic hearings, and (vi) the publication of country and regional reports on different topics related to the rights of women. The IACHR has adopted its Strategic Plan 2017-2021, which incorporates gender equality and diversity as a crosscutting issue.
  - **PAHO** implements its mandate on gender equality in health at the corporate level (internal policies that promote gender parity) and in all technical programming at the regional and country levels.
  - The **IIN**, as part of its Action Plan 2015-2019, included promoting the gender and rights perspective as one of its approaches for action. In 2018, the IIN proposed to deepen studies and training in relation to the intersection between gender, childhood, and sexual diversity. To that end internal workshops were held to consider the different facets that occur in the intersection between gender, childhood, and sexual diversity throughout the lives of children and adolescents.
  - In **CITEL**, the Declaration of Buenos Aires adopted by the representatives of the member states of the Organization of American States (OAS) at the Seventh Regular Meeting of the Inter-American Telecommunication Commission (CITEL), held in Buenos Aires, Argentina, from March 13 to 15, 2018, recognized that telecommunications/ICTs are the most efficient and effective instruments in enabling ample access for all to information and education and in allowing for freedom of speech and expression, which are essential components to the promotion of democracy, the protection of human rights, the assurance of security and the fostering of integral development and prosperity in the region. It also recognized the need to adopt public policies that are aimed at resolving the problems that affect our people, in particular women and girls, persons with disabilities and other persons with specific needs, using ICTs as a means to those ends. One of the objectives of the new Rapporteurship on Broadband, Universal Access, Digital Inclusion and Gender Equality under the Working Group on Policies and Regulation (WGPR) of Permanent Consultative Committee I (PCC.I): Telecommunications/Information and Communication Technologies is to build capacity and understanding within the CITEL administrations and regionally about how to design innovative policies, programs, and projects that enable capacity building and empowerment for women

and girls through ICTs by working closely and encouraging association with CITEL members, civil society organizations, the private sector, and experts in gender issues. Harnessing new technologies as facilitators of good causes and innovation, centered around telecommunications/ICTs to narrow the digital divide, social integration, gender balance, and inclusive economic growth, will contribute to the implementation of the United Nations 2030 Agenda for Sustainable Development, so that no one anywhere is left behind.

- The *Office of the Inspector General* notes that it performs an annual evaluation of the Organization's principal risks, and based thereon, decides the programs and areas to be audited over the course of the year. As part of this evaluation, the OIG is considering auditing the implementation of the OAS General Secretariat's Institutional Policy on Gender Equity and Equality, Diversity, and Human Rights.
- The *Administrative Tribunal* says that it ensures procedural equality between parties and the principle of adjudicatory impartiality in the settlement of all disputes involving members of staff of the General Secretariat, regardless of the petitioners' gender. It also bears noting that in all disputes that the organ processes, the applicable law is the internal law of the Organization; accordingly, it has the authority to adjudicate any dispute arising from alleged infringements of General Assembly resolutions, executive orders (such as Executive Order 18-01), or staff rules intended to ensure gender equality.
- The *Pan American Institute of Geography and History (PAIGH)* has adopted the applicable guidelines of the Inter-American Commission of Women, especially with regard to purposefully contributing to gender equality objectives in the Organization's institutional environment. It supports parity in institutional participation and representation as well as women's leadership in decision-making processes, and fosters participative dialogue on institutional policies to support women's rights based on the Institute's regulatory instruments.
- The *Pan American Development Foundation (PADF)* notes that in its Strategic Plan gender mainstreaming is a crosscutting issue in planned lines and actions and in program implementation. Specifically, PADF says that various strategies are adopted to promote gender equality and the empowerment of women, such as poverty reduction through individual or community entrepreneurship, disaster prevention and recovery, promotion of the OAS's democratic and social values, and the social inclusion of vulnerable groups, like indigenous communities, LGBTI persons, and Afro-descendants.

**C. Gender and rights-based approach in sectoral meetings at the ministerial and inter-American committee level**

Acts as Technical/Executive Secretariat for any inter-American commission(s)/committee(s), ministerial meeting(s), or the like

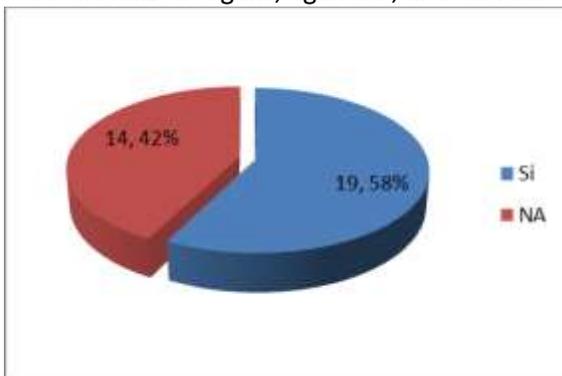


Of all the GS/OAS departments and autonomous and decentralized organs, agencies, and entities that replied to the questionnaire, 53 percent (18) said that they served as the Technical or Executive Secretariat of inter-American commissions and/or committees, ministerial meetings, or the like. Some of those areas indicated that the issue of gender equality and women’s rights was a consideration of the inter-American commissions/committees or ministerial meetings, or the like for which they act as secretariat. Likewise, some indicated that they served as the Technical/Executive Secretariat of at least two ministerial or high-level authority forums; this demonstrates the potential impact that the OAS can have, through these sectoral forums, to further a rights-based and gender equality approach at the inter-American level.

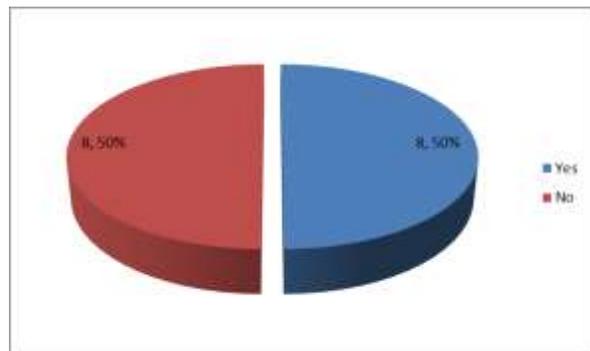
**D. Specific efforts to implement the IAP (policies, programs and projects)**

**Do you have any policy(ies), program(s), and/or project(s) that promote gender equality and women’s rights?**

GS/OAS departments and autonomous and decentralized organs, agencies, and entities



Country Offices



Of the 35 questionnaires received from SG/OAS departments and autonomous and decentralized organs, agencies, and entities that were asked *whether or not they had policies, projects or programs to promote gender equality and women's rights*, 57% (a total of 20) provided an affirmative response. This question was also put to the Country Offices, 50% (8) of which replied in the affirmative. Despite these figures, several of the bodies indicated that although not all their projects were necessarily developed for the aforementioned purpose, the gender perspective and women's rights were taken into account in execution.

Based on the replies received (see details in Section III), the departments and agencies with projects or programs that promote gender equality and women's rights are listed below.

Secretariat	Department / agency	Project/Program name
Executive Secretariat for Integral Development (SEDI)	Department of Economic Development	<ul style="list-style-type: none"> <li>Workshop "Toward Encouraging Women's Participation in Scientific Research in Latin America"</li> <li>Panel discussion on "Women in Engineering" held in the context of the Annual Conference of the Latin American and Caribbean Consortium of Engineering Institutions (LACCEI) and the Summit of Engineering for the Americas jointly organized with the OAS</li> <li>Scholarship program (CONACYT-OAS-AMEXCID)</li> <li>Technology Marketing and Transfer Hub for the Americas</li> <li>Ninth Americas Competitiveness Exchange on Innovation and Entrepreneurship (ACE) in Israel and Germany; Americas Competitiveness Exchange on Innovation and Entrepreneurship (ACE) in California</li> <li>Americas Competitiveness Forum</li> <li>Co-organization of panel discussion "Women in Engineering"</li> <li>Videoconferences to follow up on the Inter-American Dialogue of High-Level MSME Authorities</li> <li>Expanding the Socioeconomic Potential of Cultural Heritage in the Caribbean, Phase III: Enhancing the Framework for the Development of a Heritage Economy in the Caribbean</li> </ul>
	Inter-American Committee on Ports	<ul style="list-style-type: none"> <li>2018 Port Woman of the Year in the Americas Award</li> <li>Second survey on gender equality in the port sector</li> </ul>
Secretariat for Strengthening Democracy	Department of Electoral Cooperation and Observation (DECO)	<ul style="list-style-type: none"> <li>Methodology for incorporating the gender perspective into OAS electoral observation missions</li> <li>Methodology for observing political-electoral financing in electoral observation missions</li> <li>Methodology for observing the electoral participation of indigenous peoples and persons of African descent in electoral processes</li> <li>Electoral Justice Methodology</li> <li>Strengthening electoral processes in Honduras through electoral reforms that take into consideration the recommendations of the EOM/OAS Honduras 2017.</li> </ul>
	Department of Sustainable Democracy and Special Missions	<ul style="list-style-type: none"> <li>Mission to Support the Fight against Corruption and Impunity in Honduras (MACCIH-OAS)</li> <li>MAPP: Support strategy for the agenda of gender and women's human rights in territorial peace</li> <li>MAPP-OAS: Video-transformation. Contribution to reconciliation for demobilized women, women victims of the Colombian armed conflict, and women residing in vulnerable regions of the Valle del Cauca Department.</li> <li>MAPP: Priority No. 15. "Dynamics of participation for women and their organizations around territorial peace building and ownership of regulatory mechanisms and public policies with a gender perspective by the institutional framework and civil society"</li> <li>Capacity building and participation for women in special jurisdiction processes and indigenous government decision-making forums</li> <li>Implementation of Confidence-Building Measures between Belize and Guatemala</li> </ul>

	Department of Social Inclusion	<ul style="list-style-type: none"> <li>• Working Group to Examine the National Reports Envisioned in the Protocol of San Salvador (WGPSS)</li> <li>• IV Meeting of the Inter-American Committee on Social Development in the Framework of CIDI-OAS; Draft “Inter-American Declaration on Social Development Priorities, Equity and Social Inclusion: Overcoming Multidimensional Poverty and Bridging Social Equity Gaps: Towards an Inter-American Agenda on Social Development”</li> <li>• Inter-American Social Protection Network (IASPN) (virtual platform)</li> <li>• Program of Action for the Decade of the Americas for the Rights and Dignity of Persons with Disabilities, PAD-OAS</li> <li>• Program for the Promotion of Inclusive Education in the Americas</li> <li>• Program of Action for the Decade for People of African Descent</li> <li>• Inter-American System of Education project</li> <li>• Community Spokeswomen for Nutrition project in the Corredor Seco region in Guatemala</li> <li>• Strengthening the competencies of justice operators and other actors on exercising legal capacity and access to justice for persons with disabilities</li> <li>• Program of Action for the Decade of the Americas for the Rights and Dignity of Persons with Disabilities</li> <li>•</li> <li>• Continuous reporting system on international migration in the Americas (SICREMI)</li> </ul>
Secretariat for Access to Rights and Equity	Organizational Development Section	<ul style="list-style-type: none"> <li>• Pilot integrated program: Mitigating the causes of distress migration</li> </ul>
Strategic Council for Organizational Development and Management for Results	Department of Planning and Evaluation	<ul style="list-style-type: none"> <li>• Four-Year Strategic Plan/Strategic Planning/Project Management Training Program</li> </ul>
Secretariat for Multidimensional Security (SMS)	CICAD	<ul style="list-style-type: none"> <li>• Multilateral Evaluation Mechanism (MEM): Multilateral Evaluation Mechanism (MEM) Evaluation Process</li> <li>• Inter-American Drug Observatory (OID): Gender in the criminal justice system: Exploring evidence-based alternatives to incarceration for drug-related offenses.</li> <li>• Institution-building: Health and Life in the Americas (SAVIA)</li> <li>• Inter-American Drug Observatory (OID): Inter-American Drug Use Data System (SIDUC) in Latin American countries</li> <li>• Inter-American Drug Observatory (OID): Inter-American Drug Use Data System (SIDUC–Caribbean)</li> <li>• Supply Reduction: Inter-American Program for Strengthening Gender Equality in Drug Law Enforcement Agencies (GENLEA/CICAD)</li> </ul>
	CICTE	<ul style="list-style-type: none"> <li>• II International Forum and Cybersecurity</li> <li>• Cyberwomen Challenge</li> <li>• Workshop “Women's role in government agencies and border control: Experiences and challenges”</li> </ul>
	Department of Public Security	<ul style="list-style-type: none"> <li>• Inter-American Network for the Prevention of Violence and Crime</li> <li>• Inter-American Program for the Prevention of Violence and Crime</li> <li>• Promoting Access and Better Resources for Assistance and Protection for Victims of Trafficking in Persons in San Pedro Sula, Honduras</li> <li>• Assistance and Protection for the LGBTI Community and Other Victims of Trafficking in Persons in Guatemala</li> </ul>

Secretariat for Administration and Finance (SAF)	Department of Human Resources	<ul style="list-style-type: none"> <li>Plan of Action for implementing the Institutional Policy on Gender Equality, Diversity, and Human Rights of the OAS General Secretariat</li> </ul>
Secretariat for Hemispheric Affairs	Department for Effective Public Management	<ul style="list-style-type: none"> <li>Inter-American Network on Government Procurement (INGP)</li> <li>School of Governance</li> <li>Universal Civil Identity Program in the Americas (PUICA) Project “Facilitating access to civil identity for residents in 11 municipalities of the Departments of Chocó, Nariño, La Guajira, and Antioquia in Colombia affected by the armed conflict”</li> <li>Strengthening of Government Procurement Systems for Latin America and the Caribbean - Inter-American Network on Government Procurement (INGP)</li> </ul>
	Summits Secretariat	<ul style="list-style-type: none"> <li>Program on Strengthening the Participation of Civil Society and Social Actors in the Summits Process</li> <li>Joint Summit Working Group Program</li> </ul>
	Art Museum of the Americas	<ul style="list-style-type: none"> <li>Exhibit: <i>Cartografías Intimas</i></li> </ul>

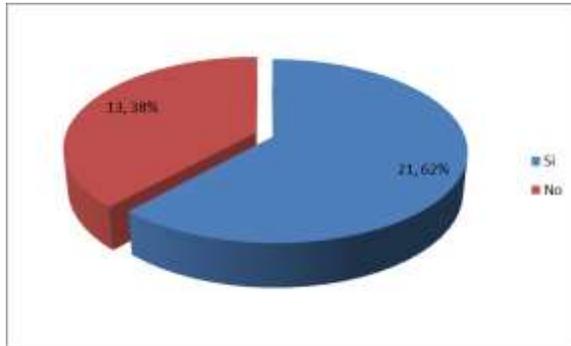
<b>Autonomous and decentralized organs, agencies, and entities</b>	
IACHR	<ul style="list-style-type: none"> <li>Actions taken through the Rapporteurship on the Rights of Women</li> </ul>
PAHO	<ul style="list-style-type: none"> <li>Implementation of the PAHO Plan of Action for Implementing the Gender Equality Policy 2015-2019</li> </ul>
CITEL	<ul style="list-style-type: none"> <li>Workshop on gender and ICTs</li> <li>“Rural Women’s Alliance: Empowering Rural Women through ICTs</li> <li>Celebration of International Girls’ Day (April 26, 2018)</li> </ul>
IIN	<ul style="list-style-type: none"> <li>Inter-American Cooperation Program for the Prevention and Eradication of the Sexual Exploitation, Smuggling of and Trafficking in Children</li> <li>Inter-American Training Program</li> </ul>
PAIGH	<ul style="list-style-type: none"> <li>Use and management of standardized cartographic symbols and tactile images for geography and history teaching</li> <li>Methodology for analyzing land-use development and planning policies and practices in Latin America. Case studies: Ecuador, Paraguay, Argentina and Mexico</li> <li>Pan-American seminar on landscape and land-use planning: Productive heritage</li> <li>Distribution of Spanish teaching texts in three South American countries: Ecuador, Colombia, and Peru: Foundation of citizen education in the first three decades of the 19th century</li> <li>Call for applications for the scholarship for Postgraduate Studies in Earth Sciences</li> </ul>
PADF	<ul style="list-style-type: none"> <li>Improving humanitarian aid, institutional capacity, and protection for persons who have been displaced due to the conflict in Colombia</li> <li>Women’s Empowerment for Economic Development and Resilience</li> <li>Engaging Indigenous Women to Prevent and Counter Trafficking in Persons</li> <li>STEM Americas</li> </ul>
YABT	

Several of the Country Offices mentioned the support that they provide to OAS projects or programs that are implemented in-country, and/or their participation in related national activities (see breakdown in Section III.C).

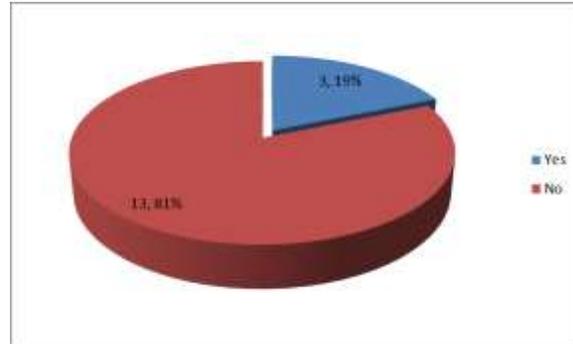
**E. Technical capacity for implementing a rights-based and gender equality approach**

**Do you have the necessary technical capacity to implement a rights-based and gender equality approach?**

GS/OAS departments and autonomous and decentralized organs, agencies, and entities



Country Offices



Of the GS departments and autonomous and decentralized organs, agencies, and entities that returned the questionnaire, 62% (21) replied that they had the technical capacity to implement a gender and women’s rights approach. Of the Country Offices, only 19.0% (3) said that they had this technical capacity.

Replies on the nature of the technical capacity included: having professional staff who have been trained on the subject of gender through courses offered by the OAS, personnel with more in-depth education and greater experience in the field of gender, and departments that have gender experts as staff members or contract employees. Emphasis was placed on the periodic training provided by the CIM, with support from the Educational Portal of the Americas, to OAS staff through courses on the gender equality and rights approach in policies, programs, and projects, and on strategic planning with a gender approach. These training courses are provided under full scholarships for OAS staff, consultants, and/or interns. In addition to what they indicated in terms of having training and education on gender issues, the organs stated that they had gender and health advisors (for example, PAHO) and institutionalized mechanisms such as the IACHR’s Rapporteurship on the Rights of Women.

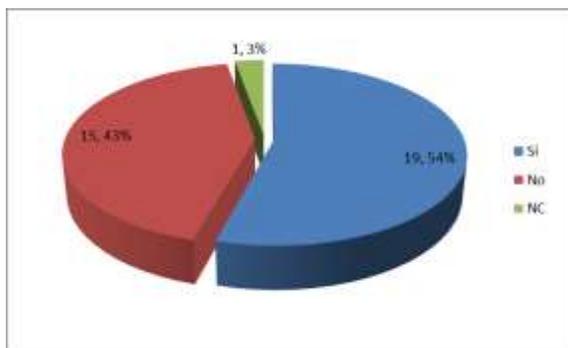
As components of their capacity in gender issues, the Country Offices highlight the guidance and training they receive from the GS/OAS, the knowledge some representatives had before they were appointed, and access to the experience of local partner institutions. Eight (8) Country Offices (50% of those that replied to the questionnaire) reported that at least one member of their staff had participated in gender training or in related courses/seminars, although not necessarily in the period.

During the period, the CIM offered, with support from the Educational Portal of the Americas, the fourteenth, fifteenth, sixteenth, seventeenth, and eighteenth editions of the ten-week online course titled “Gender and Equal Rights Approach in Policies, Programs, and Projects.” Staff members from all areas of the GS/OAS, including the Country Offices, were invited to participate in

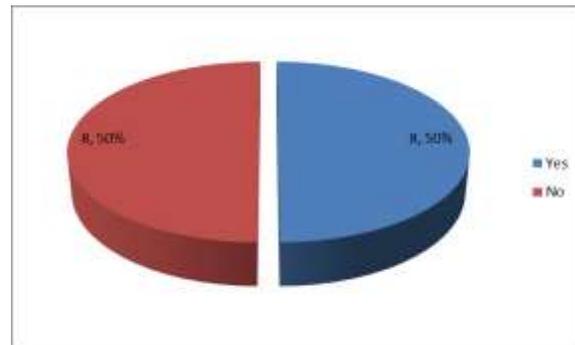
the course, and 24 GS/OAS employees did so in 2018. The course on strategic planning with a gender approach was also supported by the Educational Portal of the Americas, and a total of three GS/OAS employees and consultants were trained in the fourth and fifth editions of this course held in 2018.

**Did any employee(s) participate in a gender-related training course or workshop?**

GS/OAS departments and autonomous and decentralized organs, agencies, and entities



Country Offices



**F. Type of technical support required to move forward in implementing the IAP**

Most of the bodies replying to the questionnaire said that they would like to continue receiving support and technical assistance and training from the CIM/OAS to move forward in implementing the IAP and to ensure implementation of the GS/OAS's Institutional Policy on Gender Equality, Diversity, and Human Rights.

*GS/OAS departments and autonomous and decentralized organs, agencies, and entities:* In their replies, the departments expressed an interest in continuing to receive technical assistance and advice from the CIM and in participating in CIM training activities, including training on equality in the exercise of rights, equality of opportunity, and equal treatment with regard to employment; receiving specific technical assistance on mainstreaming the gender and rights approach; receiving advice on project/program design; receiving CIM participation in the implementation of specific projects and activities; holding an open dialogue and strengthening existing cooperation and partnerships. Additional suggestions included further training on diversity and how to include it in GS/OAS activities and programs; further training and a guide to the Institutional Policy on Gender Equality, Rights, and Diversity and the respective Plan of Action; and more coordination and collaboration with regard to the Sustainable Development Goals (SDGs).

Worth underscoring in this section are the requests by the Mission to Support the Peace Process in Colombia (MAPP/OAS) and, in particular, its Peacebuilding Area, for CIM support in the form of a plan to boost the technical and political scope of the actions envisaged in the Annual Operating Plan (AOP) for 2019 with a focus on gender and peace in the territories. That plan would include: 1) Strengthening women's participation in their communities via forms of organization, collective projects, and political agendas with a gender perspective and focusing on women's rights

and peace at both the territorial and national level, recognizing and rooted in the plurality and heterogeneity of community action; 2) Reinforcing governability and local governance with gender, peace, and intersectional perspectives through the positioning of local women leaders, and their impact and support of public policy in the Mission's high-priority areas; 3) Strengthening the organizational and mobilization capacity of the gender agenda through women's platforms in the new areas of opportunity opened up by implementation of the Peace Agreements, peacebuilding from the local level up and regional and national political dialogue with strategic institutional and social actors; 4) Promoting ownership by national and local institutions of the legal and public policy tools used to advance a gender perspective and peacebuilding and their capacity to engage in social dialogue with civil society women.

*Country Offices:* The most common replies included receiving training on gender and rights, and on incorporating those perspectives; exchanging information and best practices; having materials made available for dissemination and outreach; and sharing applicable strategies, manuals, and publications. The Offices likewise expressed their interest in having more communication and cooperation with the CIM in order to foster the implementation of the IAP in their countries, and in receiving feedback on activities carried out by the CIM there.

#### **G. Promotion of the integration of women's rights and a gender perspective in reports published by the OAS**

With a view to learning about the efforts being made by the departments of the GS/OAS and the autonomous and decentralized organs, agencies, and entities to promote the inclusion of women's human rights and a gender equity and equality perspective in reports published by the OAS—an aspect of the IAP emphasized in resolution AG/RES. 2831 (XLIV-O/14)—all of the OAS entities were asked to provide information in this regard. Of the bodies that answered the questionnaire, 61.75% responded that they had indeed promoted the integration of women's human rights and/or the gender perspective in their reports.

#### **H. Operational Goals with a gender and rights-based perspective**

In response to the question on programs, projects, and other activities associated with the 2018 Operational Goals<sup>2/</sup> approved for their department/unit/agency that mainstream gender and/or rights, 56% (19 entities) indicated that they had them.

#### **I. Initiatives to raise awareness and/or provide training on gender equality and/or discrimination**

Some areas responded in the affirmative to the question of if they had carried out any internal initiatives to raise awareness among and/or train the staff on gender equality and/or discrimination. However, the majority indicated that they do not provide formal training on this issue. The training courses provided by those areas included, in particular:

---

2. The 2018 Operational Goals of the OAS General Secretariat can be found at: [http://oasconnect/Portals/0/Plan-Ctrl-Eval/Planning\\_& Control/POAs/Plan Operativo Anual 2018\\_SPAN.pdf](http://oasconnect/Portals/0/Plan-Ctrl-Eval/Planning_& Control/POAs/Plan Operativo Anual 2018_SPAN.pdf)

- DECO: Gender is addressed in the electoral observation mission training sessions;
- The Secretariat for Access to Rights and Equity: internal training was provided on LGBTI issues;
- The Department of Human Resources: Activities addressing the specific needs of each gender were conducted in response to statistics and trends among staff at headquarters. Through the Health Unit, the DHR promoted the wellbeing of women and men through activities tailored to both sexes' needs for physical, mental, and emotional health. These included preventive health activities and sessions on practical concepts relating to alternative and complementary medicine, such as chiropractic care, acupuncture, meditation, massage therapy, and yoga and Zumba classes. In addition, the DHR conducted a financial health workshop on estate planning strategies;
- CICAD: Supply Reduction: During its sixty-fourth regular session from November 19-21, 2018, in Washington, D.C., the Inter-American Drug Abuse Control Commission (CICAD) held a panel discussion on incorporating the gender perspective in the design and implementation of drug-related policies and programs. The idea was to sensitize CICAD Commissioners, representatives of the permanent missions, and other participants in the meeting to the importance of incorporating a gender perspective on two fronts: on the one hand, in the design and implementation of initiatives proposing alternatives to incarceration and facilitating reintegration into society; and, on the other, in boosting the capacity of member states to dismantle criminal organizations with ties to drug trafficking, by emphasizing the mainstreaming of a gender perspective as a factor that helps increase the effectiveness of antidrug operations;
- IACHR: In 2018, the specialists in the Executive Secretariat and in the Rapporteurships on the Rights of Women and of LGBTI Persons of the Inter-American Commission on Human Rights took part in a series of activities on women's rights and matters relating to gender equality;
- INN: The Inter-American Children's Institute reported holding a series of in-house workshops on the intersectionality between childhood, gender, and sexual diversity. It also plans to conduct a seminar with experts on the subject in first-half 2019;
- PAHO: The Pan American Health Organization reported a dialogue with all the staff and the Director on the importance of gender parity and an organizational atmosphere supportive of gender equality;
- PADF: The Pan American Development Foundation reported holding a workshop for all its personnel on gender and inclusion;
- IICA: The Inter-American Institute for Cooperation on Agriculture organized two lectures in its Gender and Youth series: Gender and Rural Women, delivered by Miriam Abramavay; and Transforming Gender Relations; addressing conflicts between men and women, by Willian Keepin PhD and Cynthia Brix, PhD. Both conferences were open to technical personnel and specialists from various disciplines and were transmitted to IICA member states. There was also a closed session with specialists on gender issues entitled "Discussion on Gender and Rural Women."

### **III. ACTIONS TAKEN BY OAS ORGANS, AGENCIES, AND ENTITIES**

Based on the information received from the different bodies, this section covers the specific measures to follow up on the IAP taken between March 2018 and February 2019.

#### **A. GS/OAS SECRETARIATS AND DEPARTMENTS**

##### **1. Strategic Counsel for Organizational Development and Management for Results**

The Counsel was created on December 11, 2015, by Executive Order No. 08-01 Rev. 9, titled “Structure of the General Secretariat.” It is made up of the Department of Planning and Evaluation, the Department of Press and Communication, and the Department of International Affairs.

The Counsel participates in the Committee to Follow-up on Implementation of the OAS General Secretariat’s Institutional Policy on Gender Equality, Diversity, and Human Rights, which was created with the adoption of this policy.

##### **a. Department of Planning and Evaluation (DPE)**

The Department of Planning and Evaluation, as the department in charge of ensuring management for results and of providing tools and procedures that facilitate results-based project and program design, is responsible for promoting gender mainstreaming in project development, design, monitoring, and evaluation processes, as well as in follow-up on the implementation of the OAS Comprehensive Strategic Plan 2016-2020.

Over this period, the DPE has continued to provide technical assistance to the technical areas, by holding meetings with them as part of the Working Group for the Project Evaluation Committee (CEP), as well as follow-up meetings to incentivize these areas to include—to the extent possible—gender-sensitive activities in projects slated for implementation or already in the execution phase. This assistance is also available through workshops on project development and monitoring and evaluating projects, which provide information on how to analyze a problem from a gender approach and using gender-sensitive indicators.

The CIM provided its comments and recommendations on project profiles through the CEP Working Group and the CEP itself, for which the DPE serves as secretariat. CIM input is sent to the teams in charge of the projects for consideration during the design and implementation phases. The DPE follows up on the comments with the areas to promote the inclusion of gender-sensitive activities in projects. The DPE and the CIM’s coordination and joint work are key for incentivizing teams from the various areas to include the gender and rights approach in the development and other phases of the project/program cycle, as appropriate.

The DPE endeavors to develop inputs for strengthening planning and results-based strategic management within the OAS that serve to monitor and, in general, highlight the Organization’s contribution to the region and that of its areas and secretariats to the Organization’s vision. In so doing, it strives to disseminate the gender perspective and to sensitize project implementation personnel to the importance of including it throughout the management cycle.

**b. Department of Press and Communication**

The DPC indicates that it adheres to a gender equality policy in its day-to-day work. It publishes press notes, press releases, and activities, including those promoting gender equality and women's rights.

**c. Organizational Development Section**

The Strategic Counsel, through the Organizational Development Section, developed a strategy for implementing the Strategic Plan and an Organizational Development Program to strengthen the Organization's institutional capacity and to support implementation of the OAS Comprehensive Strategic Plan 2016-2020.

One of the key elements of the Strategic Plan implementation strategy are the so-called integrated programs, which offer comprehensive responses to problems the Hemisphere based on the four pillars of the Organization (Human Rights, Democracy, Multidimensional Security, and Sustainable Development). In 2018, progress was made with the design of a pilot integrated program for mitigating the causes of migration in the northern Central American countries. In the analysis, design, and drafting of that integrated program, the Organization experimented with new ways of working in multidisciplinary teams. Comprised of personnel from the various Secretariats representing the different pillars of the Organization, those teams brought different perspectives to bear, including the gender and right-based perspective, on the analysis and design of the program. The CIM formed part of that multidisciplinary team.

At the same time, progress was made with another component of the strategy: preparation of the set or Framework of Competencies that the Organization needs to continue developing for its own transformation/strengthening process. Operationally, that translated into a database of competencies, including a crosscutting thematic competency area called "gender, rights, and diversity."

Organizational competencies were boosted by implementing the first phase of training in: Forward-looking Analysis; Strategic Thinking and Strategic Planning; and Creativity, Innovation, and Change Management. Forty-four women and 34 men took part in those training courses, which seeks to fill the competency gaps identified during the first stage of the mapping exercise conducted towards the end of 2018,

**2. Secretariat for Legal Affairs (SLA)**

**a. Department of Legal Services**

In its capacity as legal counsel, this department resolved several matters raised by the CIM, providing the applicable legal assistance.

**b. Department of Legal Cooperation (DLC)**

The DLC serves as the Technical Secretariat to the Mechanism for Follow-up on the Implementation of the Inter-American Convention against Corruption (MESICIC) and to the Meeting of Ministers of Justice or Other Ministers or Attorneys General of the Americas (REMJA), which

deals with issues of mutual assistance in criminal matters, extradition, and cybercrime. It has indicated that women have been integrated into the various MESICIC activities, where they serve as members of the Committee of Experts, participating in examining the progress of other countries and sharing best practices followed in their countries of origin on matters covered by the Convention.

The department also underscores that the fight against corruption through MESICIC operations promotes gender rights and equality by combating injustice and the political and institutional discrimination caused by corruption. The pernicious effects of corruption disproportionately impact vulnerable segments of the population, such as women. Women already face political and institutional discrimination, which is aggravated in a corrupt society. Combating corruption through MESICIC operations advances women's rights and equality.

### **3. Secretariat for Strengthening Democracy**

#### **a. Department of Electoral Cooperation and Observation (DECO)**

DECO continued to implement the project *Incorporating the Gender Perspective into OAS Electoral Observation Missions (EOMs)*. This project aims to (i) incorporate the gender perspective into electoral observation in order to ensure a balance between men and women in the composition of the EOMs and (ii) develop tools for observing conditions for the exercise of men's and women's political rights in electoral processes. As part of this project, quantitative and qualitative data is systematically compiled on women's participation in politics as voters, candidates, electoral board members, electoral attorneys, and election officials. DECO now has information on the situation of women's exercise of their political rights in electoral processes in the region, which has facilitated deeper analysis and enabled recommendations to be issued to the countries.

The *Methodology for the Observation of Political Financing Models in Elections in Electoral Observation Missions* has made it possible for DECO to deepen its analysis and recommendations made to the countries from a gender perspective, with special attention to the differences between men and women and their respective barriers in access to political financing.

The *Methodology for Observing the Participation of Indigenous Peoples and Afro-Descendants in Electoral Processes* is designed to identify the obstacles and limitations faced by these groups in exercising their political rights, for example, obstacles to exercising the right to vote, running for office, or being elected. In particular, the project focuses on the barriers to political participation faced by indigenous women. In 2018, this methodology was applied for the elections in Mexico and Brazil.

The *Methodology for Electoral Justice (2014-2018)* is aimed at observing processes and mechanisms for resolving electoral disputes. The components of the methodology include the analysis of regulatory frameworks; the identification of mechanisms employed in the evidentiary phase; the monitoring of the effectiveness of existing legal resources; and an analysis of the responsible electoral bodies. Through this methodology, special attention will be paid to reports of and actions on violence against women. The methodology was completed in 2018 and will be published in 2019.

DECO is also seeking to contribute to the strengthening of electoral processes in Honduras by delivering electoral reform proposals formulated by an OAS Group of Experts who have taken the 2017 EOM/OAS recommendations into account.

**b. Department of Sustainable Democracy and Special Missions**

➤ Mission to Support the Peace Process in Colombia (MAPP/OAS)

Analysis of Colombia's internal armed conflict shows that the armed confrontation has exacerbated the violence and discrimination antedating the conflict and has been used in this context to serve the interests of the various armed actors. The internal armed conflict has had different manifestations and impacts on different populations and groups, especially women. Recognition of such types of discrimination in the context of the conflict and its differentiated impacts on the population is the foundation for developing public policies that take such differences into account to provide care and protection, and to ensure that women can effectively enjoy their rights.

Peacebuilding Area: Strategy to support the gender and women's human rights agenda in territorial peacebuilding. This project arose in connection with the peace talks between the Government of Colombia and the National Liberation Army (ELN) guerillas and began being implemented in January 2018. When the Round Table was suspended and with the change of government, now headed by the President of the Republic, Iván Duque Márquez, major changes were made to the initial scope of this project, offering both delegations opportunities for direct intervention. Under those circumstances, the Mission saw an opportunity to boost political, technical, and financial monitoring and support for previously identified, organized and unorganized women's initiatives as processes that stimulated peace efforts at the local level and the government's gender and peace agenda at the national level. That being so, and following guidelines established by the Head of the Mission, six courses of action were defined to shape the Monitoring and Support Strategy (*Estrategia de Acompañamiento*) for the gender and women's human rights agenda in the territorial peacebuilding context. Accordingly, in that setting, efforts focused, on the one hand, on territorial strengthening of women's initiatives in the areas of influence of the guerrilla and, on the other, on those that resonated and involved collective action at the national and subregional level.

Emphasis No. 15: The dynamics of women's and their organizations' participation in territorial peacebuilding and the wholehearted adoption (*apropiación*) by institutions and civil society of regulatory tools and public policies with a gender perspective."

That emphasis was established in September 2018 as a strategic decision to accord monitoring, support, and involvement with the gender and peace agenda its own niche within the Peacebuilding Area. Thanks to that, the Mission will support and pay special heed to the dynamics of the participation and representation of women and their organizations in territorial peacebuilding and to the appropriation by institutions and civil society of regulatory tools and public policies with a gender perspective. Specifically, there will be more in-depth monitoring of community actions and structures; governability and local governance with a gender focus; the diverse and territorially active political participation of women's movement and human rights organizations in the peace talks and in implementation of the Peace Agreements; and, finally, patterns of gender-based violence (GBV) for political reasons and linked to the armed conflict against women holding elective office, in politics and in social leadership positions.

Justice Area: Strengthening of women's capacities and participation in special jurisdiction processes and in decision-making spheres in indigenous governments. In addition to the Reconciliation Video (subsequent response) project, as part of the strategy for strengthening the indigenous special jurisdiction that this Mission's Justice Area has been sponsoring, steps specifically geared to indigenous women have been envisaged. They are designed to boost women's capacities and participation in special jurisdiction processes and in decision-making spheres in indigenous governments. Here, the Mission has worked on two fronts: one at the national level, with its support for the installation of the National Commission of Indigenous Women of the Standing Committee (*Mesa Permanente*) for Indigenous Consensus Building, and the other at the local level, fostering awareness-building and training for the justice chapters of the various town councils (*cabildos*) and associations of town councils. Actions undertaken in 2018 included: At the national level. A) Organization of a meeting of the COCOIN on the subject of justice and indigenous women; and B) The first meeting of the National Commission of Women, which triggered a report on the status of compliance with Decree (*Auto*) 092 of the Constitutional Court aimed at establishing measures to protect indigenous women; At the local level: 1) A Departmental Round-table Discussion on Inter-Jurisdictional Coordination in the department of Putumayo, which debated the issue of violence against indigenous women (and sexual violence in particular) and the ways in which the ordinary and the indigenous justice systems had responded to acts of that kind; 2) The holding of a preparatory discussion for the Departmental Round-table Discussion on Inter-Jurisdictional Coordination in the department of Cauca, which served to prepare women on the Indigenous Regional Council of Cauca in matters relating to the indigenous special jurisdiction and national and local coordination mechanisms. The preparatory meeting also discussed local justice-related issues and a protocol was drawn up for the Round-table Discussion to ensure that consideration would be given to the specific needs of women in the region and that they would have a woman representing them in the Women's Chapter for the upcoming Round-table Discussion.

➤ Mission to Support the Fight against Corruption and Impunity in Honduras (MACCIH-OAS)

Overall, procedures for selecting and hiring MACCIH-OEA personnel will be conducted from a gender and women's rights perspective and will promote gender parity among members of the Mission. Job descriptions for Mission personnel will, in addition, contain a requirement stipulating the need for a minimum level of familiarity with human and/or women rights, as the case may be. Currently, the Mission has 62 members: 40% of whom are women, 60% men.

Specifically, attention will be paid to the following:

1. Preventing and Combating Corruption: In selecting international and local teams of (judges, prosecutors, and forensic experts (the MACCIH-OAS anti-corruption working group), special heed will be paid to the gender and women's rights perspective. Local, male and female, personnel will also receive training to work in the Mission, which will enhance the capacities of women working in the field of criminal investigation.
2. Reform of the Criminal Justice System: The criminal justice system Observatory was established in this division with civil society oversight and coordination. The Observatory produces reports and assessments, adding to the information used to

monitor progress with the reform of the Honduran justice system. Thus, the Observatory works with civil society organizations on a number of issues relating to women and their rights, so as to ensure that they participate in the Observatory' work and thereby help to improve the justice system in Honduras with a gender and women's rights perspective.

3. Political-Electoral Reform: Activities carried out in this Division included a series of training courses and seminars for Honduran political actors designed to incorporate gender and women's rights considerations in the discussion of electoral law and political party financing issues. In addition, such topics as the following were included during the drafting of the Financing Law: i) public financing for women's leadership; and ii) media coverage and publicity on the political participation of women.
4. Public Security. As one of its main activities, this Division will focus on protecting justice officers working to fight corruption and on witness protection. With respect to witness protection, special consideration is given to vulnerable segments of the population, including women and minority groups.

➤ Belize-Guatemala Mission

The project includes special activities to ensure justice for persons in vulnerable circumstances, including women and girls. The OAS Office in the Belize-Guatemala Adjacency Zone (OAS/ZA) provides humanitarian assistance in the form of aid and direct actions to save lives, alleviate suffering, and support and protect persons and communities in the Adjacency Zone, who are the most vulnerable. Specifically, support is provided in the form of fuel for transportation, food, bus tickets, school supplies and toys, and night shelters for deportees. The beneficiaries are schools, fire-fighters, hospitals, and needy families whose plight is directly related to incidents in the Adjacency Zone and the need to strengthen confidence-building measures in that area.

Support for children and young people is another facet of the OAS Office's efforts in the Adjacency Zone, the idea being to promote and develop a culture of peace. In coordination with mayors of communities on both sides of the Adjacency Line, the OAS/ZA supports language-learning, sport, carpentry, crafts, sculpture, music (string and wind instruments); singing; cooking; and training programs for Belizean and Guatemalan students living in the area. This program seeks to reduce tensions in the Adjacency Zone by facilitating an atmosphere of trust, interaction, dialogue, and cooperation among the younger members of the communities in the Zone. Concretely, the program provides:

- Better access to non-formal education for adolescents and for members of the community via training workshops.
- The OAS/ZA has begun a consultation process, using surveys of potential beneficiaries of the projects, the idea being to expand participation by different segments of the population.

The process received feedback from the concerns of the communities' most excluded groups: youth and women. The workshops were selected based on survey findings. Given the security

situation, classes were taught inside the OAS/ZA facilities. To facilitate women's participation, classes were scheduled for times of the day that they requested. Women were also allowed to attend with members of their families, who soon joined the ranks of the students. As a result of those efforts:

- More women registered to take part in the culture of peace program (more than 50% enrolment).
- Technical and vocational skills were acquired, enabling participants to prepare for productive jobs.
- Inter-cultural communication, team work, interaction, and cooperation were all enhanced among members of the Adjacency Zone community.
- Both behavior and attitudes toward neighboring communities changed, as they began to share values based on peace, fraternity, and tolerance.
- More children and youths took part in institutional life and in their communities' day-to-day activities and acquired interests that then helped them pursue positive careers.
- Stronger partnerships were forged between local government authorities, migration officials, and schools on both sides of the Adjacency Line.
- Young people in the Adjacency Zone developed self-esteem and confidence, and problem-solving skills that enabled them to trigger changes and to act as beacons of hope for more peaceful and respectful coexistence.

Moreover, for the past 12 years, the OAS/ZA has promoted and conducted community cleanliness and garbage collection campaigns and supported Telethon Foundation campaigns and the maintenance and improvement of schools in the Adjacent Zone. Computers, software, and other specialized equipment have been donated to academic institutions and cultural centers; teachers have been hired; musical instruments donated. The OAS/ZA has helped renovate municipal infrastructure in the Zone, including by painting walls and signposting.

The OAS/ZA promotes open facilities so that women can feel free to use OASA/ZA Office services. That Office and its personnel devote their time to ensuring that the communities, especially women and children, feel safe and welcome, and that the Office serves as a safe place for interaction, learning, and dialogue. The number of women enrolling in the Culture of Peace Program has increased and women account for at least half of all students enrolled. Parents, too, are welcome (most are mothers) to attend and take part in numerous Culture of Peace activities.

#### **4. Secretariat for Access to Rights and Equity (SARE)**

The SARE was created by Executive Order 08-01 Rev.9, "Structure of the General Secretariat," on December 11, 2015. It is made up of the Department of Social Inclusion, the Relations with Civil Society Section, and the Inter-American Program of Judicial Facilitators.

##### **a. Department of Social Inclusion**

This department was originally created on December 1, 2014, by Executive Order 08-01 Rev.7, "Structure of the General Secretariat," under the Executive Secretariat for Integral Development, covering the areas of development and social protection, migration, persons with

disabilities, older persons, and consumer protection. However, since December 11, 2015 (Executive Order 08-01 Rev.9), it has been part of the SARE.

By end-2018, the *Working Group to Examine the National Reports Envisioned in the Protocol of San Salvador* had revised 11 reports from the states party on the first set of rights (social security, education, and health). In addition, eight reports from states party had been received on the second set of rights relating to labor rights and trade union freedoms, the right to adequate nutrition, the right to a healthy environment, and the right to the benefits of culture. Those reports constitute a key tool for recording progress in areas such as measures to prevent discrimination in access to work and programs to combat gender-based discrimination in labor-related matters; the existence of programs fostering organization and collective bargaining opportunities for segments of the population that are vulnerable or traditionally discriminated against, such as women and youth; or the existence of public policies or programs for eradicating maternal malnutrition, for instance.

The *Inter-American System of Education* project has developed a guide to strategies for reducing educational inequality. The objective of this guide is to provide the OAS member states with guidelines for addressing the problem of inequality in education and strengthening their capacity to develop public policies that help advance the targets of SDG 4 at the national level. Ten policy strategies are highlighted as being proven effective for reducing educational inequality through actions that are genuinely sensitive to diverse needs for proactive inclusion of population groups that have historically suffered exclusion or discrimination, including children and adolescents living in poverty and in vulnerable circumstances. The idea is for those strategies, the challenges they pose, and lessons learned to be analyzed and the findings used as inputs in OAS member states when it comes to rethinking, revising, and defining their own strategies.

The *Program for the Promotion of Inclusive Education in the Americas* is a program to promote inclusive education for persons with disabilities as a human right by organizing training, promotional, and awareness-raising workshops in Latin America. The program seeks to train key public and private actors in government, the community, and in the educational system in the theory, practices, and public policies needed for educational inclusiveness at all levels of the educational system. It also seeks to familiarize families and persons with disabilities in a number of organizations regarding the human rights paradigm with respect to such persons, so as to promote their active involvement as facilitators of access to high-quality and inclusive education for their family members and peers and of their personal autonomy and independent life within the community.

The project *Community Spokeswomen on Nutrition in the Corredor Seco Region of Guatemala*, launched in February 2017, seeks to provide technical know-how, strategies, and leadership and communication tools to participants, by harnessing information communications technologies to replicate the knowledge gained, supplemented by a nutrition-focused literacy program. In implementing this project, various studies of malnutrition have been compiled, using official data from government institutions. The document summarizes the main social, economic, institutional, and cultural factors underlying child malnutrition in the Corredor Seco Region, including the specific situation of children in that area. A needs assessment was also conducted to strengthen implementation of the component dealing with the changes in nutritional habits required under the National Strategy to Combat Chronic Malnutrition. That assessment recommends that a key issue to bear in mind that nutritional habits, from the selection and purchase of food to portion sizes

are shaped by family, cultural, and social factors, as well as by spending power and the supply and demand for products, and that those decisions are usually taken by women in the household.

Under the *Inter-American Social Protection Network (IASPN)*, work is being done on implementing a project for sharing experiences acquired by the Ministry of Social Development of Paraguay and the Ministry of Social Development of Panama. This initiative seeks to support the Paraguayan ministry's attempts to implement the Gender Action Plan in its entire policy, program, and project cycle.

In relation to the topic of migration, the *Continuous Reporting System on International Migration in the Americas (SICREMI)* aims to document annual trends in migrant movements across the Hemisphere. Its priorities include achieving an understanding of the characteristics of female migration in the region in order to design policies that take them into consideration. The gender variable has been addressed in SICREMI reports, which have even dedicated entire chapters to the so-called feminization of migration. In 2018, work began on preparing the upcoming 2019 report, starting with requests for information from countries, with an emphasis on data broken down by gender. Countries have received technical advice on how to do that and thereby facilitate more in-depth analysis of the situation of women migrants in the Americas. The base document for the next SICREMI cycle was also drawn up, which deals with funding for an expansion of the advisory services provided to countries regarding management of migration data, especially data broken down by gender. In addition, in connection with the integrated program headed by the Office for Strategic Counsel, a project proposal was developed for building capacity in the legislatures of Honduras, El Salvador, and Guatemala to deal appropriately with migration governance issues in the region. The project envisages sensitizing legislatures to the specific needs of female migrants so that they can craft policies and programs that take those needs into account and thereby guarantee female migrants' rights.

On the issue of protecting persons with disabilities, the *Program of Action for the Decade of the Americas for the Rights and Dignity of Persons with Disabilities (PAD-OAS)*, in 2018, an OAS General Assembly resolution established a joint working group between the states party to the Inter-American Convention for the Elimination of All Forms of Discrimination against Persons with Disabilities (CIADDIS) and regional and national organizations of persons with disabilities associated with the OAS, whose representatives were elected transparently and democratically with facilities and coordination provided by the Social Organizations Division of the SARE and the Department of Social Inclusion (DSI). One of the criteria used in the selection the members of this joint group by civil society was gender balance. The other criteria were: representativeness, professional record, and expertise in this field, geographical equilibrium, and types of disability. In addition to updating the PAD in line with the SDGs, the 2030 Agenda, and the United Nations Convention on the Rights of Persons with Disabilities (an update that was approved by the OAS GA in 2018), this Working Group also worked, together with the Committee for the Elimination of All Forms of Discrimination against Persons with Disabilities (CEDDIS), on revising the compliance indicators for both the new PAD 2016-2020 and for the CIADDIS. In connection with compliance with the educational objectives of the PAD, work was done in the second half of 2018 on implementing the OAS-ORITEL Program for the Promotion of Inclusive Education in the Americas (discussed below) and the Cycle of Webinars on Inclusive Education (5 sessions), which were attended by some 300 key governmental and educational system actors from the region. In December 2018, marking the International Day of Persons with Disabilities, SARE-DSI organized an event

attended by most representatives of permanent missions to the OAS, observer country missions, the Gallaudet University in Washington, D.C., Georgetown University, and other key players.

The *Program for the Strengthening of Competencies of Justice Operators and Government Authorities on Legal Capacity and Access to Justice of Persons with Disabilities* seeks to train decision-makers in the executive, legislative, and judicial branches, as well as civil society actors, on the right of persons with disabilities to exercise their legal capacity and access justice. In 2018, virtual training was provided to justice operators and civil society in the Dominican Republic, with some 100 participants. Technical support was also provided to the National Disabilities Council and the Ministry of Justice of Peru in preparing regulations to accompany the Legislative Decree certifying the right to unrestricted exercise of the legal capacity of persons with disabilities in that country. Finally, face-to-face training was provided on this topic to the Supreme Court of Justice of Chile, at that institution's behest.

In the OAS, the *Program of Action for the Decade of Afro-descendants in the Americas* seeks to expand and foster cooperation, the exchange of experiences, and best practices for strengthening the government institutions in each State that develop public policies and mechanisms for promoting racial equality, while promoting greater knowledge and respect for the diversity of the heritage and culture of persons of African descent and their contribution to the development of societies. In June 2018, the Inter-American Network of High Authorities on Policies for Afrodescendent Populations (RIAFRO) was established in connection with the First Inter-American Meeting of High Authorities on Policies for Afrodescendent Populations and Compliance with the Plan of Action for the Decade. RIAFRO/OAS will work to promote dialogue, coordination, and constant cooperation among national authorities with a view to eliciting the implementation of policies for persons of African descent, in accordance with international and regional obligations in the Americas. In 2018-2019, the Chair of the RIAFRO/OAS Management Committee will be Ms. Susana Matute, Director for Afro-Peruvian Population Policies at Peru's Ministry of Culture.

## **5. Executive Secretariat for Integral Development (SEDI)**

### **a. Department of Economic Development**

The Department of Economic Development promotes gender equality and women's rights in all of its sections through the following projects and programs:

#### ➤ Trade and Economic Development Section

The *Economic Empowerment and Trade Program* is designed to help micro, small, and medium-sized enterprises (MSMEs) make the most of business opportunities linked to international trade and tourism. It seeks to foster the economic inclusion of MSMEs run by women and vulnerable groups (small farmers, small tourism enterprises, indigenous groups, and youth) and to provide support for institutional and human strengthening in the areas of the negotiation, implementation, and management of trade agreements. In 2018, videoconferences were used to follow up on the *Inter-American Dialogue of High-level MSME Authorities* in order to enable countries to continue sharing best practices and identifying specific opportunities for horizontal cooperation.

➤ Competitiveness, Innovation, and Technology Section

The workshop on “Fostering Women’s Participation in Scientific Research in Latin America” provided an opportunity for sharing knowledge and experience and discussing and learning about women’s participation in scientific research in Latin America, with a view to triggering public policy recommendations. A panel discussion was also held on “Women in Engineering”, in connection with the Annual Conference of the Latin American and Caribbean Consortium of Engineering Institutions (LACCEI) and the “Engineering for the Americas” Summit organized jointly with the OAS, in order to raise awareness among the general public of the importance of gender equality and diversity in science and engineering studies and careers in the region.

The *CONACYT-OAS-AMEXCID Scholarship Program* under way (two rounds of scholarship awards in 2018) offers scholarships for masters or doctoral studies in the areas of science and technology at Mexican universities. Since it began in 2013, it has awarded more than 2,300 scholarships to students from 25 countries in the region, 47% of which were awarded to women.

The Marketing and Technology Transfer HUB for the Americas offers a 90-hour training course for professionals in National Technology Transfer Offices, entrepreneurs, and academics keen to expedite their “bringing ideas to market” technologies. Training was provided to 40 professionals from 12 countries in the region, along with experience sharing and coaching from 35 mentors and international experts in innovation and entrepreneurship from centers of excellence in the region. For the first time ever, the 2018 version of the HUB had more women participants (22) than men (18).

The Inter-American Competitiveness Network (RIAC) Work Plan for 2016-2018, in Objective 8, aims to strengthen RIAC efforts on issues of gender equity and equality through the Working Group on Gender and Competitiveness. Accordingly, the Ninth and Tenth *Americas Competitiveness Exchanges on Innovation and Entrepreneurship* (ACE) were held in June 2018 (Israel and Germany) and October 2018 (in California), respectively. ACE seeks to provide successful examples of entrepreneurship, innovations, strategic investments, and public-private partnerships in a region or specific country that boost economic development at the local, national, and regional level.

➤ Culture and Tourism Section

The *Expanding the Socioeconomic Potential of Cultural Heritage in the Caribbean: Phase III: “Enhancing the Framework for the Development of a Heritage Economy in the Caribbean”* seeks to contribute to the development of a heritage economy in selected Caribbean States by enhancing economic opportunities and the derivation of benefits from the cultural heritage resources of the region. The project focuses on strengthening the human and institutional capacity of participating member states, with local and community participation, in promoting their Cultural Heritage as a viable economic resource.

**b. Secretariat of the Inter-American Committee on Ports (CIP)**

In all its programs, the CIP seeks to raise awareness of the essential role played by women’s professional leadership in driving port competitiveness and gathering information, to establish

foundations for identifying future strategic actions in the sphere of gender equality in the Hemisphere's port sector.

The *Outstanding Women in the Maritime and Port Sectors* award program aims to recognize the professional careers of outstanding women in the maritime and port sectors, including substantive achievements, as well as their participation in, contribution to, and leadership for the comprehensive development of the ports of the Americas; to raise awareness of the essential role of their professional leadership in promoting competitiveness; to help promote gender equality in the member states; and to promote a competitive, socially responsible, and gender-balanced port sector. The awards were conferred during the CIP hemispheric conference held in 2018. The CIM actively participated in selecting the winners.

From February to March 2018 a survey on gender equality in the port sector was conducted with the objectives of establishing foundations for identifying future strategic actions in the sphere of gender equality in the Hemisphere's port sector; obtaining hard data and qualitative information to foster the development of established practices that favor inclusive strategic actions in the maritime sector; and raising awareness of the essential role played by gender equality in boosting competitiveness.

## **6. Secretariat for Multidimensional Security (SMS)**

### **a. Executive Secretariat of the Inter-American Drug Abuse Control Commission (CICAD)**

The *Multilateral Evaluation Mechanism (MEM) process* has been ongoing since 2000. It conducts national and hemispheric evaluations of drug control policy in the 34 member states and prepares 34 country reports on drug control policies for each evaluation round. The seventh evaluation round began in 2018. This new round is evaluating implementation of the Plan of Action (2016-2020) of CICAD's Hemispheric Drug Strategy (2010).

Since 1997, the *Inter-American Drug Use Data System (SIDUC)* has been an initiative designed to create a hemispheric system of comparable data on drug use. To date, epidemiological studies have been conducted on drug use in all OAS member countries. All of the studies arising from the SIDUC system use a comprehensive methodology for compiling representative, gender-balanced, national data. It bears noting that three comprehensive reports on drug use in the Hemisphere (2011, 2015, and 2019) include gender analyses.

The *SIDUC-Caribbean: Drug Information Networks* have been operating since 2005, as national drug information networks in the member states of the Caribbean, with the purpose of informing drug policies and practice in those countries. In 2015, an information system on treatment centers was created, showing the range of standardized information on the characteristics of those seeking treatment. This facilitates the gender analysis carried out on this vulnerable group so that the results and recommendations can be linked based on that system. It is important to point out that two comprehensive reports on drug use in the Hemisphere include gender analysis (2015 and 2019).

The Program entitled *Gender in the criminal justice system: exploring evidence-based alternatives to incarceration for drug-related offenses* aims to conduct diagnostic assessments in

participating countries; raise awareness among personnel in the beneficiary countries of the need for differentiated gender strategies for drug offenders; promote gender balance among Drug Treatment Court (DTC) operators; make concrete recommendations for improving the provision of alternatives to incarceration for women and trans persons; and to enhance the knowledge and skills of personnel in the beneficiary countries needed to develop, amend, and/or ratify legal instruments for the men, women, and transgender drug offenders.

The *Health and Life in the Americas (SAVIA)* project is aimed at developing local institutional management skills with regard to drugs and social integration, as a means of supporting governments in the Hemisphere in their drug policy decentralization processes. The SAVIA project completed that cycle in 2018 and has entered a new phase in 2019. As of March 2019, the new SAVIA phase was to focus on the quest for local strategies to integrate persons with drug-related problems in society and the workplace.

The Inter-American Program for Strengthening Gender Equality in Counter-Drug Law Enforcement Agencies (GENLEA/CICAD) aims to strengthen the capacity of CICAD member states to dismantle drug-trafficking-related criminal organizations, emphasizing gender equality as a factor that enhances the effectiveness of counterdrug operations. In 2018, four (4) National Workshops to Strengthen Gender Equality in Counter-Drug Law Enforcement Agencies were conducted to empower the women working in those agencies and to discuss specific measures to be implemented in each member state to address current challenges.

**b. Secretariat of the Inter-American Committee against Terrorism (CICTE)**

The OAS/CICTE Cybersecurity Program organized the II International Forum on Gender and Cybersecurity in May 2018, to promote information sharing and increase knowledge of gender and cybersecurity issues; analyze the current situation and gender issues at both the national and international level relating to the cybersecurity labor force; and discuss the major gender-based violence problems in the digital sphere. The Forum afforded an opportunity to understand the reasons for the gender gap in the cybersecurity sector and to identify ways to overcome it. It also served to encourage stakeholders in the sector to bear in mind the impact of cyber threats on vulnerable groups when planning awareness campaigns and tools regarding cybersecurity.

The purpose of *Cyberwomen Challenge* is to develop and implement the security measures needed to block a cyberattack, with the help of an exercise in which the participants formed multidisciplinary teams in a controlled environment, using the same tools and techniques as in a real scenario. In 2018, 13 activities were conducted in 10 countries, attended by 2,795 women interested in enhancing their knowledge of cybersecurity, pursuing a career in that industry, and taking on leadership positions in their organizations, thereby contributing to greater diversity among security industry professionals.

CICTE organized a national workshop in Peru, in September 2018, entitled “The role of women in government agencies and border control: experiences and challenges”. The idea was to identify opportunities and areas for improving conditions for women working in border security institutions and identify gender inequalities, with a view to drafting pertinent solutions and promoting equal opportunities for all customs officials in Peru. During the workshop, Peruvian Customs prepared a series of guidelines for management and operational-level officials to ensure a safe

working environment, free from discrimination. The female officials taking part in the workshop were assigned the task of sharing and replicating the outcomes in the provinces, thereby achieving a broader, national impact.

**c. Department of Public Security**

The objective of the *Working Group on preventing and reducing lethal violence of the Inter-American Network for the Prevention of Violence and Crime* is to serve as an interactive and collaborative mechanism for dialogue and consultation and to foster the sharing of experiences, information, best practices, data, and opinions among member states with regard to crime and violence prevention.

Through its *Program to Increase Protection Measures for the Prevention of Violence and Crime among Vulnerable Groups in Tela, Honduras, the Inter-American Program for the Prevention of Violence and Crime* aims to develop life skills among vulnerable youths through regular choir and orchestra practice. In 2018, recommendations were made for boosting prevention mechanisms in Tela and training provided to 100 youths in vulnerable circumstances in the form of life skills enabling them to handle risk-of-violence factors.

The *program to promote access and enhance resources for helping and protecting victims of trafficking in persons in San Pedro Sula, Honduras* aims to contribute to the provision of better care and protection for human trafficking victims in that city. In 2018, the first meeting of local municipal committees was held, at which a map of participating institutions was drawn up along with a protocol for interviewing victims, with particular emphasis on comprehensive care and a gender and human rights perspective.

The program entitled *Care and Protection for the LGBTI Community and other Victims of Trafficking in Persons in Guatemala* is designed to strengthen the knowledge and ability of first aid personnel to identify and refer victims of trafficking in persons, including victims pertaining to the LGBTI Community.

**d. Department against Transnational Organized Crime (DTOC)**

The DTOC maintains its policy of identifying specific gender gaps, in the framework of the follow-up on training and technical assistance provided to member states. This entails reserving time on the agenda in each training session for participants to present experiences of policies or measures with a gender approach related to the prevention and/or prosecution of organized crime and any impact they have had. The DTOC strives for equal participation of men and women in all its initiatives.

**7. Secretariat for Hemispheric Affairs (SHA)**

The SHA was created by Executive Order 08-01 Rev. 9, “Structure of the General Secretariat,” on December 11, 2015. It is composed of the Department of Effective Public Management, formerly under the Secretariat for Political Affairs; the Summits Secretariat, with departmental rank; and the Department of Strategic Initiatives and Public Diplomacy (which includes

the Art Museum of the Americas); and the Columbus Memorial Library. The SHA works to ensure that the gender equality and rights perspective is included in all of its activities and programs.

**a. Department of Effective Public Management**

Since 2017, the *OAS School of Governance* has promoted efficiency and transparency in government administration in Latin American countries through capacity building for civil servants and institutions. In 2018, it trained 738 students, including civil servants, members of academia, and civil society representatives in general, through 29 different sessions of Virtual Campus courses. Of those students, 407, or 55% of the total, were women. The course “Prepared for the campaign?: Training on strengthening skills for female candidates,” jointly developed by the School of Governance and the CIM was delivered on four occasions in 2018. Its objective is to improve participants’ skills so that they will be able to effectively conduct electoral campaigns. Through this course, training was provided to 105 women leaders seeking electoral office.

In connection with the *Universal Civil Identity Program in the Americas (PUICA)*, a project was conducted, entitled “Facilitating Access to Civil Identity for the inhabitants of 11 municipalities affected by the armed conflict in the departments of Chocó, Nariño, La Guajira, and Antioquia in Colombia. Its purpose was to assist with the identification and registration of persons displaced by the armed conflict. In 2018, awareness and training courses were provided for 73 community leaders (33 men and 40 women) on the importance of civil identity and identification for exercising human rights, along with 58 birth registrations, 1,159 procedures involving IDs for minors aged between 7 and 17, and 3,042 citizen ID procedures (for persons aged 18 and over). The procedure data are broken down by sex, age, and type of procedure.

The Project entitled *Strengthening Public Procurement System for Latin America and the Caribbean – Inter-American Network on Government Procurement* strives to ensure that procurement procedures in OAS member states are transparent, effective, and efficient, and that they help comply with national development objectives. During 2018, five thematic workshops were conducted, attended by 166 public servants, including 86 women (more than 50%); an inter-American forum and one webinar on government procurement were held, with 60 public servant participants, half of them women; an M.A. course in Government Procurement was announced, co-organized by the University of San Martín in Argentina, for which 64 full and half scholarships were granted (33 to women); seven on-line government procurement courses were organized, with 155 public servants participating, 70% of them (86) women; the Annual Conference of the Inter-American Network on Government Procurement (INGP) was held and attended by 320 public servants, academics, and government procurement experts, 70% of them (180) women (70% of members of the INGP Executive Committee, Secretariat, and Presidency are women, and women account for 60% of the representatives of the 32 INGP member states).

**b. Summits Secretariat**

The Summits Secretariat promotes and disseminates gender-related initiatives and programs of actors in the Summits process. The program to strengthen the participation of civil society and social actors in the Summits Process aims to promote and facilitate the participation of civil society and social actors — the private sector, indigenous peoples, trade unions, young people, Afro-descendants, think tanks, gender groups, and academic circles, among others — in the Summits

Process and calls upon them to continue being actively involved at all phases in the process. The part these actors play is shown by their inputs submitted for consideration by the countries participating in the Summits Process during preparation, implementation, and follow-up to the Summits. It is crucial to include this sector throughout the process. With that in mind, the Summits Secretariat has established several forms of (face-to-face and virtual) participation, to ensure that those actors can share ideas and put forward recommendations regarding items on the Summit agendas.

**c. Art Museum of the Americas**

The exhibits of the Art Museum of the Americas include exhibits by women artists. To the extent possible, it seeks to provide equitable representation of male and female artists and gender equity in the selection of curators. In 2018, one exhibit promoting photography in the Americas was called “Intimate Cartographies: An Approach to Interpersonal Relationships.”

**8. Secretariat for Administration and Finance**

**a. Department of Human Resources (DHR)**

The DHR actively participates in the Institutional Policy on Gender Equality, Diversity, and Human Rights Follow-up Commission, which monitors implementation of the measures necessary for incorporating the gender, rights, and diversity perspective into each and every one of the GS/OAS dependencies. In connection with the Plan of Action for implementing the Institutional Policy, the DHR has been working on the following two issues: 1) Incorporation of requirements related to the gender, diversity, and rights perspective in procurements for policies, programs, and projects. 2) Instruments for preventing and reporting workplace and sexual harassment at missions outside headquarters.

The DHR reported that it had continued its efforts to strike a gender balance through the following activities:

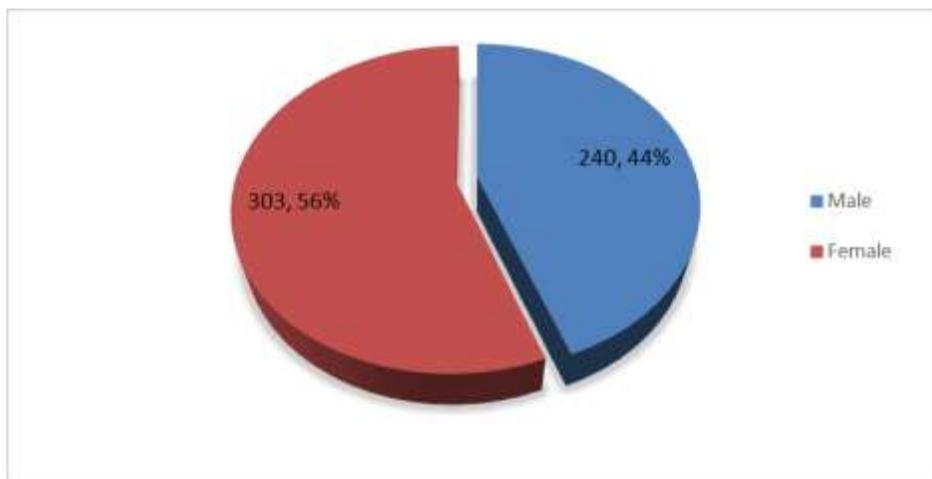
- Providing the GS/OAS with information on the current geographic and gender distribution of staff in the Organization’s Quarterly Resource Management and Performance Report and in the staff list of the Organization;
- Providing the areas with a report on gender representation by area as a factor to be considered in the recruitment, selection, and appointment process;
- Distributing a report to directors, as part of the internship program, in which an account is given of the current geographic and gender representation in their areas, with a view to issuing recommendations on the nationality and gender of future interns;
- Including in vacancy announcements, information reflecting the commitment by the OAS to ensure diversity in its personnel along with broad geographical representation and gender equality and equity in the selection of candidates.

With regard to the distribution of positions within the OAS/GS,<sup>3/</sup> as shown in the following charts, even though more women than men work at the GS/OAS (56% of staff members are women), there continues to be a wide gender gap in that more men than women hold executive positions.

As of December 31, 2018, about 30% of the (240) men working in the Organization occupied posts at the P-4 level or above, compared to 17% of the (303) women. Of all executive positions (grade D1 and higher), 78% are held by men and 22% by women. Furthermore, women occupy 71% of all GS/OAS general services posts (grades G-7 to G-1). The second widest gender gap is at the G-6 level, where women occupy 85% of the posts.

The charts below do not include associate staff members or individuals whose services are retained under performance contracts.

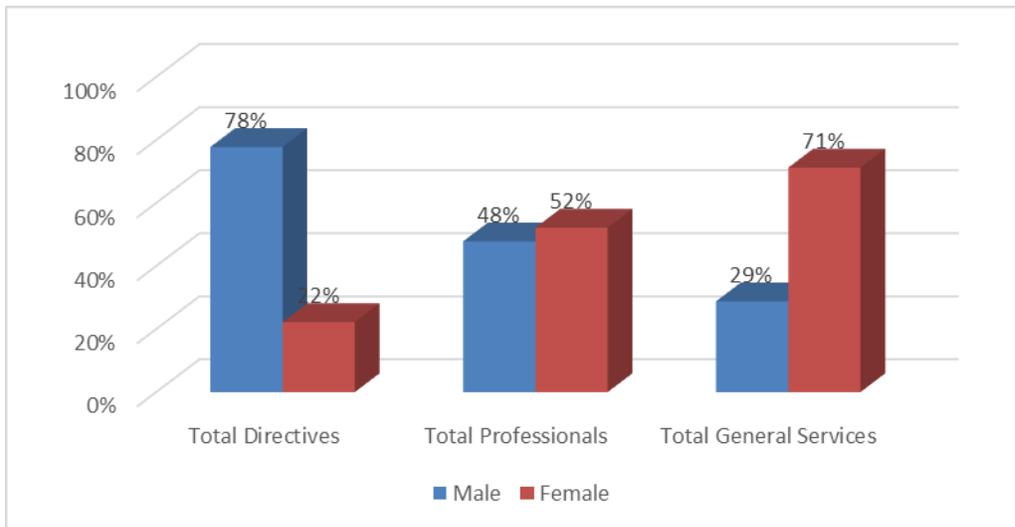
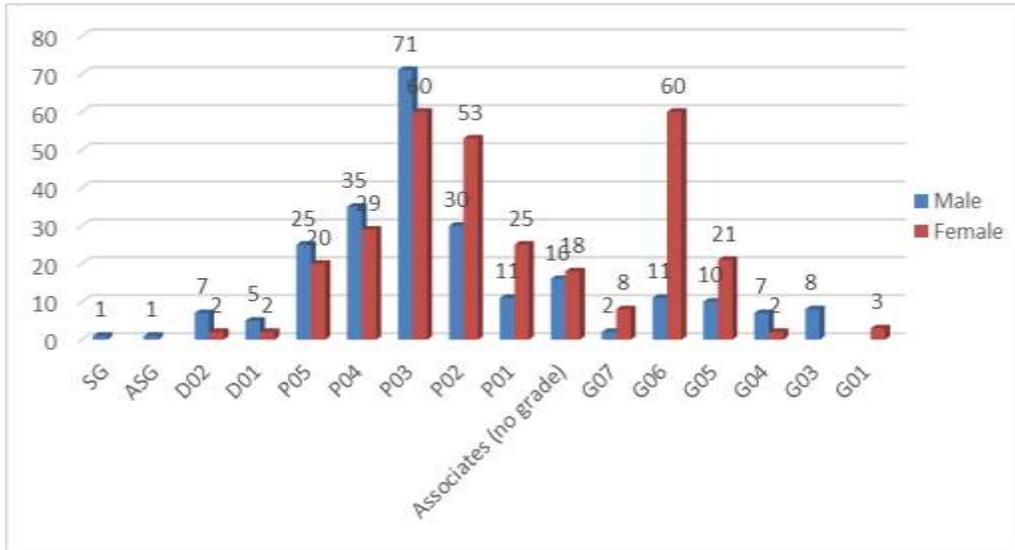
**Gender distribution at the GS/OAS as of December 31, 2018**



---

3. Semiannual Resource Management and Performance Report S2-2017:  
<http://scm.oas.org/pdfs/2018/CP38739ESEMIANNUALREPORTDEC2017.pdf>

**Gender distribution of positions at the GS/OAS as of December 31, 2018**



**b. Department of Procurement Services**

Through the international organization of fora and partnerships with procurement departments in other international organizations, the Department of Procurement Services hopes to be able to share information on women-owned companies that will make it possible to categorize these companies on the GS/OAS roster. For the new Enterprise Resource Planning (ERP) system, the Procurement Department is pursuing the option of classifying women providers and small enterprise providers owned by women, in order to include such data in the department's reports.

## **B. AUTONOMOUS AND DECENTRALIZED ORGANS, AGENCIES, AND ENTITIES**

### **1. Executive Secretariat of the Inter-American Commission on Human Rights (IACHR)**

The IACHR, through its *Rapporteurship on the Rights of Women*, carried out a number of activities during the period. This Rapporteurship was headed by Commissioner Margarete May Macaulay. In 2018, it sought to promote compliance with the recommendations and decisions adopted by the IACHR regarding women and girls in Latin America and the Caribbean.

In implementing that project, the IACHR:

- Paid three working visits to observe the situation with regard to women's and girls' (including adolescents') rights in Colombia, El Salvador, and Peru;
- Organized training for civil servants and representatives of civil society organizations in El Salvador, Colombia, the Dominican Republic, and the Bahamas;
- Began drafting a thematic report of the IACHR on eradication of violence and discrimination against women, girls, and adolescents in Latin American and the Caribbean;
- Strengthened its operational capacity for processing cases, petitions, and precautionary measures on women's and girls' rights;
- Boosted its ability to follow up on recommendations in cases involving the rights of women and girls.

### **2. General Directorate the Inter-American Children's Institute (IIN)**

The Action Plan 2015-2019 of the IIN includes promoting the gender approach as one of its approaches for action. The child rights perspective and the gender approach are inseparable from the consolidation and strengthening of democracy, not only as a form of government, but as a lifestyle that is respectful of the dignity of all, regardless of differences. Even before children are born, gender-based expectations are placed on them, and at their birth, they are received by a group of people organized according to those roles. Critically reviewing these models and involving men in the responsibilities of childcare and parenting are essential elements in child protection policies that have a rights-based perspective.

The *Inter-American Cooperation Program for the Prevention and Eradication of Child Commercial Sexual Exploitation and Illegal Trafficking* promotes gender equality and the eradication of gender-based violence especially that associated with trafficking in children and adolescents for sexual exploitation purposes. The program's goal is to prevent and eradicate child commercial sexual exploitation, smuggling, and illegal trafficking, and to that end it works in three main areas: (1) Compiling, systematizing, and distributing significant and up-to-date information on child sexual exploitation to States, organizations, and interested individuals, with particular emphasis on data produced within the region; (2) Producing knowledge and tools to reinforce States' ability to combat child sexual exploitation; and (3) Training human resources and providing technical assistance to member states.

The Inter-American Training Program, officially launched in 2015, is an ongoing part of the IIN (Inter-American Children's Institute's) general activities and a core component for executing its Plan of Action. The Inter-American Training Program (PIC) is a training unit within the IIN-OAS aimed at strengthening the capacities of States and of organized civil society, through training courses of various types on a variety of issues, to advance the promotion of the rights of children and adolescents and the eradication of all forms of violation of those rights by fostering a culture rooted in human rights. Every year some 10 (virtual and semi-face-to-face) courses are organized, in Spanish and English, for persons working with children and a broader public interested in the subject.

### **3. Secretariat of the Inter-American Telecommunication Commission (CITEL)**

The Declaration of Buenos Aires adopted by representatives of the member states of the Organization of American States (OAS) at the Seventh Regular Meeting of the Assembly of the Inter-American Telecommunication Commission (CITEL) in Buenos Aires, in the Argentine Republic, from March 13 to 15, 2018, recognized that telecommunications/ICTs are the most efficient instruments in enabling access for all to information and education and in allowing for freedom of speech and expression, which are essential components to the promotion of democracy, the defense of human rights, the assurance of security, and the fostering of integral development and prosperity in the region. It also recognized the need to adopt public policies that are aimed at resolving the problems that affect our peoples, in particular women and girls, persons with disabilities and other persons with specific needs, utilizing ICTs as a means for achieving these objectives.

The objective of the new Rapporteurship on Broadband, Universal Access, Digital Inclusion and Gender Equity under the Working Group on Policies and Regulation (WGPR) of Permanent Consultative Committee I is to build capacity and understanding within CITEL administrations and in the region on how to design innovative policies, programs, and projects that make it possible to build capacities and empower women and girls through the ICTs, working closely and fostering partnerships with CITEL Associate Members, civil society organizations, the private sector, and experts in gender matters focusing on the following topics, without limitation:

- Policies: General frameworks of digital policies that take into account gender matters, with a focus on digital rights and online accountability for women and girls;
- Accessibility: Enhance equal access to digital technologies by women and girls, including affirmative actions, when appropriate;
- Skills: Empower women and girls with the capacities and education they need to become ICT creators and enroll in STEM (Science, Technology, Engineering, and Mathematics) fields of study;
- Leadership: Promote women and girls as leaders in ICT matters, role models, decision makers, and business entrepreneurs;
- Safe and inclusive online spaces: Develop mechanisms to support safe spaces online for women and girls and reduce online violence against women;
- Safety: Promote the development of national initiatives that use ICTs as an instrument to prevent violence against women and girls;
- Promote actions in Telecommunications/ICT matters that contribute to attaining Sustainable Development Goal No. 5: Gender Equality.

Making the most of new technologies as facilitators of good causes and innovation centered on telecommunications/ICTs to narrow the digital divide and for social; integration, gender balance, and inclusive economic growth will help implement the 2030 Agenda of the United Nations for sustainable development and ensure that no one is left behind.

The *Rural Women's Partnership: Empowering Rural Women through ICTs* seeks to encourage adoption of concrete steps to improve connectivity in rural areas and achieve the development of capacities and digital services enabling them to involve themselves in ICTs and thereby reduce the digital divide.

#### **4. Pan American Health Organization (PAHO)**

Since 2005, PAHO has had a Gender Equality Policy in place to help achieve gender equality in health status and health development through research, policies, and programs that give due attention to gender differences in health and their determinants and actively promote equality between men and women. This policy has an expanded Plan of Action for 2015 to 2019 that emphasizes three lines of action: a) Conduct research and apply innovative methodologies to address gender inequalities in connection with universal health; b) Generate evidence of particular relevance for the sector and gender analyses for political advocacy; and c) Expand the conceptual framework and modalities to address gender identities, LGBT issues, and masculinities and their ties to ethnicity, and other determinants of health in action.

#### **5. Pan American Institute of Geography and History (PAIGH)**

The General Secretariat of the PAIGH indicated that it has affirmative actions designed to include the gender perspective as a key pillar, especially with regard to resolutely incorporating gender equality objectives in the Institute's organizational structure, by supporting parity in institutional participation and representation and the leadership of women in decision-making processes; and by fostering participatory dialogue on institutional policies for supporting women's rights based on the Institute's regulatory instruments.

#### **6. Secretariat of the Administrative Tribunal**

The Administrative Tribunal is mandated to resolve labor disputes between the General Secretariat of the OAS and its officials, and in this context, cases are received from both male and female officials. Its Secretariat expressed that while it does not have a concrete strategy for integrating a gender equality perspective, each case is guaranteed to be handled and decided with the same adherence to the applicable regulatory frameworks and with the same impartiality, fairness and efficiency, regardless of gender.

#### **7. Office of the Inspector General (OIG)**

The General Standards to Govern the Operations of the General Secretariat set forth that the Office of the Inspector General (OIG) is the dependency responsible, among other mandates, for auditing the degree to which the General Secretariat meets the objectives of the various programs. To that end, the OIG performs an annual evaluation of the Organization's principal risks, and based thereon, decides the programs and areas to be audited over the course of the year. As part of this

evaluation, the OIG is considering auditing the implementation of the OAS General Secretariat's Institutional Policy on Gender Equity and Equality, Diversity, and Human Rights. The OIG's mandate includes the audit of the efficiency and effectiveness of the General Secretariat's various programs, including of course the Organization's regulations on gender equality.

## **8. Pan American Development Foundation (PADF)**

The Pan American Development Foundation (PADF) works with excluded women and girls in the Americas to help them achieve sustainable economic development and social progress, thereby creating a Hemisphere of opportunities for all. The PADF five-year strategic approach is to decrease vulnerability for 60 million people in Latin America and the Caribbean; of these, at least 30 million will be women and young people. It takes gender into account in all of its programming, ensuring that problems involving women and girls are identified. PADF works on programs that integrate women's concerns into their activities, as well as on programs that focus principally on women and on achieving greater gender equity and empowerment through various strategies, including poverty reduction, democratic governance, and natural disasters.

The objectives of the project to *improve humanitarian aid, institutional capacity, and protection for persons who have been displaced by the conflict in Colombia* are: (i) to improve emergency humanitarian aid for displaced persons in the selected municipalities; (ii) to strengthen the capacity of public servants to guarantee the rights of displaced persons; and (iii) to strengthen protection mechanisms and long-term solutions for vulnerable populations (including displaced persons). This project includes a differential approach for serving women and LGBTI, Afro-Colombian, and indigenous communities.

The project *Women's Empowerment for Economic Development and Resilience* aims to empower women to promote economic development and resilience at the community level. Its objectives are to: (i) strengthen financial literacy and business administration capacities among women household leaders and entrepreneurs; (ii) increase the ability of women participants to use assessment tools to identify risks and mitigation strategies in their communities; and (iii) facilitate exchanges among women, members of vulnerable communities, universities, and local authorities.

The project *Engaging Indigenous Women to Prevent and Counter Trafficking in Persons* seeks to empower communities and authorities to prevent, investigate, and respond to human trafficking violations in selected communities. The objectives are to: (i) educate communities, at-risk populations, and local authorities about human trafficking; (ii) promote cooperation among communities and indigenous authorities to prevent, identify, and respond to trafficking violations; (iii) increase resources and assistance to victims in the selected municipalities; and (iv) share successes and lessons learned nationally.

The STEM Americas initiative seeks to promote STEM (science, technology, engineering, and math) education as an approach that endows students with the knowledge and skills they need for success in the Twenty-First Century.

## **9. Inter-American Institute for Cooperation on Agriculture (IICA)**

The IICA has a strategy entitled “Gender and Rural Women in Agricultural Development and Rural Territories” aimed at making headway with promoting better positioning of women in rural areas from a multidimensional perspective, and especially, of the role of women in agriculture as a legitimate way to foster changes in gender relations based on greater equity. With that in mind, one of IICA’s institutional objectives is to adopt the gender perspective in pursuit of greater equality in rural areas, with an innovative approach and specific affirmative actions. Those affirmative actions would serve to achieve the following specific goals:

- Recognizing and appreciating the role and importance of women in rural areas, as a key aspect of the development of our countries and for forging more just societies;
- Urging States to promote public policies and affirmative actions capable of reducing inequalities between men and women in rural areas;
- Promoting the narrowing of gaps in access to resources, rural services, and productive support services, and opportunities for men and women;
- Propitiating the participation of rural women in community, national, and international decision-making bodies.

The strategy is to be implemented in six core areas: (1) The generation of quantitative and qualitative information on gender relation, and the situation and needs of rural women in Latin America and the Caribbean, with a view to highlighting their importance and current gaps; (2) The design and proposing of actions to achieve financial autonomy for rural women; (3) Incentives for including women in decision-making bodies on rural matters in general and agriculture in particular; (4) Contributing to the development of policies and institutional (public and private) innovation for rural women in both national and international contexts; (5) Capacity-building, especially as regards rural women’s access to education; and (6) The generating and consolidation of social organization processes with empowerment of women, so as to trigger more inclusive and equitable initiatives.

Through its flagship project “Inclusion in agriculture and rural areas”, IICA seeks to promote participatory design and management of public policies, inclusive revitalization of rural economies, and the empowerment of social actors, so as to achieve inclusion with equity in agricultural and in rural areas, paying particular heed to family farming groups in vulnerable circumstances.

Using the technical assistance provided for formulating the Central American Program for Integrated Coffee Leaf Rust Management (PROCAGICA), the idea is to boost the region’s ability to design and implement policies, programs, and measures to enhance the adaptability, response capacity, and resilience of the most vulnerable population in the coffee-growing areas of Central America and the Dominican Republic, who are exposed to the adverse effects of environmental instability and climate change. Under that program, more than 1,800 women growing coffee in 163 organizations in 69 municipalities and 13 departments in four countries have benefited from capacity-building, which has enabled them to implement climate change adaptation measures and to mitigate its effects on coffee plantations thanks to integral management techniques.

## **C. COUNTRY OFFICES**

Information provided by the 16 Country Offices that replied to the questionnaire on activities, projects, and programs through which they promote gender equality and a women's rights approach is provided below. In general, this refers to efforts organized by different technical areas of the GS/OAS for which the Offices provide technical support and in which, in some cases, the Representative of the Country Office may participate.

### **1. Barbados**

The Office reports that it supports OAS units conducting programs in Barbados and that they have already espoused a gender and rights-based approach in their activities. Specifically, the Office points out that it is supporting the third phase of the *OAS Cultural Heritage Project* to strengthen the institutional capacity of the Caribbean Heritage Network.

### **2. Belize**

The Office referred to the *Promoting an Open Government Ecosystem in Belize Project* aimed at reinforcing existing e-government initiatives to guarantee access to information and boost civil society capacities for participation and for advocating improvements to government services. The Belize Office took part in an event to promote dialogue and the sharing of ideas on how civil society organizations and the government can work more closely together to guarantee access to information and improve the provision of services to citizens, with a special emphasis on support for women.

### **3. Costa Rica**

The Office provides support for the "Profes Comunitarios" (Community Teachers) Program which seeks to implement social, community, and didactic intervention strategies for persons targeted by the Civic Center projects of the Vice Ministry of Justice and peace, with a view to guaranteeing the right to education of those (often women) excluded from the educational system or at risk of being excluded from it in the 2019 academic year.

### **4. Ecuador**

The Ecuador Office reported that it had not engaged in activities relating to the gender equality and rights perspective. It did, however, indicate that it needed more logistical support for dealing with Government authorities and the civil society and other facilitation and dissemination activities.

### **5. Guatemala**

The Office reported that in the GS/OAS activities (programs and projects) in Guatemala, it promotes knowledge and understanding of the main concepts and categories of gender, so that they can be used and included as a permanent crosscutting theme.

The Office discussed its active participation in the G-13 Group), composed, at the political level, of ambassadors and representatives of member organizations; at the technical level by the

heads of cooperation entities of the members of the G-13; The G-13 aims to achieve a forum for dialogue for exchange, analysis, reflection, and advice to the Group of Donors (G-13) on matters related to international cooperation and the Gender Working Group, and to collaborate in the country's development and assert individual and collective rights.

#### **6. Honduras**

The Honduras Office only indicated that it needs training on the issue of gender for the Country Office employees.

#### **7. Mexico**

The GS/OAS Office in Mexico states that it provides logistical and administrative support, as well as advisory services, to Inter-American Commission of Women (CIM) authorities in the various activities and work carried out in Mexico. The Mexico Office indicates that it needs CIM support for training officials in gender and non-discrimination matters, with a view to implementing a strategy for mainstreaming a gender and equality perspective in its various activities in and outside the Office.

#### **8. Nicaragua**

The Office states that it strives to promote the IAP in the programs and projects it supports and lends support to the CIM by disseminating information about the courses offered.

#### **9. Paraguay**

The Office reported having promoted gender equality and women's rights by supporting the Electoral Observation Mission covering the 2018 general elections, which called for enforcement of the corresponding laws and made recommendations related to the democratic parity law.

#### **10. Peru**

The Office indicated that it promotes gender equality and women's rights in OAS activities carried out in Peru, such as workshops, conferences, seminars, and meetings. Specifically, the Office said it had helped the CIM organize the Course on Strengthening the Skills of Women Candidates, held in Lima in August 2018.

#### **11. Dominican Republic**

The Dominican Republic Office indicated that it had conducted a series of visits to technical schools in the provinces. Activities included: talks, plays, the painting of murals, and photo and painting exhibits. That program was intended to promote gender equality, prevent teenage pregnancy, combat gender-based violence, and empower girls and adolescents. The program is supported by the Ministry of Women, the Canadian embassy, UNFPA, and the European Union.

**12. Saint Kitts and Nevis**

The Saint Kitts and Nevis Office indicated that it is currently unable to come up with strategies and programs since it has no Representative.

**13. Saint Lucia**

The Saint Lucia Office reports that it supports the work of the GS/OAS and its dependencies, which have already adopted gender criteria.

More specifically, the Saint Lucia Office reports that it supports the program entitled *DCF/EDUCATION: Comprehensive Early Childhood Care*, which aims to strengthen the early education sector in Saint Lucia through implementation of regulations, adherence to minimal operating standards, and the establishment of a body in charge of institutional support.

**14. Saint Vincent and the Grenadines**

The Office stated that it seeks to promote the gender and rights perspective with local partners, whenever possible.

**15. Uruguay**

The Office indicated that it needs support to design a policy.

**16. Venezuela**

The Office states that it maintains interagency communication with NGOs dedicated to Gender Equity and Equality, including the Latin American Lawyers Federation, the DAMA Foundation, and others.

**IV. CONCLUSIONS**

This report reflects the ongoing commitment and specific actions of the areas comprising the General Secretariat of the OAS (GS/OAS) and the various autonomous and decentralized organs, agencies, and entities to promote the mainstreaming of the gender perspective and women's human rights in their policies, programs, and projects, in keeping with the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP or Inter-American Program).

A highlight of the period covered by this report was the implementation of activities envisaged in the Plan of Action for implementing the OAS General Secretariat's Institutional Policy on Gender Equality, Diversity, and Human Rights. This Policy and the implementation of its respective Plan of Action have strengthened institutionalization of the gender equality, rights, and diversity approach in all of the OAS's work and in its culture and organizational structure. There has been a noteworthy qualitative advance in the work of some GS/OAS departments and the autonomous and decentralized organs, agencies, and entities. This work is reflected in their efforts to

mainstream a gender, women's rights, and diversity perspective in policies and in the project and program life cycle, as well as in the development and implementation of initiatives, projects, programs, and methodologies specifically designed to improve the situation of women and contribute to their empowerment in different areas. This process has involved increased collaboration between OAS entities and the CIM.

Also of note in connection with these advances is the importance now attached to gender as a theme in different political forums, including sectoral ministerial meetings and their committees, for which the OAS serves as Technical Secretariat. This is a significant advancement at the level of the Organization's mandates for the various areas to include the issue of gender in their work, and is put into practice in the policy(ies), program(s), and/or project(s) of the different GS/OAS dependencies.

As concerns the technical capacity to implement a gender and rights-based approach, it is notable that since 2013 the CIM has been offering opportunities for training to GS/OAS staff through the online course on gender and rights, benefiting a significant number of employees and consultants. Likewise, in February 2019, a virtual course entitled "Gender Equality, Rights, and Diversity" was launched for all GS/OAS personnel, in an effort to boost their familiarity and skills with regard to gender equality, rights, and diversity issues. However, many of the bodies replying to the questionnaire said that they would like to continue receiving support and technical assistance and training from the CIM/OAS in order to advance the implementation of the IAP. Recognizing that a key component of the Plan of Action for Implementing the General Secretariat's Institutional Policy on Gender, Diversity, and Human Rights is training and enhancement of staff capacities in this area, the CIM is committed to continuing to provide training opportunities in all matters relating to gender equality and the promotion of women's human rights.

According to the data in reports prepared by the SAF, there continues to be a wide gender gap in the distribution of positions within the GS/OAS, with decision-making positions predominantly held by men. The trends noted in previous years regarding the percentage of males at the highest and decision-making levels and the presence of women in assistant and administrative levels persisted in 2018. Worth noting, too, is that, at December 31, 2018, P-3 level positions, for which previously there was parity between men and women, showed a majority of men holding those positions.

The CIM's growing collaboration with, technical assistance to, and coordination with the principal areas of the GS/OAS, including the Department of Planning and Evaluation and various inter-American committees and their secretariats, are considered to be contributing to a better understanding of the negative effects of gender inequalities in the thematic areas, and to the formulation and implementation of policies, projects, programs, methodologies, and other initiatives that are sensitive to those approaches and that in some cases have also been specifically designed to promote gender equality and women's rights and empowerment in different areas.

The actions that are being carried out under the Plan of Action for implementation of the OAS General Secretariat's Institutional Policy on Gender, Equality, Diversity, and Human Rights, are extremely important for continuing to effectively move forward with implementing the IAP and institutionalizing a gender equality and women's rights perspective at the OAS and in the inter-American system, as a key step for mainstreaming these perspectives in all of the GS/OAS's work.

Collaboration among the GS/OAS dependencies and their commitments to further the actions set forth in the Plan of Action will be fundamental to successful implementation.

The GS/OAS areas, the Country Offices, and the autonomous and decentralized organs, agencies, and entities have all reiterated their interest in furthering their collaborative ties with the CIM, and in continuing to receive the CIM's technical assistance and advice. In order to be able to comply effectively with the function conferred upon the CIM under the IAP since its adoption, the Permanent Secretariat of the CIM, beyond the training on gender issues and the specific technical assistance and advice that it is already providing, needs to maintain the ongoing monitoring of and follow-up to this Inter-American Program. The OAS General Secretariat's Institutional Policy on Gender Equity and Equality, Diversity, and Human Rights and its Plan of Action, will be of fundamental importance in this endeavor. However, resources must also be allocated to these ends.

## **V. RECOMMENDATIONS**

Given the results achieved and the pending challenges, the following recommendations are made:

1. To Member States, to support all necessary measures so that all entities — secretariats, departments, committees/commissions, autonomous and specialized organs, agencies, and entities and other relevant bodies — are able to strengthen the integration of a gender equality and women's rights perspective in their activities, in collaboration with the Inter-American Commission of Women, especially in light of the Institutional Policy on Gender Equality, Diversity, and Human Rights of the OAS General Secretariat and its accompanying Plan of Action.
2. In view of the Plan of Action for the implementation of the Institutional Policy on Gender Equality, Diversity, and Human Rights, urge OAS bodies to take into account these instruments in their efforts, as part of the implementation of the Comprehensive Strategic Plan of the Organization, with the objective that all of the work of the OAS incorporates a gender, rights, and diversity perspective.
3. Urge the member states to guarantee the human, material, and financial resources required to continue to ensure implementation of the IAP and the OAS General Secretariat's Institutional Policy on Gender Equality, Diversity, and Human Rights, including resources for building the technical capacities of the Executive Secretariat of the CIM to fulfill the functions entrusted to it under the Policy and the respective Plan of Action.
4. Urge the OAS and CIM donor countries to provide support for building the GS/OAS's capacities in order to further the implementation of the IAP and any functions called for by the Policy and its corresponding Plan of Action.
5. Promote a greater share of women in the Organization's senior management positions, especially at the P-4 levels and above, as a follow-up to the commitments made in this regard.
6. Support the OAS General Secretariat's efforts to continue providing training and building the staff's capacity to effectively incorporate the gender perspective in OAS projects and programs and in the day-to-day workings of the Organization.

7. Urge the various bodies of the OAS General Secretariat to explicitly mainstream a gender and rights-based perspective in the annual Operational Goals to be approved for their department/unit/organ/agency/entity.
8. Ensure that priority is accorded to women's rights and gender equality in reports and publications, as well as in the Organization's communication and information dissemination and promotional activities, so as to give greater visibility to these matters in the Organization's work, as set forth in the Plan of Action for the implementation of the Institutional Policy.
9. Urge the various OAS General Secretariat bodies that make up the Policy Implementation Follow-up Commission to continue actively participating in order to contribute to its effective operation.



Questions		2	4	5	7	8	9	10	11	12
Executive Secretariat for Integral Development	Dept of Economic Development	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No
	Dept of Human Development / Rowe Fund	NR								
	Dept of Sustainable Development	NR								
	Secretariat of the CIP	Yes	No	No						
Secretariat for Multidimensional Security	CICAD	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
	CICTE	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No
	Dept of Public Security	Yes	NA							
	Dept Against Transnational Organized Crime	No	Yes	Yes	No	Yes	Yes	No	No	No
Strategic Council for Organizational Development and Management by Results	Dept of Planning and Evaluation	Yes	No							
	Dept of Press and Communications	No	No	Yes	Yes	NA	No	No	Yes	No
	Dept of External Relations	NR								
	Organizational Development Section	No	Yes	Yes	Yes	Yes	No	Yes	Yes	No
Secretariat for Access to Rights and Equity	Dept of Social Inclusion	Yes								
	Civil Society and other Social Actors Section	NR								
Autonomous and Decentralized Organs	CIM	Yes								
	IACHR	Yes								
	Office of the Inspector General	No	Yes	Yes	No	NA	No	Yes	Yes	No
	CITEL	Yes	NA							
	Retirement and Pension Fund	No	No	No	Yes	NA	No	No	Yes	No
	YABT	NR								
	Trust of the Americas	NR								
	Office of the Ombudsperson	NR								
	Administrative Tribunal	No	Yes	NA	Yes	Yes	No	No	No	No
	IIN	Yes								
	Pan-American Health Organization	Yes	Yes	Yes	Yes	NA	No	Yes	Yes	Yes
	IICA	Yes	Yes	Yes	Yes	NA	Yes	Yes	No	Yes
	IPGH	No	Yes	Yes	Yes	NA	No	Yes	No	Yes
PADF	No	Yes	Yes	No	NA	NR	Yes	Yes	Yes	

**ANNEX 2: SUMMARY OF REPLIES**  
**Country Offices**

<b>Questions</b>	<b>2</b>	<b>3</b>	<b>4b</b>	<b>5</b>	<b>6</b>
Antigua and Barbuda	NR	NR	NR	NR	NR
Bahamas	NR	NR	NR	NR	NR
Barbados	No	Yes	Yes	Yes	Yes
Belize	Yes	Yes	No	No	Yes
Bolivia	NR	NR	NR	NR	NR
Costa Rica	No	Yes	Yes	No	No
Dominica	NR	NR	NR	NR	NR
Ecuador	No	No	No	No	Yes
El Salvador	NR	NR	NR	NR	NR
Grenada	NR	NR	NR	NR	NR
Guatemala	Yes	Yes	No	Yes	Yes
Guyana	NR	NR	NR	NR	NR
Haiti	NR	NR	NR	NR	NR
Honduras	No	No	No	No	No
Jamaica	NR	NR	NR	NR	NR
Mexico	No	No	Yes	No	No
Nicaragua	Yes	No	Yes	No	No
Panama	NR	NR	NR	NR	NR
Paraguay	Yes	Yes	No	Yes	No
Peru	No	NA	Yes	No	Yes
Dominican Republic	No	Yes	Yes	No	Yes
Saint Kitts and Nevis	No	No	NR	No	No
Saint Vincent and the Grenadines	No	No	Yes	No	Yes
Saint Lucia	No	Yes	No	No	Yes
Suriname	NR	NR	NR	NR	NR
Trinidad and Tobago	NR	NR	NR	NR	NR
Uruguay	No	No	Yes	No	Yes
Venezuela	No	No	Yes	No	No



## ANNEX 3: QUESTIONNAIRES

### GS/OAS departments and autonomous and decentralized organs, agencies, and entities

#### Information Required for the Preparation of the Report on the Implementation of the IAP

#### CONTRIBUTION TO THE ANNUAL REPORT OF THE SECRETARY GENERAL For the period between March 2018 and February 2019

Attached you will find a questionnaire, composed of 9 questions, prepared by the Executive Secretariat of the Inter-American Commission of Women (CIM)/OAS and intended for the OAS country offices. Responses to this questionnaire will serve as the main input in the preparation of the report on the implementation of the "Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality" (IAP), which is assembled every year as part of the draft Annual Report of the Secretary General to the OAS General Assembly. These inputs will also serve to prepare the report of the fifteenth anniversary of the adoption of the Program. It covers the period from March 2018 through February 2019.

*We kindly request that you send the completed questionnaire to the Executive Secretariat of the Inter-American Commission of Women (CIM), no later than February 1, 2019. For any questions e-mail [spcim@oas.org](mailto:spcim@oas.org) and Beatriz Piñeres [bpineres@oas.org](mailto:bpineres@oas.org) or call Ext. 0667.*

As reference, the previous report can be found in the following link:  
<http://www.oas.org/es/cim/docs/PIA-AnnualReport2017.ENG.pdf>

**1.A** Name of the department/unit/organ:

**1.B** Name of the Secretariat or other entity of which it is a part:

**1.C** If it is an autonomous or decentralized organ, agency, or entity, indicate the name:

**2.** Please indicate if you have specific mandates to advance gender equality and women's rights in the areas of the department/unit/organ under your responsibility, in addition to the IAP, which was approved in 2000, and to the OAS General Secretariat's Institutional Policy on Gender Equity and Equality, Diversity, and Human Rights, adopted in 2016.

- a. Yes
- b. No

**3.** If you have other specific mandate(s), please indicate the following for each one. If the mandates provided in the last report remain in force (summarized in Section II.A. (pp. 10-16) and Annex 1 item 2 of the prior report), please so indicate. If so, you need not provide them again. However, if additional relevant mandates were adopted in the period covered by this report, please list them below.

**3.1.1** New Mandate?

**3.1.2 Mandate (textual) and date of adoption**

**3.1.3 Source of the mandate**

*Mandates issuing from the General Assembly, Permanent Council, Summits, Ministerial Meetings, and Inter-American Commissions/Committees and the like.*

**3.1.4 How it is being fulfilled**

**3.1.5 Observations**

**Repeat questions 3.1.1 – 3.1.5 as needed if there is more than one.**

4. Describe your department/unit/organ's strategy(ies) for integrating a rights-based and gender equality approach in its activities. *Use as much space as you need for your answer. If you have the same strategy or strategies described for the last report (summarized in Section II.B. (pp.15-22) of the previous report), please so indicate. If so, you need not provide the information again. However, if you have another strategy/other strategies, please explain them below:*

5. Describe the policy(ies), program(s) and/or project(s) that promote gender equality and women's rights in your department/unit/organ.

6. In connection with the information described above, please provide for each case (policy, program or project), the title, objective, starting date and duration, most important achievements/results, partnerships and participating agencies, financial resources available, etc. *Add additional rows as necessary if there is more than one. As reference, Section II.D of the last report (pp.24-29) contains a list of the projects and programs provided for the last report, and Section III (starting on page 32) provides details on them.*

**6.1.1 Name of the program/project/policy**

**6.1.2 Start date and duration**

**6.1.3 Objective(s)**

**6.1.4 Achievements/results**

**6.1.5 Partnerships and participating agencies**

**6.1.6 Amount of financial resources**

*Repeat questions 6.1.1 – 6.1.6 as needed if there is more than one.*

7. Has integration of women's human rights and a gender equity and equality perspective been promoted in the reports published by your department/unit/agency?

- a. Yes
- b. No

8. Of the 2018 Operational Goals approved for your department/unit/organ, indicate the programs, projects, and other activities that integrate a gender and/or rights-based perspective. Complete the following chart, indicating the Operational Goal to which they correspond.

*The 2018 Operational Goals of the OAS General Secretariat can be found at: <http://oasconnect/Portals/0/Plan-Ctrl-Eval/Planning & Control/POAs/Plan Operativo Anual 2018 SPAN.pdf>*

8.1.1 Secretariat

8.1.2 Department

8.1.3 Project/program/activity

8.1.4 Applicable Operational Goal (provide the goal number and text)

*Repeat questions 8.1.1 – 8.1.4 as needed if there is more than one.*

9. Indicate if your department/unit/organ acts as Technical/Executive Secretariat for any Inter-American Commission(s)/Committee(s), Ministerial Meeting(s) or the like.

- a. Yes
- b. No

If you answered yes to question 9, please indicate if the question of gender equality and women's rights is present within this body (Inter-American Commission(s)/Committee(s), Ministerial Meeting(s) or the like).

10. Does your department/unit/organ have the necessary technical capacity to implement a rights-based and gender equality approach?

- a. Yes
- b. No

If your answer was yes, describe the technical capacity of your department/unit/organ.

11. Has anyone from your department/unit/organ ever participated in any gender-related training workshops or activities?
- Yes
  - No

If your answer was yes, specify the name(s) of the aforementioned officers and the activities in which they have participated. *Use as much space as you need for your answer.*

12. Has your department/unit/organ carried out any internal initiatives to raise awareness among and/or train the staff on gender equality and/or discrimination?
13. In the framework of the [Plan of Action](#) for the Implementation of the Institutional Policy on Gender Equality, Diversity, and Human Rights of the General Secretariat of the OAS on Specify the type of technical support that your office requires from the CIM/OAS in order to advance the implementation of the IAP. \*
14. In the framework of the [Plan of Action](#) for the Implementation of the Institutional Policy on Gender Equality, Diversity and Human Rights of the OAS General Secretariat, please indicate how your office can contribute to its effective implementation. \*
15. Indicate the challenges that your Office considers exist in order to be able to advance the activities included in the [Plan of Action](#) for the Implementation of the Institutional Policy on Gender Equality, Diversity and Human Rights of the OAS General Secretariat. \*

## Country Offices

### Information Required for the Preparation of the Report on the Implementation of the IAP

#### CONTRIBUTION TO THE ANNUAL REPORT OF THE SECRETARY GENERAL For the period between March 2018 and February 2019

Attached you will find a questionnaire, composed of 9 questions, prepared by the Executive Secretariat of the Inter-American Commission of Women (CIM)/OAS and intended for the OAS country offices. Responses to this questionnaire will serve as the main input in the preparation of the report on the implementation of the "Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality" (IAP), which is assembled every year as part of the draft Annual Report of the Secretary General to the OAS General Assembly. These inputs will also serve to prepare the report of the fifteenth anniversary of the adoption of the Program. It covers the period from March 2018 through February 2019.

*We kindly request that you send the completed questionnaire to the Executive Secretariat of the Inter-American Commission of Women (CIM), **no later than February 1, 2019**. For any questions e-mail [spcim@oas.org](mailto:spcim@oas.org) and Beatriz Piñeres [bpineres@oas.org](mailto:bpineres@oas.org) or call Ext. 0667.*

As reference, the previous report can be found in the following link:  
<http://www.oas.org/es/cim/docs/PIA-AnnualReport2017.ENG.pdf>

#### 1. OAS Country Office\*

2. Does your office have any strategy to integrate a gender equality and rights perspective in its activities?\*

Yes

No

□

If there is such a strategy, please elaborate. If there is not one, please indicate the reason.\*

3. Does your office have any policy(ies), program(s) and/or project(s) that promote gender equality and women's rights?\*

Yes

No

**4.a** If you answered yes to question 3, please provide for each case (policy, program or project), name, objective, starting date and duration, most important achievements/results, partnerships and participating agencies, financial resources available, etc.

**4a.1.1** Name of the program/project/policy \*

**4a.1.2** Starting date and duration\*

**4a.1.3** Objectives(s)\*

**4a.1.4** Achievements/Results\*

**4a.1.5** Partnerships and participating agencies\*

**4a.1.6** Amount financial resources\*

*Note: Repeat questions 4a.1.1 – 4a.1.6 for each related program/project.*

**4.b)** Did your office promote the integration of women’s human Rights and gender equity and equality perspective in the reports it has published?\*

- Yes
- No

**5.** Does your office have the necessary technical capacity to implement a gender equality and women’s rights perspective?\*

- Yes
- No

**In case of a positive answer, describe the technical capacity that your office has.\***

**6. Has anyone from your Office ever participated in any gender-related training workshop or activity?\***

- Si**
- No**

**In case of a positive answer, specify the name(s) of the aforementioned officers and the activities in which they have participated.\***

**7. In the framework of the [Plan of Action](#) for the Implementation of the Institutional Policy on Gender Equality, Diversity, and Human Rights of the General Secretariat of the OAS on Specify the type of technical support that your office requires from the CIM/OAS in order to advance the implementation of the IAP.\***

**8. In the framework of the [Plan of Action](#) for the Implementation of the Institutional Policy on Gender Equality, Diversity and Human Rights of the OAS General Secretariat, please indicate how your office can contribute to its effective implementation.\***

**9. Indicate the challenges that your Office considers exist in order to be able to advance the activities included in the [Plan of Action](#) for the Implementation of the Institutional Policy on Gender Equality, Diversity and Human Rights of the OAS General Secretariat.\***