



## INTER-AMERICAN COMMISSION OF WOMEN

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### ACTIVITY REPORT OF THE EXECUTIVE SECRETARIAT OF THE CIM (June through November 2021)

This report details the activities of the Presidency and Executive Secretariat of the CIM, as of the Third Regular Session of the Executive Committee of the CIM 2019-2022, held virtually on June 15<sup>th</sup>, 2021.

#### 1. Introduction

Pursuant to the multiple mandates issued by the OAS General Assembly to the General Secretariat with regard to strengthening the CIM,<sup>1</sup> during the period under review, the Secretary General and the OAS member states provided significant political support to the CIM. From the Presidency of the CIM, the Dominican Republic<sup>2</sup> has advocated in important spaces such as the OAS General Assembly and Permanent Council and other spaces created specifically to highlight key issues such as parity, women's economic rights, and domestic work, with an emphasis on the impact of COVID-19 and women's leadership and the gender perspective in the response to the pandemic. Likewise, the vice presidencies of the CIM, Canada, Colombia, and Panama, have provided key support and political leadership to the process of strengthening the Commission and raising awareness about it.

An increasing number of States have expressed support for the CIM's work and have requested assistance and technical support from the Commission in different areas. Likewise, in the context of the OAS's current financial situation, marred by a deep crisis and a series of significant budget cuts, States and the General Secretariat have tried to mitigate as much as possible the impacts on the CIM, allowing the Commission to maintain its personnel. Nevertheless, budget cuts have forced the CIM to put more emphasis on mobilizing specific funding, and in this regard, the governments of Canada, China, Spain, Italy, Liechtenstein, Mexico, Portugal, Trinidad and Tobago, Chile, and France, as well as the EUROsociAL+ Program, the Spotlight Initiative, and the Pan-American Development Foundation (PADF) have provided support crucial to strengthening the Commission and its work in different areas.

Similarly, a significant number of States have reaffirmed their commitment to gender mainstreaming and the need to expand, deepen, and re-energize efforts both at the national level and within the OAS to achieve the objectives set out in commitments such as the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP) and other agreements. However, intergovernmental

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1. AG/RES. 1451 (XXVII-O/97), AG/RES. 1592 (XXVIII-O/98), AG/RES. 1625 (XXIX-O/99), AG/RES. 1777 (XXXI-O/01), AG/RES. 1941 (XXXIII-O/03), AG/RES. 2021 (XXXIV-O/04), AG/RES. 2124 (XXXV-O/05), AG/RES. 2161 (XXXVI-O/06), AG/RES. 2323 (XXXVII-O/07), AG/RES. 2441 (XXXIX-O/09), AG/RES. 2560 (XL-O/10), AG/RES. 2685 (XLI-O/11); AG/RES. 2710 (XLII-O/12); AG/RES. 2770 (XLIII-O/13), AG/RES. 2831 (XLIV-O/14), AG/RES. 2887 (XLVI-O/16), AG/RES. 2908 (XLVII-O/17)/section xviii, AG/RES. 2928 (XLVIII-O/18)/section xiv, AG/RES. 2941 (XLIX-O/19)/section xvi and AG/RES. 2961 (L-O/20)/section xx.

2. During the period covered by this report, the CIM presidency has been exercised by the Principal Delegate of the Dominican Republic to the CIM, Mayra Jiménez (08/20-present).

negotiations on the issue of gender equality continue to be marked by a growing polarization that poses significant limitations to the ability of the CIM and the OAS to guarantee the progressiveness of rights. In this sense, the CIM has noted a clear demand from many States, civil society, and other partners to strengthen strategic alliances, build bridges through dialogue, build will and capacity, and generate knowledge on gender equality as a good of humanity.

Compliance with the mandate to strengthen the CIM entails enhancement of internal coordination across all areas of the organization and continued participation in its activities to ensure the incorporation of a perspective of gender equality, diversity, and rights in the context of full implementation of the Institutional Policy on Gender Equality, Diversity, and Human Rights of the General Secretariat (Executive Order No. 16-03).<sup>3</sup> Of particular note is collaboration with the Department of Electoral Cooperation and Observation (DECO) and the Mission to Support the Peace Process in Colombia (MAPP) of the Secretariat for Strengthening Democracy (SSD), the Department for Effective Public Management (DEPM), and the Summit of the Americas Secretariat (SAS) of the Secretariat for Hemispheric Affairs (SHA), the Inter-American Committee against Terrorism (CICTE), and the Inter-American Drug Abuse Control Commission (CICAD) of the Secretariat for Multidimensional Security (SMS), the Department of Human Development, Education and Employment (DHDEE), and the Department of Economic Development (DED) of the Executive Secretariat for Integral Development (SEDI) and the Secretariat for Access to Rights and Equity (SARE), all of which has produced substantive and important outcomes in terms of enhancing the OAS' capacity to advance the agenda for gender equality in the Americas.

## **2. Mandates of the OAS General Assembly at its Fifty-First Regular Session**<sup>4</sup>

The 51st Regular Period of Sessions of the OAS General Assembly was held from November 11 to 12, 2021, virtually, although from Guatemala as the host country. In addition to hearing the presentation of the CIM's Annual Reports<sup>5</sup> by the President of the CIM,<sup>6</sup> the Assembly adopted a resolution on "Promotion and protection of human rights," which in section xviii on "Strengthening of the Inter-American Commission of Women for the promotion of gender equity and equality and the human rights of women,"<sup>7</sup> reiterates the commitment of the Member States to strengthening the CIM and assigns it a series of mandates pursuant to the IAP and in relation to key issues such as : i) monitoring of women's rights, ii) elimination of discrimination and violence, iii) representation and leadership of women, iv) analysis of gaps in women's rights and economic autonomy with emphasis on issues such as unpaid, domestic and care work, the promotion of social co-responsibility and the strengthening of social welfare services; v) women's physical autonomy, mental health, and sexual and reproductive health; and vi) mainstreaming the gender perspective and strengthening the National Machineries for the Advancement of Women.

Additionally, in a Declaration on "Renewed Commitment to post-COVID-19 Sustainable Development in the Americas,"<sup>8</sup> the General Assembly recognized the disproportionate impacts of the pandemic on women, particularly on their economic rights, the fundamental role they play in the response to the pandemic, and the relevance of taking into account policies that offer the highest levels of protection for women's human rights.

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3. Available at: <https://www.oas.org/en/cim/docs/GPAP-EN.pdf>

4. Details of compliance with the mandates adopted by the OAS General Assembly can be found in Section 5 of this report.

5. Available at: <https://www.oas.org/en/cim/reports.asp>

6. The full statement by the President of the CIM can be found at: <https://www.oas.org/en/CIM/docs/M.Jimenez-AsambleaGeneralOEA|2021|-EN.pdf>

7. The preliminary text of this chapter is available at: <https://scm.oas.org/Ag/documentos/Documentos/AG08378E03.docx> (the final versions of the resolutions adopted by the GA / OAS are not yet available)

8. The preliminary text of this chapter is available at: <https://scm.oas.org/Ag/documentos/Documentos/AG08442E03.docx> (the final versions of the declarations and resolutions adopted by the GA / OAS are not yet available)

Similarly, in a resolution on Strengthening Democracy,<sup>9</sup> the Assembly recognized the importance of maintaining the commitments and principles of the Inter-American Democratic Charter as cross-cutting axes that guide the comprehensive response of States to the challenges of the COVID-19 pandemic, with the full and equal participation of all women in the political structures of their countries, especially those with decision-making power. In the same resolution, they highlighted the importance of the coordinated work between the CIM and the Department for Effective Public Management of the OAS Secretariat for Strengthening Democracy and warned about the adverse impacts of the COVID-19 pandemic on the citizens of the region, especially women and girls.

Finally, in a resolution on Hemispheric Initiatives in Integral Development for the Promotion of Resilience,<sup>10</sup> the Assembly recognized that gender equality is fundamental to achieving more just, inclusive, and prosperous societies and that all women, respecting and valuing the full diversity of situations and conditions in which they find themselves, have been disproportionately affected by the profound economic and social consequences of the COVID-19 pandemic. For this reason, the Assembly entrusted the General Secretariat and the corresponding commissions to redouble their efforts, promoting the empowerment and economic autonomy of all women to address gender gaps in economic participation through specific policies and programmatic initiatives that can help them to reach their maximum socioeconomic potential including initiatives that improve inclusive access to the care economy.

### 3. Fulfillment of the Mandates adopted by the CIM Executive Committee 2019-2022

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

Agreement	Status of fulfillment
<p><b>1</b> Having seen the Activity Report of the President and the Executive Secretariat of the CIM, contained in document CIM/CD/doc.15/21:</p> <ul style="list-style-type: none"> <li>a. Continue strengthening the informal communication mechanism between the members of the Executive Committee and the Executive Secretariat of the CIM, promoted by the President of the CIM; and</li> <li>b. Encourage Member States to actively participate in the preparation of the CIM Strategic Plan 2022-2026.</li> </ul>	<p><b>Fulfilled</b></p>
<p><b>2</b> Instruct the Executive Secretariat of the CIM, within the framework of the work carried out to highlight the gender dimensions of COVID-19, to continue generating knowledge and practical recommendations on the situation of women in the post-pandemic period of economic and social recovery and reactivation, from a gender and intersectional perspective.</p>	<p><b>Fulfilled</b></p> <p>The detail of the fulfillment of this agreement is found in Section 5.1. of this report</p>
<p><b>3</b> Pursuant to the positioning and work advanced on democratic parity, request that the Executive Secretariat of the CIM create and participate in advocacy spaces, generate knowledge, identify good practices, and advance dialogue on how to achieve parity everywhere and by result, sustainable in all areas of political, economic, and social life, and to:</p>	<p><b>Fulfilled</b></p> <p>The detail of the fulfillment of this agreement is found in Section 5.2. of this report</p>

9. The preliminary text of this resolution is available at: <https://scm.oas.org/Ag/documentos/Documentos/AG08379E03.docx> (the final versions of the resolutions adopted by the GA / OAS are not yet available)

10. The preliminary text of this resolution is available at: <https://scm.oas.org/Ag/documentos/Documentos/AG08386E03.docx> (the final versions of the resolutions adopted by the GA / OAS are not yet available)

Agreement	Status of fulfillment
<ul style="list-style-type: none"> <li>a. identify existing gaps and develop concrete legal and political tools (declarations, recommendations, model laws, etc.) to advance equality and the presence of women in all spaces of political life, and promote other concrete measures aimed at advancing the full and equal participation of women,</li> <li>b. support the States to promote conditions in which political rights are exercised and the agenda for equality is incorporated,</li> <li>c. promote the sharing of good practices in the region and elevate them to the inter-American dialogue,</li> <li>d. strengthen alliances that allow for the achievement of these mandates,</li> <li>e. promote the continuity of work and progress in the generation of processes of economic, social and political transformation on the quality of democracy for the consolidation of electoral democracy through the promotion of parity everywhere, and</li> <li>f. elevate this work to the Fifty-First Regular Session of the OAS General Assembly (November 11-12, 2021), during a dedicated advocacy space.</li> </ul>	
<p><b>4</b> Request that the Executive Secretariat of the CIM, within available resources, in order to strengthen the inter-American legal framework on the economic rights of women:</p> <ul style="list-style-type: none"> <li>a. identify existing gaps and develop tools and strategies (recommendations, model laws, etc.) to advance towards equality and access to the economic empowerment of women,</li> <li>b. work in coordination with other international and inter-American entities in order to ensure the complementarity of this work; and</li> <li>c. elevate this work to the Fifty-First Regular Period of Sessions of the OAS General Assembly (November 11-12, 2021), during a dedicated advocacy space.</li> </ul>	<p><b>Fulfilled</b></p> <p>The detail of the fulfillment of this agreement is found in Section 5.3. of this report</p>
<p><b>5</b> Request that the Executive Secretariat of the CIM present to the Executive Committee of the CIM 2019-2022, a concrete proposal of the CIM Support Strategy to States for the Integration of the Gender and Diversity Approach in Public Policy.</p>	<p><b>Fulfilled</b></p> <p>The preliminary outline proposal for the document was circulated to the Delegates on December 2 for their consideration during the Fourth Regular Session.</p>
<p><b>6</b> Request that the Executive Secretariat of the CIM, in the process of preparing the Strategic Plan of the CIM 2022-2026, identify: i) existing evidence and data gaps; ii) regional priorities from multiple stakeholders; and iii) create spaces for dialogue and exchange to give voice to the Delegates, as well as other strategic actors such as other instances of the State, civil society, regional and international systems and academia, that generate a comprehensive view of the proposed lines of work.</p>	<p><b>Fulfilled</b></p> <p>The preliminary outline proposal of the Strategic Plan 2022-2026 was circulated to the Delegates on December 2 for their consideration during the Fourth Regular Session, and the work plan will be presented during said session.</p>
<p><b>7</b> In preparation for the Ninth Summit of the Americas (2022, United States), continue to position the importance of women's leadership for the achievement of the gender equality agenda with a view to:</p> <ul style="list-style-type: none"> <li>a. highlighting the underrepresentation of women in decision-making positions at the highest level in all the countries of the region,</li> </ul>	<p><b>In progress</b></p> <p>A preliminary text on women's leadership will be considered by the Fourth Regular Session of the Executive Committee,</p>

Agreement	Status of fulfillment
<ul style="list-style-type: none"> <li>b. proposing and advancing a specific agreement on the importance of women's leadership in the final resulting document, and</li> <li>c. reporting on the articulation process and results of the Inter-American Task Force on Women's Leadership.</li> </ul>	and the CIM Secretariat is coordinating with the Summits Secretariat to make the issue visible from multiple spokespersons in the preparatory process and during the Summit
<b>8</b> Within the framework of the ninety-fifth anniversary of the CIM (2023), request that the Executive Secretariat of the CIM identify and develop concrete media products to highlight the history of the CIM and its contributions to the gender agenda and multilateralism.	<b>Fulfilled</b>

## 4. Strengthening the CIM

### 4.1. Strategic Planning and Results-based Management

In addition to providing a roadmap for the CIM's work, the Strategic Plan 2016-2021 sought to strengthen the Commission's results-based management, identifying a series of concrete indicators against which to measure and report progress.

In accordance with the CIM Statute, which in Article 9 provides that "The CIM shall hold regular Assemblies every three years and special Assemblies on the dates and under the conditions determined by the Executive Committee," in the course of 2022 it will be necessary to hold the Thirty-ninth Assembly of Delegates of the CIM. On this occasion and given the validity of the current Strategic Plan of the CIM until 2021, the 39<sup>th</sup> Assembly will adopt a new Strategic Plan for the 2022-2026 period. This represents an opportunity to assess the progress of the CIM, to broaden and deepen areas of work where a substantive contribution has been made, and to identify new and emerging issues of special concern. It is also an important moment to reflect on the position of the CIM within the OAS and the region, to identify strategic areas for strengthening and also challenges in terms of the financial and human resources available to the CIM for the execution of this Plan, a reality that should also guide the goals set for the next period.

In this sense, during the Third Regular Session of the Executive Committee, the Delegates shared their initial reflections on the priorities to include in this new Plan:

- They highlighted the importance of broadening and deepening efforts to mainstream the gender perspective, specifying the conceptual framework, highlighting the added value of the National Machineries in the process and strengthening the coordination bodies and the specific responsible institutions through a more precise frame of reference.
- They reiterated their concern about the setbacks caused by the COVID-19 pandemic and the particular vulnerabilities that women have, and highlighted the importance of gender mainstreaming in the analysis of the impacts of COVID-19 and the need for a feminist recovery that addresses gender-based violence.
- They requested that the policies and recommendations of the Strategic Plan be accompanied by affirmative and specific actions for their fulfillment.
- They underlined the need, in the process of preparing the Plan and its implementation, to dialogue with feminist groups in the region.
- They reaffirmed the need to increase the leadership and political participation of women, as well as to address issues of economic rights such as care, access to credit, financial services and the wage gap. They also mentioned the digital divide that prevents women's access to knowledge and information.

In this sense, the Secretariat has prepared a draft outline of the Strategic Plan for the 2022-2026 period, which was shared with the Executive Committee and, subsequently, will be shared with civil society

organizations, Permanent Missions to the OAS and other key partners, to be able to hear and incorporate their inputs, in the context of the mandates and comparative advantages of the CIM.

#### **4.2. Coordination, Partnerships, and Advocacy**

During this period, the CIM made important efforts to expand its coordination with the representatives of the OAS Member States, the Ministers, senior gender authorities and other relevant political actors, civil society organizations, international organizations, and public entities. national level, parliaments, academia and sectors not sensitized to gender issues.

At the invitation of the OAS member States, the CIM took part a number of times in the OAS Permanent Council to commemorate the International Day for the Elimination of Violence against Women highlight the differential impacts of the COVID-19 pandemic. Within the framework of the OAS Committee on Juridical and Political Affairs (CAJP), the Executive Secretary presented the 2020 Annual Report of the CIM<sup>11</sup> (September 1, 2021). Likewise, the Executive Secretary of the CIM and several members of the team met regularly and consistently with member and observer states to address different aspects of their work, including the organization of activities within those States, although such activities are virtual for the moment.

In recognition of the need to rebuild the bridge between the CIM and the CARICOM States, in the last period the CIM has devoted significant time to analyzing the presence and impact of the Caribbean in the history of the CIM and has generated spaces for dialogue and articulation with the main partners - the Delegates from the National Machineries for Women, the Permanent Representatives to the OAS, the OAS Offices in the Member States, the counterparts in other regional and international agencies, and the women's and feminist organizations in the region. This broad and participatory consultation process seeks to ensure that the next CIM Strategic Plan reflects the priorities and demands of its partners in all the countries of the region, is articulated with the new strategic planning process of the OAS, also about to begin, and harmonizes with the efforts of international counterparts to ensure that our efforts complement each other. To this end, a draft Engagement and Communication Strategy has been sent to the Caribbean States (October 22, 2021) to initiate the dialogue process.

Pursuant to the Strategy for Strengthening Coordination between the CIM and Civil Society (CIM/CD/doc.6/13 rev. 3),<sup>12</sup> the CIM has also enhanced coordination and established new partnerships with civil society organizations, particularly in the context of the impacts of COVID-19 on the lives of women and the need to establish partnerships to rethink the discourse and priorities in the framework of feminist thought anchored in human rights and gender equality.

In this regard, the CIM has called together a group of ten prominent feminist leaders with strategic vision from Latin America to create a space for sharing reflections on the role of feminism during the current historic moment and in the context of the pillars of the CIM's work: human rights and violence against women; democracy and political participation; economic empowerment and the global care crisis; security; and gender mainstreaming. In this context, on December 14, the CIM will launch, with some representatives of this group of allied leaders, the "Decalogue for a human rights-based and feminist State,"<sup>13</sup> which seeks to position the gender agenda and the demands of women. women from the region at the top of the hemispheric political debate.

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11 Available at: <http://www.oas.org/es/cim/informes.asp>

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

13. See <https://twitter.com/CIMOEA/status/1467840499667333121> for more information.

**Table 1: Meetings of the CIM by sector (June to November 2021)**

<b>Sector</b>	<b>Meetings</b>	<b>Comments</b>
OAS (internal)	179	Internal CIM meetings and meetings to coordinate with other OAS offices and institutional work groups
Member and observer states	97	Presentations before the Permanent Council and other bodies, Committee sessions, bilateral meetings, and public meetings held with a national authority
Civil society	57	Closed coordination meetings and public meetings held with one or more organizations
International organizations	37	Closed coordination meetings and public meetings held with one or more bodies; meetings of the Inter-American Task Force on Women's Leadership
Academia	16	Closed coordination meetings and public meetings held with an institution; lectures given as part of a class/coursework
Media	12	Individual and/or group interviews
Other	41	Meetings with coordinating agencies and/or donors

### **4.3. Communication Strategy**

The CIM has a communications and branding strategy aimed mainly at increasing the visibility of its core strategies and aligning its discourse with the four central pillars of the OAS, with the aim of improving outcomes and increasing its reach on various platforms.

During 2021, the content of its communications focused on publicizing partnerships, producing content, and the CIM's work on the differentiated impacts of COVID-19 on women's lives by conducting communications campaigns, releasing communications, holding internal and external events, conducting interviews, publishing articles, and securing a presence in the media, both internally and externally throughout the region. In particular, communication campaigns were organized around several international days, to highlight the importance of the rights of domestic workers, Afro-descendant, indigenous, and rural women, women with disabilities and living with HIV, and girls, as well as issues specific issues such as the environment, population policies, mental health, and equal pay, among others. Finally, a campaign was organized for the 16 days of Activism against Gender Violence, which sought to make visible key milestones and different manifestations of this problem.

These efforts are made through a number of communications channels, mainly mass messaging, institutional email, social networks, and the website. The CIM has a virtual network of almost 5,000 participants, composed of women interested in gender issues, women ministers and senior gender authorities, representatives of various State sectors, civil society organizations, academia, research centers, media outlets, and other regional and international agencies, among others.

The pandemic continues to restrict opportunities to hold in-person events and meetings at headquarters and in country, although there are tentative signs of change in this regard, so the CIM has therefore prioritized and increased the use of information technology and social networks to position its issues. This move toward the digital world represents a paradigm shift that opens up an array of opportunities for forging new alliances, increasing visibility and impacts, and optimizing the use of limited resources.

In terms of reach, it is estimated that through a series of events held on the Zoom and Kudo platforms, more than 6,000 people were reached directly, along with an additional significant subsequent impact of those

viewing the webinars asynchronously and the reach of participation in multiple external events. In terms of presence in the region, the CIM participated in 77 virtual events.

As a result of the increase in its virtual activities, there has been an important growth in the CIM's network of contacts and followers through its multiple distribution channels:

Account	Messages sent 2020-21	Followers 2018	Followers December 2021	Views
Twitter (@CIMOEA)	1234	6,000	13,400 (+123%)	Average of 321 people per day
Facebook	559	15,000	24.510 (+63,4%)	Average of 1000 people per day
YouTube	68 videos	N/A	566	Total of 3,431 views
Instagram (@cim.oea) <sup>14</sup>	N/A	N/A	615	
CIM Network of Women in Politics	230	N/A	307	Average of 15 visits per day

## 5. Activities of the CIM General Secretariat in Compliance with its Mandates and the CIM Strategic Plan 2016-2021

### 5.1. COVID-19 in Women's Lives

As with previous reports, the period covered by this report has been marred by the continuation of the COVID-19 pandemic, although with important signs of reactivation and recovery. As stated in previous reports, the pandemic has highlighted and intensified the gender inequalities that persist in our societies despite more than 40 years of steady progress in the recognition, protection, and guarantee of the rights of women.

From the first moment of the global pandemic, the CIM warned that the impacts of the pandemic were not going to be gender neutral, and that therefore neither could the response. In this context, in this period the CIM has continued its work to highlight the gender dimensions of COVID-19 and to formulate and disseminate concrete recommendations for an economic and social recovery with equality and social justice. This work has been systematized in a new Compendium on COVID-19 in the lives of women: Towards a new gender pact,<sup>15</sup> to unify and disseminate information and recommendations in a more agile way. In particular, the CIM has deepened its work on key issues such as economic reactivation with a gender perspective and the impacts of COVID on specific economic sectors, digitality, cybersecurity for women, and domestic work, among other areas.

### 5.2. Women's political rights for democratic governance

#### *Building a regional agenda on gender parity in political life*

The CIM has positioned the issue of gender parity as a matter of justice with three aspects: (i) equal participation of men and women (50/50) in decision-making positions in the public and private sector, from the international to the local level; (ii) the exercise of power on an equal footing—that is, free from gender- and/or sex-based discrimination and violence; and (iii) the incorporation of the women's rights agenda with

<sup>14</sup> The CIM Instagram account was launched in August 2021.

<sup>15</sup> Available at: [https://www.oas.org/en/cim/docs/Compendio\\_Covid\\_ENG.pdf](https://www.oas.org/en/cim/docs/Compendio_Covid_ENG.pdf)



the gender equality agenda. Based on this definition, the CIM has worked to position and raise awareness on gender parity throughout its work as a *sine qua non* for effective democratic governance, comprehensive sustainable development, and effective post-COVID recovery and reactivation. In this regard, the CIM actively participated in the commemoration of the twentieth anniversary of the Inter-American Democratic Charter (2001-2021), highlighting the important advances made in the region, particularly in recent years, and making visible the pending challenges in terms of achieving parity and "... the full and equal participation of women in the political structures of their countries."

### ***Strengthening women's leadership and participation in political life***

In 2017-2018, the CIM launched an Course for Electoral Candidates with three objectives: 1) improve the performance of participants in electoral campaigns, with sessions on campaign strategy and political communications; 2) enhance their response to the different forms of discrimination and violence that they may face for being women candidates, with sessions on leadership, political violence, and physical and digital security; and 3) commit the participants to promoting the women's rights agenda in the Americas and participation in women's political networks. The course was launched in Mexico in April 2018, and as of 2020, nine in-person sessions had been offered in several countries of the region, including Mexico (federally, in Chiapas, and in Aguascalientes), Peru, the Dominican Republic, Panama, Bolivia, Colombia, and Costa Rica, all in collaboration with the National Women's Machinery and/or the electoral body.

The CIM has placed this Course in the framework of its *Inter-American Program on Democratic Strengthening and Women's Leadership*, which seeks to promote the political leadership and empowerment of women from a comprehensive approach, through actions to politically empower women, produce knowledge, and create a regional network that, through ideological and partisan plurality, coordinates women in promoting the agenda for gender equality. The program's elements include: (1) the Course for Electoral Candidates; (2) a Specialization in Leadership and Public Policy; (3) research on the political leadership of women; (4) the CIM Network of Women in Politics; and (5) research and training on women's leadership for crisis and conflict management.

In the framework of the program and the context of the pandemic, five virtual sessions of the Course for Electoral Candidates have been held in: Ecuador (November 16-20, 2020),<sup>16</sup> Honduras (November 30 to December 4, 2020), Mexico (April 12-23, 2021),<sup>17</sup> Paraguay (July 6-23, 2021)<sup>18</sup> and Costa Rica (November 22 to December 3, 2021),<sup>19</sup> and an agreement has been reached with Colombia to hold another edition in the context of their upcoming elections and in collaboration with the Mission to Support the Peace Process in Colombia (MAPP-OEA) from January 20 to February 2, 2022. On the one hand, the virtual modality is more flexible for participants. For the hosting entities, the financial and coordination costs related to the in-person section are eliminated. However, the COVID-19 situation raises new challenges regarding the time availability of participants, forcing the coordination team to adjust schedules and shorten the length of the course because of the limitations of the virtual format.

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

[https://www.facebook.com/415081041866343/videos/36653421123113/?so=channel\\_tab&rv=all\\_videos\\_card](https://www.facebook.com/415081041866343/videos/36653421123113/?so=channel_tab&rv=all_videos_card)

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

The video of the inauguration of the course is available (in Spanish) at: <https://www.youtube.com/watch?v=cjvQZbc6YCK>

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

19. More information at: <https://www.oas.org/en/cim/leadership.asp> and the video of the inauguration of the course is available (in Spanish) at: <https://www.facebook.com/415081041866343/videos/785580256177152>

### ***Violence against women in political life***

To follow up on the Inter-American Model Law on the Prevention, Punishment and Eradication of Violence against Women in Political Life,<sup>20</sup> on July 15-16 the CIM organized the first workshop for political parties on "Protocols on violence against women in politics," in collaboration with the Ministries of Women of Paraguay and the Dominican Republic. The event sought to be a training space aimed at political parties and people who participate in party militancy and the electoral sphere in Latin America, to publicize the Model Protocol for Political Parties<sup>21</sup> of the CIM and the work of the Commission to strengthen the democracy from a feminist and parity approach. After a successful call of more than 600 applicants, 100 people from 17 countries of the Latin American region were selected, which highlights the push to modernize and transform political parties to respond to the demands of women on the continent.

### ***Inter-American Task Force on Women's Leadership***

An initiative encouraged and supported by the Government of Canada, the Inter-American Task Force on Women's Leadership<sup>22</sup> was launched in the framework of the Eighth Summit of the Americas (Peru, April 13-14, 2018). The Task Force seeks to join forces and strengthen the different Inter-American and international institutions that work on empowering women and women's leadership from different perspectives. Since its establishment, the task force has—through the CIM as its Technical Secretariat—has coordinated a series of interagency working meetings. The collective outcome has been the production of key spaces for advocacy in high-level forums like the CSW, the CIM's Assembly of Delegates, the Annual Conference of the CAF, and the Regional Conference on Women in Latin America and the Caribbean.

Given the progress of the Task Force since its creation and the fact that the Ninth Summit of the Americas, due to the pandemic, has been postponed until the summer of 2022, the Government of Canada has granted funds to the CIM for the continuation of the Task Force through December 2022. This extension will allow reporting by the Task Force before the Ninth Summit, as well as making the issue of women's leadership visible in the preparatory process and during the Summit

### **5.3. Women's economic rights for integral development**

In 2019, pursuant to the Declaration of Lima on Equality and Autonomy in the Exercise of Women's Economic Rights, adopted by the Thirty-Seventh Assembly of Delegates of the CIM in 2016, the CIM launched an initiative to conceptually and politically position: (i) the need to strengthen the Inter-American legal framework in terms of the economic rights of women; and (ii) the importance of reconceptualizing “work” to raise awareness of unpaid domestic care work and encourage social co-responsibility for care among women, men, the State, and the private sector.

In this sense, in 2021 the CIM continued its collaboration with the Government of France to identify persistent gaps in the full exercise of women's economic rights. In September 2021,<sup>23</sup> an event was held

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20. MESECVI (2017). Inter-American Model Law on the Prevention, Punishment and Eradication of Violence against Women in Political Life, <https://www.oas.org/en/mesecevi/docs/LeyModeloViolenciaPolitica-EN.pdf>

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

22. The task force is comprised of the Economic Commission for Latin America and the Caribbean (ECLAC), the Inter-American Development Bank (IDB), The OAS - Inter-American Commission of Women (CIM) and the Inter-American Commission on Human Rights (IACHR), the Pan American Health Organization (PAHO), ParlAmericas, the United Nations Development Program (UNDP), UN Women, and the International Institute for Democracy and Electoral Assistance (International IDEA), and the Ibero-American Secretariat General (SEGIB). Additionally, two civil society organizations are permanent members of the task force: Caribbean Women in Leadership (CIWiL) and the Latin American and Caribbean Committee for the Defense of Women's Rights (CLADEM). The CIM serves as the task force's secretariat and is responsible for its general functioning and daily operations.

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

with the First Lady of Honduras and recognized experts on the subject to make visible the gaps in the existing legal framework, with a view to formulating concrete recommendations for closing these gaps. During the event, the CIM presented some of the preliminary results of the research carried out in collaboration with the European Union Program for Social Cohesion in Latin America (EUROsociAL + Program). Within the framework of this collaboration, a series of consultations was also carried out with experts from the private (MSMEs), digital / technology, rural and tourism sectors, spaces considered highly affected by the pandemic and whose differentiated impact on the lives of women has effects on their economic empowerment. These meetings sought to identify and delve into the gaps, realities, and specific problems in terms of equality and non-discrimination, as well as the identification of initiatives and concrete proposals to strengthen the rights and economic autonomy of women in each of the aforementioned sectors.

Similarly, the CIM has identified the issue of caregiving as a fundamental accelerator and a necessary precondition for gender equality. With a view to working on a series of recommendations and policy guidelines to implement measures related to caregiving, during the period of this report, the CIM, again in collaboration with the EUROsociAL + Program, has organized a series of virtual subregional consultations (South America, Central America, North America and the Caribbean) with the National Machineryes for Women of the Member States, to identify good practices, experiences and areas of cooperation related to the global caregiving emergency, aggravated by COVID-19, and translate them into public policies and proposals for regulatory frameworks that seek to promote the autonomy and economic empowerment of women. The meetings highlighted the need to generate data and tools to measure time use, to sensitize the population about the impacts of caregiving on the lives of women, to move towards the protection of caregivers and the importance of inter-institutional coordination for the development and implementation of policies.

In November 2020, in collaboration with the Pan American Development Foundation (PADF), the CIM began work on the rights of domestic workers, which consists of an analysis of legal standards and advances in the regulatory environment at the national level to produce: i) a series of recommendations for public, programmatic, communication and other relevant policies; and ii) a communication campaign with a view to closing the gap between regulatory advances and their implementation in the exercise of the rights of domestic workers. The draft hemispheric analysis was shared, on November 17, 2021,<sup>24</sup> in an event organized jointly with the International Labor Organization (ILO) and PADF in commemoration of the tenth anniversary of ILO Convention 189 on the rights of domestic workers.

In the area of labor, the CIM has continued to coordinate with the Department of Human Development, Education and Employment (DHDEE) to follow up on the “Strategic Guidelines of the XV IACML for Advancing Gender Equality and Non-Discrimination within a Decent Work Framework” (2007). This collaboration is reflected in the consolidation of the gender perspective and rights of women in the technical and policy agenda of the Inter-American Conference of Ministers of Labor (IACML). As part of this collaboration, on November 30, the CIM participated in the third of a series of Hemispheric Dialogues between Gender Units of the Ministries of Labor, which seek to discuss and finalize the Manual or “ABC” of Gender Units of the Ministries of Labor, a document that will serve as a guide for the creation of these units in those Ministries that do not have one, and for the strengthening of the existing ones.

#### **5.4. Citizen Security from a Gender Perspective**

In October 2019, the United Nations Security Council encouraged regional organizations to convene meetings with the participation of governments, relevant organizations, and civil society, to review the implementation of the women, peace, and security agenda in their respective regions; and formulate practical and measurable actions. The social reality of the Americas requires a non-traditional approach to

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

the issue of crises, (armed) conflicts, peace, and security. The recent social and political tensions that have crystallized in different parts of the hemisphere in recent years present a complex scenario that directly affects the security of women and that has created new entry points for an expanded women, peace, and security agenda in the region, based on Resolution 1325 and related resolutions.

In this sense, and with the support of the Governments of Italy and Liechtenstein, the CIM has initiated a process of dialogue and reflection to identify these entry points, which include the unsatisfied demand for social and economic equality, the social conflict generated by this demand and the violence that sometimes arises from this conflict, transnational organized crime and the insecurity it generates, the deterioration of democracy, in particular the increase in authoritarianism and explicit threats to the human rights of women and LGBTI people, the reduction of spaces for civil society action, violence against women defenders of human and environmental rights, the destruction of the environment and the growing insecurity of all kinds that results from climate change, the proliferation of weapons, in particular small arms and their role in the escalation of gender-based violence and the increase in femicides, and displacement and migration related to all of these situations.

The CIM's response revolves around knowledge management, and the creation of spaces for dialogue, and capacity building in three key areas: i) re-energizing the women, peace, and security agenda in the Americas; ii) the role of women in the management of all types of crises and conflict, from a perspective of feminist democratic leadership; and iii) violence against women in contexts of social conflict. During this period, the CIM has managed virtual spaces to dialogue, build knowledge, and identify priorities for future action on these issues, which will include the publication of a series of documents and the development of virtual courses.

## **5.5. Institutionalization of the human rights and gender equality approach in the work of the OAS**

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

Twenty-one years ago, the OAS member states adopted the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP)<sup>25</sup> with the objective of i) systematically integrating the gender perspective in all organs, bodies, and entities of the inter-American system; and ii) encouraging OAS member states to relate public policies, strategies, and proposal aimed at promoting the human rights of women and gender equality in all areas of life.

The IAP laid the groundwork for sustained, constant, and strategic work throughout the organization, led politically by the General Secretariat of the OAS (GS/OAS) and technically and strategically by the CIM. The IAP also offered the gender perspective as a crosscutting tool for addressing the identities of men and women, power relations, and asymmetries arising from this context that negatively impact the access that women and girls have to opportunities and rights.

### ***The General Secretariat's Institutional Policy on Gender Equality, Diversity, and Human Rights***

On March 7, 2016, the General Secretariat of the OAS adopted the Institutional Policy on Gender Equity and Equality, Diversity and Human Rights in the General Secretariat of the OAS (Executive Order No. 16-03).<sup>26</sup> The aim of the policy is to advance equality and equity in the exercise of rights, equal opportunity, and equal treatment for men and women in all the GS/OAS's work by strengthening its administration,

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25. OAS (2000). Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (PIA), available at: [https://www.oas.org/en/CIM/docs/PIA\[EN\].pdf](https://www.oas.org/en/CIM/docs/PIA[EN].pdf)

26. OAS (2017). Gender, Rights and Diversity in the General Secretariat of the OAS, <https://www.oas.org/en/cim/docs/GPAP-EN.pdf>

culture, and institutional capacity. The policy includes a plan of action for its implementation, a document that was approved in October 2017 and is currently being executed.

During the period covered by this report, the main accomplishments of the execution of the Action Plan included:

- Ongoing training of OAS and member State personnel on implementing a gender, diversity, and rights-centered approach through a series of specific tools designed in collaboration with the Educational Portal of the Americas: i) a Massive Open Online Course (MOOC) on Gender Equality, Diversity and Human Rights at the GS/OAS; ii) a “Virtual Course on the Rights-based Approach and Gender Equality in Policies, Programs, and Projects,”<sup>27</sup> adding to the over 1,200 people trained since the launch of the course in 2013; and iii) the “Virtual Course on Strategic Planning with a Gender Approach,”<sup>28</sup> adding to the over 250 people trained since the launch of the course in 2016, both in collaboration with the Educational Portal of the Americas.
- The continuation of the MOOC on Gender-Based Analysis Plus (GBA +)<sup>29</sup> in Spanish and English, with the support of the Government of Canada. Originally developed by Women and Gender Equality Canada (WAGE), GBA+ is an analytical process used to assess how different groups of women, men and people with diverse gender identities can experience policies, programs and initiatives differently. In the opening semester of the course, it was taken by 80 representatives of Canadian embassies, consulates and other missions in Latin America, 30 staff members from the Peruvian Environmental Assessment and Enforcement Agency (OEFA) and 30 staff members from the Financial Intelligence Unit (UIF) of the Ministry of Finance and Public Credit of Mexico.
- The Communications, Gender, and Human Rights Certificate, offered in collaboration with the Asociación Civil Comunicación para la Igualdad (Argentina), adding to the over 150 people trained since the launch of the course in 2015.<sup>30</sup>
- The Specialization in Gender-Based Violence, Participation and Public Policies offered in collaboration with the Asociación Civil Comunicación para la Igualdad (Argentina), adding to the over 100 people trained since the launch of the course in 2018.<sup>31</sup>

Part of the CIM’s work to advance gender equality in the work of the OAS includes ongoing efforts to (i) collaborate with the Department of Procurement and Management Oversight (DPMO) through technical assistance and recommendations; and (ii) grant any technical and theoretical assistance and support needed to other OAS secretariats and departments, including inter-American commissions and their secretariats, to move forward on the rights of women and gender equality through the formulation and implementation of policies, projects, and initiatives.

### ***Strengthening National Mechanisms for the Advancement of Women to move forward with gender mainstreaming***

Women ministers face numerous structural, institutional, and political challenges to fulfilling their roles as the guiding forces behind national equality/gender plans. The CIM is therefore evaluating the strategic axes to offer an enhancement program that addresses the needs and realities of the new normal.

Since 2014, the CIM has carried out Participatory Gender Assessments (PGAs) to mainstream gender in all policies, at all levels, and at all stages, by the actors normally involved in the adoption of such policies,

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

28. For more information, see: <http://portal.portaleducoas.org/es/cursos/planificaci-n-estrat-gica-enfoque-g-nero>

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

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

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

concluding with the drafting of an action plan. Following up on this work, in 2014, the CIM prepared a project that facilitates transfer of the PGA methodology to the National Women's Machineries in the region, to be replicated in other sectors and public institutions. Since then, the project has received funding from the Government of Liechtenstein to implement the transfer of the methodology in Paraguay (2015), Costa Rica (2017, at the municipal level), and the Dominican Republic (2018 and 2019, at the interagency level), in collaboration with the Principal Delegates and the National Machineries of these countries. An agreement has been signed with the Ecuadorian Secretariat for Human Rights to deliver the first virtual edition of this methodological transfer in early 2022.

Based on this experience and the significant demand for technical assistance from the CIM from National Machineries, in June 2020, the CIM launched a technical and political dialogue process with the representatives of select Machineries to identify the main steps forward, challenges, and needs of the National Machineries as far as the effective operationalization of their roles as the guiding forces behind national equality/gender policy. The results of these dialogues, together with the valuations of the IAP +20 and the process to implement the PGAs, have laid the groundwork for preparing a new Strategy to Support the National Machineries for Women in Mainstreaming the Gender, Intersectional and Rights Approach throughout the Work of the State, the preliminary outline of which was circulated to the Executive Committee for its consideration during the Fourth Regular Session.

## 6. Operational continuity and the financial and human resources situation as of November 30, 2021

The financial and human resources situation of the OAS in recent years is far from encouraging, and any cut in the CIM's regular budget would impact the Commission's capacity to fulfill its mandates.

The CIM has placed a priority on the essential activities set forth in its legal instruments, such as holding the Executive Committee's regular meetings, drafting the CIM and MESECVI annual reports, following up on implementation of the IAP, and providing technical assistance to the OAS internally to ensure the mainstreaming of an approach that prioritizes gender, diversity, and rights in the Organization's projects.

**Table 2: Budget execution of the Regular Fund of the CIM 2021 (30/11/21)**

Object of expenditure	2021
	Budget execution (USD \$)
CIM Staff	1,247,910.50
Inter-agency assistance	-
Documents	-
Supplies and equipment	-
Contracts and conference services	167,512.66
Other expenses	12,605.52
<b>Total</b>	<b>1,428,028.68</b>
Total (Personnel)	1,247,910.50
Total (Non- Personnel)	180,118.18

In 2021, the CIM confirmed that the Executive Secretariat personnel were its most important and limited resource. Therefore, in response to the 5.14% budget cut applied for 2021, no personnel were cut; rather, the cut was taken entirely from the CIM's "non-personnel" funds, which meant a 24.45% reduction in available funds. For the year 2022, the budget negotiated by the Committee on Administrative and

Budgetary Affairs (CAAP) and approved by the General Assembly of the OAS contemplates an increase of 3% in the funds available to the CIM, which will be applied to the "Personnel" funds.

Currently, the CIM Executive Secretariat personnel includes an executive secretary, seven professional-grade officials, and one administrative-grade official. The Secretariat also has a fluctuating number of consultants, depending on the regular and specific funding available for executing programs and projects, along with interns provided by the OAS Internship Program.

**Table 3: Budgetary situation of the CIM Executive Secretariat**

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
<b>OAS Regular Fund</b>	\$85,350,800	\$83,870,500	\$82,978,100	\$84,324,100	\$84,300,000	\$73,500,100	\$81,575,000	\$82,700,000	\$82,700,000	\$79,000,000
<b>Regular Fund - CIM</b>	\$1,254,000 (1.5%)	\$1,295,100 (1.5%)	\$1,355,400 (1.6%)	\$1,353,600 (1.6%)	\$1,413,600 (1.7%)	\$1,261,600 (1.7%)	\$1,726,800 (2.12%)	\$1,726,800 (2.01%)	\$1,659,000 (2.00%)	\$1,573,800 (1.99%)
	\$237,000 (Non-personnel)	\$237,000 (Non-personnel)	\$223,500 (Non-personnel)	\$223,500 (Non-personnel)	\$285,500 (Non-personnel)	\$218,500 (Non-personnel)	\$410,800 (Non-personnel)	\$381,100 (Non-personnel)	\$258,100 (Non-personnel)	\$195,000 (Non-personnel)
<b>OAS officials (Regular Fund)</b>	464	431	435	405	389	412	412	400	375	373
<b>CIM officials (Regular Fund)</b>	6 (1.3%)	8 (1.9%)	8 (1.8%)	8 (2.0%)	8 (2.0%)	7 (1.7%)	9 (2.18%)	9 (2.25%)	9 (2.4%)	9 (2.4%)

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