XXXII ASSEMBLY OF DELEGATES
27 – 29 October 2004
Washington, D.C.

OEA/Ser.L/II.2.32
CIM/doc.6/04
October 18 2004
Original: English

REPORT OF THE PRESIDENT, THE EXECUTIVE COMMITTEE, AND THE PERMANENT SECRETARIAT OF CIM TO THE THIRTY-SECOND ASSEMBLY OF DELEGATES OF THE INTER-AMERICAN COMMISSION OF WOMEN

(Item 3.a. of the Agenda)

TABLE OF CONTENTS

INTRODUCTION 5

I. THE EXECUTIVE COMMITTEE AND XXXI ASSEMBLY OF DELEGATES 7

II. SUMMARY OF ACTIVITIES 8

A. IMPLEMENTATION OF THE 2002-2004 BIENNIAL WORK PLAN OF THE CIM 8

1. Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP) 8

2. Summit of the Americas 12

3. Implementation of the Strategic Plan of Action 12

B. SPECIAL ACTIVITIES 17

III. RELATIONS WITH OTHER REGIONAL AND INTERNATIONAL AGENCIES AND ORGANIZATIONS 18

A. THE INTER-AMERICAN SYSTEM 18

1. Within the OAS *18*

2. Other Inter-American Organizations *19*

3. Other regional and international entities and organizations 20

4. Civil society organizations 20

ANNEX I: CIM MEETINGS NOV. 2002-FEB. 2004 25

ANNEX II: MANDATES OF THE OAS GENERAL ASSEMBLY 30

INTRODUCTION

The 2002-2004 Biennium has been a particularly active one for CIM. It has been a time of change, with less emphasis on process and more emphasis on **results,** as it continues to strengthen its role as the "principal forum for generating hemispheric policy to advance women's rights and gender equality".

We thank the outgoing Executive Committee for their activism, their commitment and their valuable leadership and contributions in advancing the work of the Commission and the progress of women in our region. Together with the Permanent Secretariat, we have built on the achievements of previous Executive Committees in advancing the human rights of women.

We also thank the former Secretary General of the OAS, Dr. César Gaviria, the Acting Secretary General, Ambassador Luigi Einaudi, and the Permanent Council for creating the environment for some of these developments. We wish to place on record our satisfaction with the extent of collaboration between the organs of the Inter-American system based on mutual respect and cooperation.

This period has seen a greater convergence of the mandates received from the Summits of the Americas, the OAS General Assembly, the CIM Assembly of Delegates and especially the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP). Increasingly, the IAP, endorsed by the Quebec Summit of the Americas as an effective tool for gender mainstreaming, is becoming the blueprint of action for the CIM.

In this biennium, CIM was responsible for following up and coordinating the activities related to the implementation of the Inter-American Program for Promotion of Women's Rights and Gender Equity and Equality (IAP), with special emphasis on the implementation of the gender mainstreaming mandates. The two meetings which were convened, SEPIA III, Gender and Education, and the Preparatory Meeting for SEPIA IV, Gender, Science and Technology, successfully accomplished the task of examining and developing recommendations on the incorporation of a gender perspective in both ministries. The CIM is satisfied with the outcome of the meetings, which were attended by representatives of governments, civil society and relevant agencies. In addition, CIM participated in the follow-up of SEPIA I, Gender and Labor, and SEPIA II, Gender and Justice. The high level of cooperation between CIM and stakeholders has greatly contributed to the success of our efforts. The CIM also completed the capacity building program to train OAS professional staff to mainstream gender in all aspects of the organization's programs and policies, and is responsible for its follow-up.

In terms of the second priority area, "Fulfilling the Mandates of the Summit of the Americas," CIM has continued to play an active role in their implementation. As technical adviser to the Summit Implementation Review Group (SIRG), CIM has worked diligently to ensure that gender continues to be included as a cross-cutting issue, working closely with the II Meeting of Ministers or of the Highest Authorities Responsible for the Advancement of Women in the Member States, (REMIM II), on developing recommendations for the SIRG and for the 2005 Argentina Summit of the Americas.

The third priority area of action deals with the execution of CIM's Strategic Plan of Action. With regard to the human rights of women and the elimination of violence against women, we are pleased to note that during this biennium, we saw an increased emphasis on the Convention of *Belém do Para*, with the convening of a Meeting of Experts to develop a Follow-Up Mechanism for its implementation. We look forward to its approval at the Meeting of States' Parties, convoked for October, 2004.

We also saw an increased emphasis on the issue of "Trafficking in Women and Children in the Americas for Purposes of Exploitation". The responses to our work in this area have been very positive and we look forward to its continuation.

In terms of the participation of women in power and decision-making structures, we continue our collaboration with the Inter-American Development Bank's PROLEAD, program and recognize the contribution of the OAS Office for the Promotion of Democracy, to this effort. We see our role as that of a facilitator and we are eager to enter into synergistic relationships in order to prepare women to take up their places in the decision-making processes. To encourage women's leadership and ensure better results, our Principal Delegates and Ministers with responsibility for women must continue their role as protagonists in their respective countries in creating the enabling environment for women.

The task of poverty eradication and discrimination is an ongoing one. While we have taken some initiatives, as contained in the summary of activities, we recognize that our governments will have to do much more in these areas.

We need to recall that governments adopted the Inter-American Program which reaffirmed the Member States' commitment to combat all forms of discrimination, and to promote equal rights and opportunities for women and men,. This will require the ongoing participation of the OAS and, in particular the CIM as the principal forum for generating hemispheric policy on gender equity and equality, as well as cooperation between the OAS and the different regional and sub-regional agencies and entities.

The Inter-American Commission of Women (CIM) will continue to play its role of sensitizing women to become more politically involved in the welfare of their countries and to take leadership roles in the development of their nations. We will continue to work to bring about more successes in this vital objective of our organization.

The Commission has successfully carried out the challenge of positioning the CIM as a relevant and viable organization. The task for us at this critical juncture is to pursue initiatives that could see tangible gains for the Commission in terms of human and financial resources to expand its work. However, the issue of CIM's budget unfortunately remains on the forefront of our mind. The reductions in CIM's budget have been very painful. Since 1998, the budget has declined from approximately $1.2 million (1997) to $823,000 (2005). The year 2003 also saw the elimination of the Seed Fund, which for years had provided much needed resources to women's organizations in our member states. It is important to highlight that the work and accomplishments of our major priority areas-violence, trafficking, and gender training at the OAS have all been accomplished with external resources.

We face many challenges in our efforts to move forward and to take and maintain a position of leadership in the hemisphere. There remains much to be done in order to promote and attain the human

and political rights of women. In an effort to renew and modernize the OAS, in the efforts to maintain the relevancy and leadership of the organization, it is imperative, regardless of a new structure, that CIM have a horizontal relationship with the entire organization from top to bottom. The reinforcement of CIM's role as a leader in gender policy at the OAS, and throughout the region, can only serve to enhance the OAS's position as the premier hemispheric political body. Finally, we must remember that the promotion of gender rights allows for advancement of society in every other terrain.

I. THE EXECUTIVE COMMITTEE AND XXXI ASSEMBLY OF DELEGATES

The XXXI Assembly of Delegates, held October 29-31, 2002, in Punta Cana, Dominican Republic, elected the Executive Committee for the 2002-2004 biennium. The committee was comprised of: the President, Yadira Henríquez (Dominican Republic), the Vice President, Florence Ievers (Canada), and the delegates of: Guatemala, Nicaragua, Paraguay, United States, and Venezuela. The following mandates were received from the Assembly and are being executed.

CIM/RES. 219 (XXXI-O/02)	Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality
CIM/RES. 220 (XXXI-O/02)	Unified Standards for Preparation of Delegates' Reports; CIM/RES.221 (XXXI-O/02) Meetings of the Executive Committee for the 2002-2004 Term
CIM/RES. 222 (XXXI-O/02)	Biennial Work Program of the Inter-American Commission of Women 2002-2004: Program Guidelines
CIM/RES. 223 (XXXI-O/02)	Place and Date of the Thirty-second Assembly of Delegates of the Inter-American Commission of Women
CIM/RES. 224 (XXXI-O/02)	Follow Up of the Convention of *Belém do Pará*
CIM/RES. 225 (XXXI-O/02)	Fighting the Crime of Trafficking in Persons, Especially Women, Adolescents and Children
CIM/RES. 226 (XXXI-O/02)	Second Meeting of Ministers or of the Highest Ranking Authorities Responsible for the Advancement of Women in the Member States (REMIM II)
CIM/RES. 227 (XXXI-O/02)	Relations of the Inter-American Commission of Women (CIM) with Civil Society Organizations
CIM/RES. 228 (XXXI-O/02)	Vote of Thanks to the Government of Dominican Republic
CIM/DEC. 1 (XXXI-O/02)	Statement on the Protection of the Human Rights of Women

MEETINGS OF THE 2000-2002 EXECUTIVE COMMITTEE:

DATE	MEETING	PLACE
February 20-21, 2003	First Regular Session	Washington, DC
July 17-18, 2003	Second Regular Session	Washington, DC
December 11-12, 2003	Third Regular Session	Washington, DC
February 19-20, 2004	Fourth Regular Session	Washington, DC
July 22-23, 2004	Fifth Regular Session	Washington DC

II. SUMMARY OF ACTIVITIES

A. IMPLEMENTATION OF THE 2002-2004 BIENNIAL WORK PLAN OF THE CIM

CIM activities during this reporting period were aimed at implementing its 2002-2004 Biennial Work Plan, adopted by the XXXI Assembly of Delegates of the CIM, as well as the mandates received from the OAS General Assembly and the Summits of the Americas.

The priorities for this reporting period were: 1) Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality; 2) Fulfillment of the Mandates of the Summits of the Americas; and 3) Development of the CIM Strategic Plan of Action in four priority areas: the human rights of women and the elimination of violence against women, participation of women in power and decision-making structures, education, and poverty.

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

The CIM is the organ responsible for monitoring, coordinating and evaluating the continued implementation of the Inter-American Program on the Promotion of Women’s Human Rights and Gender Equity and Equality, in coordination with governmental mechanisms for the advancement of women. During this reporting period, there was a focus on implementing the gender mainstreaming mandates of the IAP, specifically those referring the incorporation of a gender perspective at ministerial-level meetings, and to providing all organs, agencies, and entities of the OAS system with the necessary training to integrate a gender perspective into OAS policies, programs, and projects.

Resolution AG/ RES. 1941 (XXXIII-O/03), adopted by the Thirty-Third Regular Session of the General Assembly, reaffirmed the commitment of the Member States to gender equity and equality within the OAS, and acknowledged CIM as the principal forum for generating policy on gender within the Americas. The CIM Secretariat presented recommendations on the implementation of the resolution

to the Permanent Council of the OAS. CIM also provided technical assistance in executing the special session of the Permanent Council on the implementation of the IAP. In addition, CIM hosted *The Second Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States*, in April 2004, which primarily addressed "Women, Trade, and Empowerment," and the follow up on execution of the IAP in the Member States.

a. Integration of the Gender Perspective in Ministerial Meetings

Pursuant to the IAP mandate to "ensure that a gender perspective is consistently mainstreamed into the preparation and application of international instruments, mechanisms, and procedures within the framework of the OAS, and particularly on the agendas of ministerial-level meetings," the CIM instituted a process to develop recommendations on gender mainstreaming for the various ministerial meetings and follow up to them. Entitled **SEPIA** (Spanish language acronym for 'follow up to the Inter-American Program), the process has enabled the CIM, working with civil society experts, governments and other regional and international organizations, to present gender mainstreaming recommendations to Ministerial Meetings and subsequently, to analyze the results of the Ministerial Meetings to develop specific lines of action for implementation of the recommendations. The SEPIA process has been implemented in the areas of Labor in 2001 (SEPIA I), Justice in 2002 (SEPIA II) and, Education in 2003, (SEPIA III). The recommendations for SEPIA IV, Gender, Science and Technology, were prepared at a meeting of experts in gender an science and Technology, organized in August 2004, by the Office of Science an Technology in collaboration with the CIM. These recommendations will be presented at the First Meeting of Ministers and High Authorities of Science and Technology in the framework of CIDI-OAS to be held in Lima, Peru, in November 2004.

The activities carried out in the context of the SEPIA process are detailed below:

SEPIA I – Gender and Labor:

As follow up to the SEPIA I process initiated at the XII Inter-American Meeting of Ministers of Labor (2001), the CIM has continued to participate in the Working Group Meetings of the Labor Ministerial. As requested at the previous technical meeting, in March 2003, the CIM presented a report entitled, "Gender and Labor: Progress, Challenges, Best Practices, and Strategies for Action" at a Working Group meeting of the XII IAML in Montevideo. The CIM also worked with the Member States to make sure that gender was included in the Declaration and Plan of Action of the XIII Inter-American Meeting of Ministers of Labor (XIII IAML).

In May 2004, the Executive Secretary presented the results of REMIM II to a Working Group meeting of the XIII IAML. She emphasized the importance of the Ministries of Labor in implementing the recent agenda that has been introduced by the CIM, such as the resolution on "Women, Trade, and Economic Empowerment" adopted by said Ministerial. Certain labor conditions that affect women in particular, such as the *maquiladora* sector and the rural sector, were underscored in order to highlight the labor conditions that many women in the Americas face.

SEPIA II – Gender and Justice:

To further the SEPIA II process, REMIM II approved recommendations, to be presented to the V Meeting of Ministers of Justice of the Americas (REMJA-V), to integrate a gender perspective in

Justice policies and programs. These recommendations were presented by the Executive Secretary at the REMJA V Ministerial (April 2004), where the CIM had been invited to speak on the issue of violence against women and its work. It is noteworthy that the Conclusions and Recommendations of REMJA V, included in chapters VI, VI, and VII specific references to violence against women, trafficking, and gender and justice as important concerns in this area.

In addition, the CIM is working with the Justice Studies Center of America (JSCA) to follow-up on the gender mainstreaming recommendations presented to the IV Meeting of Ministers of Justice of the Americas (REMJA-IV), which took place in March 2002. In November of 2003, the JSCA and the German Technical Cooperation Agency of Germany (GTZ) organized the Inter-American Seminar on Gender and Justice, in Viña del Mar, Chile, which was cosponsored by the CIM. This Seminar was one of the measures developed to promote the implementation of the recommendations of SEPIA II- Gender and Justice, and of the guidelines of the IAP. It was aimed at generating a broad forum to debate the main issues in gender and justice. Topics included: Participation of Women in Justice Systems; Gender and Reforms of Criminal Proceedings; Civil Society, Gender, and Justice; International Conventions on Women's Issues: their follow-up mechanisms and their impact on the administration of justice; how to qualify for assistance from cooperation agencies, and Women's Courts. The JSCA has also undertaken the study "Gender Reform in Criminal Justice Procedures" on the impact of criminal code reform on the handling of domestic violence and sexual offenses in various countries in the Americas

SEPIA III – Gender and Education:

In 2003, the CIM developed recommendations for integrating the gender perspective into programs and policies of the ministries of education, which were presented at the Third Meeting of Ministers of Education, held in Mexico City on August 11-13, 2003. In December of 2003, the CIM convened the follow-up meeting of experts from all sectors (SEPIA III) to analyze the results of the Ministerial and to prepare lines of actions for implementing the recommendations. Participants included CIM Principal Delegates, a representative of the Inter-American Committee on Education (CIE), experts from Education Ministries, and representatives of the OAS Social Development and Education Unit, NGOs and regional organizations working in the area of gender and education. The recommended strategies and lines of action from this meeting were forwarded in 2004 to the Ministers of Education, the CIE, CIM Delegates, and all participants at the meeting.

SEPIA IV- Gender and Science and Technology:

In preparation for SEPIA IV-Gender, Science and Technology, the CIM, the OAS office of Science and Technology, and the Gender Advisory Board of the UN Commission on Science and Technology for Development, cosponsored the meeting of experts on Gender, Science and Technology on August 24-25, 2004. The purpose of this meeting was to prepare recommendations on integrating a gender perspective on science and technology policies and programs to be presented at the First Meeting of Ministers and High Authorities in Science and Technology, within the framework of CIDI-OAS to be held in November, 2004 in Lima, Peru. Participants at the experts meeting included representatives of several National Councils of science and technology, universities, civil society and international organizations, including ECLAC, UNESCO, and PAHO. The resulting document, **Recommendations for Integrating a Gender Perspective in Science and Technology Policies and Programs in the Americas**, was considered and approved by the COMCYT Delegates at the Second Preparatory Meeting for the Science and Technology Ministerial, held September 21-22, 2004 in Washington D.C.

As part of the SEPIA IV process, the Executive Secretary, together with the director of the Science and Technology attended a UNESCO/FLACSO conference on Gender, Science and Technology, held in Buenos Aires, in November 2003.

b. Integration of a gender perspective within the OAS

The General Secretariat of the OAS, the Canadian International Development Agency (CIDA) and CIM concluded a 3-year joint project to train professional OAS personnel to integrate a gender perspective in all programs and policies of the organization, which was funded by the Canadian government. Initiated in 2001 with the creation of a Steering Committee headed by a representative of the General Secretariat, the project was officially launched in May 2002.

A total of ten training sessions in English and Spanish were held for staff, and for OAS National Office Directors, at headquarters and in Montevideo and Miami throughout 2002-2003. Approximately 200 officials whose work is connected with policy-making and project design, execution, and evaluation completed training during this period. Sixteen officials received special additional instruction as trainers to ensure the continuity of the program. The results of the courses have exceeded expectations, and the training has been of great practical utility in the work of OAS staff members. CIDA has expressed interest in funding future training on gender mainstreaming and on harassment and abuse of power in the workplace.

c. REMIM II – The Second Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States: April 21-23, 2004

The Second Ministerial, convened by the OAS General Assembly and organized by the Inter-American Commission of Women (CIM), was held in Washington, D.C. on April 21- 23, 2004.

The Secretary General of the Organization of American States (OAS) transmitted the convocation to the governments of the member states in fulfillment of resolution AG/RES. 1941 (XXXIII-O/03) "Promotion of Women's Human Rights and Gender Equity and Equality." Approximately 100 people attended the meeting. Heads of delegation included Ministers of Women's Affairs, a Minister of Social Transformation, Ambassadors, and Principal Delegates to the CIM, among others. The CIM was the meeting coordinator.

The most important issues addressed by the Ministers, included: Women, free trade, and economic empowerment: Impact of free trade agreements on women's economic empowerment; Gender mainstreaming and Women's Participation in free trade processes. They also, considered the results of the special summit held in Mexico, as well as, Gender equity and equality at the Fourth Summit of the Americas and proposals for gender mainstreaming in its Declaration and Plan of Action. The Delegations reported on best practices developed for the implementation of the IAP, on labor, education and justice.

One Declaration and five Resolutions were adopted during the Ministerial regarding: "Integrating a Gender Perspective in the Summits of the Americas", "Women, Trade and Economic Empowerment", "Violence against Women: Inter-American Convention to Prevent, Punish, and Eradicate Violence

against Women, the Convention of '*Belém do Pará*' ", "Recommendations on Gender and Justice to be Presented to the V Meeting of Ministers of Justice or of Ministers or Attorney Generals of the Americas (REMJA V)"and "Strengthening of the CIM"

The Final Report of this meeting (CIM/REMIM-II/doc.37/04) is available on the CIM WEB Page at http://www.oas.org/cim

2. Summit of the Americas

CIM continues to carry out the mandates emanating from the Summit of the Americas. Among the actions and projects undertaken by CIM in fulfillment of these mandates were: 1) Continued work with the Inter-American Commission on Human Rights, especially in the implementation of recommendations on gender presented to the Ministers of Justice and Attorneys General, as well as on violence against women. 2) The Implementation of the Inter-American Program on Women's Human Rights and Gender Equity and Equality: Mainstreaming gender in Ministerial-level meetings-SEPIA III, Gender and Education, the follow up of SEPIA I, Gender and Labor, and SEPIA II, the follow-up of Gender and Justice. 3) The implementation of Gender Training within the OAS for program and policy staff. 4) The continued work on the research on violence against women and the trafficking of women and children for sexual exploitation, and the implementation of recommendations emanating from both projects.

During this reporting period, the CIM collaborated with the Secretariat for the Summit Process and the missions of the Member States to ensure the integration of gender in the Special Summit of the Americas, held in Monterrey, Mexico in January 2004. The ensuing Declaration of Nuevo León addresses the issues of the empowerment of women; their full and equal participation in the development of our societies; their equal opportunities to exercise leadership as a way of reducing of poverty, promoting economic, and social prosperity; people-centered sustainable development. The Declaration also expresses the member state's commitment to continue promoting gender equality and equity and their will to cooperate in the fight against trafficking in persons, which especially affects women and children.

The CIM is currently working with the Office of Summit Process on the preparation of the next Summit of the Americas, to be held in Argentina in November, 2005. The recommendations of the XXXII Assembly of Delegates regarding the Summit will be presented at the preparatory meeting of the Summit Implementation Review Group (SIRG) to be held in Argentina in March of 2005.

3. Implementation of the Strategic Plan of Action

a. Human rights of women and elimination of violence against women

The CIM continues to promote ratification by all OAS member states of the Convention of *Belém do Pará* and implementation of its objectives. To date, thirty-one of the 34 Member States have ratified it.

With the aim of promoting implementation of the Convention of *Belém do Pará*, the CIM attended the Inter-agency meeting of experts on "Key Components for Laws and Policies on Violence against Women," held in Washington, DC, in August 2003. The purpose of the meeting was to identify

the productivity of current legislation and examine necessary components that should be included in legislation meant to eliminate gender based violence in Latin America. A similar inter-agency meeting, "Developing Coordinated Approaches to Eradicating Gender-based Violence in the Caribbean,", was held in Barbados, in May 2004, to monitor the prevailing situation of violence against women in the Caribbean.. The model legislation designed at this meetings, will be used in pilot projects in Brasil, Costa Rica, Honduras and the Dominican Republic, to support the design, implementation, evaluation and monitoring of laws and public police on domestic violence.

In September 2003, CIM co-sponsored and participated in a seminar on "Domestic violence from a human rights and gender perspective", organized by the Ministry of the Interior of Uruguay through the Citizen Safety Program and the Attorney-General's Office of the Ministry of Education and Culture. The Seminar's main objective was to train prosecutors and police on violence against women. The training was carried out by ILANUD. Issues included "Human Rights, Gender, and Domestic Violence," "Possible Approaches from the Public Sector to Address Domestic Violence," and "Enforcement of Regulatory Frameworks on Domestic Violence in Uruguay." The Principal Delegate of Uruguay represented the CIM at this event, which had excellent results. Finally, in 2004, the CIM participated in the National Congress to Support the Harmonization of Local Legislation with International Instruments on Women's Human Rights – Effective Exercise for Women's Human Rights in Mexico, where the CIM expert made a presentation on "The Right of Women to Live Without Violence."

The CIM additionally was asked to make recommendations to the preparatory meeting responsible for drafting the Inter-American Program on the Human Rights of Migrants.

Follow-up on Implementation of the Convention of Belém do Pará

Pursuant to a mandate received from the XXXI CIM Assembly of Delegates (CIM/RES.224/02), and subsequently approved by the OAS General Assembly (AG/RES.1942/03), the CIM carried out the preparatory work for the development of a follow-up mechanism for the Convention of *Belém do Pará*, to ensure systematic and ongoing evaluation of the progress made in achieving its objectives. The Permanent Secretariat drafted a working document with a proposal for a follow-up mechanism which, once reviewed by the Executive Committee was transmitted, in to the ministers of foreign affairs, the Permanent Missions to the OAS, the principal delegates to the CIM, regional and international agencies, and civil society organizations for their observations and feedback. Replies were received from 15 countries and several organizations. Subsequently,, in July 2004, a meeting of experts met to discuss and make recommendations on the follow-up mechanism. The document resulting from this meeting was were presented to the Member States, and in October 2004, the Secretary General, in coordination with the CIM, convened a Conference of States Parties to decide on the most appropriate way to follow up on the Convention, with the participation of those states not party to the Convention, and of the OAS Secretariat for Legal Affairs and the Inter-American Commission on Human Rights. The results of this Conference will be presented to the XXXII Assembly of Delegates of the CIM.

CIM participated in the "Fifth Annual Gender and Law Conference-Laws, Institutions, and Gender Equality", a seminar sponsored by the World Bank (March, 2003) where the CIM had the opportunity to inform the participants about the work undertaken for a follow-up mechanism to the Convention of *Belém do Pará*. In November, CIM participated in the workshop sponsored by PAHO,

"Violence against Women: The Unfinished Agenda." CIM's presentation addressed the achievements and challenges associated with the Convention of *Belém do Pará* and the proposal for a follow-up mechanism.

Trafficking in Women and Children in the Americas for Purposes of Exploitation

Within the last two years CIM has worked extensively on research and capacity building, to combat trafficking of women, children and adolescents. It began in 1999, with a research project entitled *Trafficking in Women and Children in the Americas for Sexual Exploitation* with the purpose of providing a broad overview of trafficking in the Americas and offering recommendations for its eliminating.

During 2003 CIM worked in partnership with the International Organization for Migration (IOM) to initiate Phase II of the project in Mexico, Bolivia and Belize. Funding has been received from the U.S. government, and from the government of Mexico. In September of 2003, the Executive Secretary and the CIM trafficking specialist went to Mexico and met with 15 representatives of NGOs and government officials in order to present the results of Phase I of the trafficking project and discuss preliminary issues for Phase II of the research project in Mexico. Lastly, the U.S. government is also funding a CIM/IOM project on trafficking in the Caribbean, with the IOM as the implementing agency.

CIM has also been working with the international community to disseminate information and raise the profile of trafficking world-wide. In November 20-22, 2002, CIM delegates from Peru and Guatemala, as well as the CIM trafficking specialist participated in the "The Hemispheric Conference on International Migration: Human Rights and Trafficking in Persons in the Americas," which was held in Santiago, Chile. During this meeting CIM's efforts were mentioned in relation to its research efforts as well as the resolutions that it has put forward. CIM was also represented at the First Seminar on Trafficking in Persons, organized by the Office of Women's Affairs of the Ministry of Foreign Affairs in Buenos Aires, Argentina, on March 20, 2003. In June, 2003, CIM representatives participated in a workshop on human trafficking led by The Japan Program and Region 1 of the Inter-American Development Bank (IDB). CIM also attended the MERCOSUR Specialized Meeting of Women (*Reunión Especializada de la Mujer*-REM), held in Asunción, Paraguay, and presented recommendations on trafficking. As a result, a working group on trafficking in persons was established at the REM. In October 2003 the Executive Secretary and the CIM trafficking specialist went to a conference in El Salvador to discuss current trafficking projects and coordinate approaches to stifle trafficking in Central America. Finally, CIM's trafficking specialist made a presentation at the "First Conference on Mechanisms against Organized Crime," organized by the Inter-American Drug Abuse Control Commission (CICAD) in Mexico City.

CIM has also worked to combat sexual tourism in the hemisphere. In May of 2003, it participated in the Regional Consultation for the Americas on the protection of children against sexual exploitation in tourism, organized by the World Tourism Organization and the Costa Rican Government. Following this meeting, CIM took part in the June meeting of the Ministers of Tourism held in Guatemala and made a presentation entitled, "Trafficking and the Sexual Exploitation of Women Adolescents and Children." In addition, CIM recently attended the "Third Bilateral Conference: Parallel Worlds, Tijuana and San Diego, Child Sexual Tourism and Other Forms of Trafficking Persons" in August of 2003. Finally, in April, the CIM made a presentation at the preparatory meeting of REMJA V, encouraging the inclusion of trafficking on the Ministerial agenda.

In an effort to disseminate information about trafficking, CIM, the Department of Public Information of the OAS, and the Inter-American Children's Institute (IACI) sponsored a

videoconference entitled, "Trafficking in Persons, especially Women, Adolescents, and Children: Sharing Best Practices to Prevent and Protect Victims and Punish Traffickers." Input from various NGOs as well as government organizations were included. The conference was moderated by María Elena Salinas, a prominent Univision newscaster. Univision has also sought technical assistance from CIM regarding a segment that they prepared on trafficking in 2003. Finally, in December of 2003 the Executive Secretary met with the Editorial Board of the New York Times. Subsequently, a trafficking editorial was published in January of 2004.

One of CIM's primary goals is to continue its work on the issue of trafficking in persons. A resolution was passed by the thirty-fourth General Assembly giving CIM the mandate to continue working on the issue of human trafficking and report on its progress to the General Assembly every year. This resolution again requested the appointment of a Trafficking Coordinator who will work within the CIM and mandated the Permanent Council convene a Regional Meeting on Trafficking.

b. Participation of women in power and decision-making structures

The CIM continues to participate as a co-sponsor and member of the Council of the IDB Program for the Support of Women's Leadership and Representation (PROLEAD), which finances leadership projects in the Hemisphere. During this past year, PROLEAD, together with CIM, the Unit for the Promotion of Democracy, INDES and UNIFEM, carried out the First Andean Training Course on Democracy and Political Management for Young Women in Politics, held in Quito, Ecuador in August 2003. Some 25 young women leaders from political parties, government and civil society of all the Andean countries participated in the training program.

In 2003, the Executive Secretary of CIM worked together with the Council of Women World Leaders and its adjunct organization, the International Assembly of Women Ministers, to bring about the first-ever meeting of heads of gender units of intergovernmental organizations in the context of an international meeting of Ministers of Women's Affairs convened by the Council in October 2003 in Washington, D.C. Ministers and representatives of 46 countries from around the world attended this event, which also included the meeting of the Ministers and the heads of the gender units, co-chaired by the CIM. The women ministers and intergovernmental organizations agreed to establish a communication and exchange network, co-Chaired by the Honorable Jean Augustine, (Multiculturalism and Status of Women Canada) and Dr. Marcela Suazo, (Honduras).

Finally, the CIM lent technical support and participated in an Experts Meeting organized by the Unit for the Promotion of Democracy entitled "Is Financing an Obstacle to the Political Participation of Women?" in December 2003, in Washington, D.C.

c. Women, Peace and Security

Pursuant to the mandate of the Assembly of Delegates, CIM has supported the promotion and implementation of UN Security Council Resolution 1325 in the Hemisphere and the full participation of women in conflict prevention and peace-building. With the support of *Women Waging Peace*, CIM has been active in promoting a gender perspective in matters related to women, peace, and security in the Americas. With *Women Waging Peace,* CIM collaborated with the Committee on Hemispheric Security and the member states to incorporate, in the Declaration of the Special Conference on Hemispheric Security, a paragraph reaffirming the importance of enhancing the participation of women in all efforts

to promote peace and security. This Declaration further affirmed the need to increase women's decision-making role at all levels in relation to conflict prevention, management, and resolution and to integrate a gender perspective in all policies, programs, and activities of all inter-American organs, agencies, entities, conferences, and processes that deal with matters of hemisphere security.

In July of 2003, in preparation for the above mentioned Special Conference, a videoconference was organized to examine the integration of a gender perspective in hemispheric security issues and analyze women's contribution to peace and reconstruction processes in the Hemisphere. Panelists included the Chair of the Committee on Hemispheric Security of the Permanent Council of the OAS and representatives of women's organizations working on peace-building in Colombia, El Salvador, Guatemala, and Nicaragua. The videoconference was transmitted simultaneously from Bogotá, Managua, San Salvador, Cambridge, Massachussetts, and Washington D.C and was broadcast on the Internet via the OAS web site.

Finally, the CIM, in collaboration with the Special Program for the Promotion of Dialogue and Conflict Resolution of the OAS Office for the Promotion of Democracy, drafted the proposal, *"Training Course on Gender, Conflict, and Peace-Building,"* and initiative to train men and women peace-builders to integrate a gender perspective and promote the full involvement of women in conflict resolution and peace building,. The proposal would be implemented initially in Central America and the Andean Region. *Women Waging Peace* is interested in exploring potential partnership with the CIM/UPD to carry out this proposal.

CIM's Executive Secretary as well as other CIM representatives attended the Public Policy Day of the Fifth Annual Colloquium of Woman Waging Peace in November 2003 at Harvard University and participated in a forum on peace efforts in Colombia and Central America.

B. SPECIAL ACTIVITIES

1. Special Sessions of the Permanent Council

a. Women's Participation in Political Processes

The UPD and CIM collaborated on a forum on women's political participation in democracy. On November 25, 2002, the Permanent Council conducted a meeting on Women and Political Participation. Prominent women from throughout the region were invited to share their experiences in working through the political process. During this meeting there were three panels. The themes included: Achievements and Challenges for Women in Politics (part 1 and 2), and Promoting Full and Equal Participation of Women in Politics. Topics that were emphasized included the necessity of democracy in order to promote women's participation, and how this process also works vice versa in that women's participation also enhances the quality of democracy. Moreover, it was acknowledged that women from different backgrounds should be integrated into the democratic process, and that there needs to be a culture that promotes women into the political sphere within the member countries.

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

A special session of the Permanent Council on the implementation of the IAP was held in April 2004 immediately prior to the Second Meeting of Ministers or Highest Ranking Authorities. During this Session there were four panels: "Gender at the Summit of the Americas," "Follow-up on the Special Meeting of the Permanent Council on Women's Participation in Political Processes," "Follow-up on the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (IAP)," and "Civil Society." Accomplishments of the IAP were emphasized as well as the increased attention to a gender perspective within the OAS.

2. CIM's Seventy-Fifth Anniversary

CIM and the OAS Staff Association co-sponsored an event where girls ages 8-13 from different countries in the hemisphere painted a mural depicting women's accomplishments. The mural now hangs in CIM's new headquarters.

III. RELATIONS WITH OTHER REGIONAL AND INTERNATIONAL AGENCIES AND ORGANIZATIONS

A. THE INTER-AMERICAN SYSTEM

1. Within the OAS

Permanent Council. The Executive Secretary participated in meetings of the Permanent Council to report on the activities and projects of CIM. In keeping with the mandate established in AG/RES. 1941, the Permanent Council, with the collaboration of the CIM, organized a Special Session on Women Participation in the Political Process and the Implementation of the IAP.

Inter-American Commission on Human Rights (IACHR): During this period the CIM and the IACHR worked together on issues pertaining to CIM's Trafficking Project. CIM contacted the Special Rapporteur on Women's Human Rights, Dr. Susana Villarán de la Puente, to continue the ongoing collaboration and sent a letter to her expressing CIM's support for the actions taken by the Commission on the issue of violence against women in Ciudad Juarez.

Office of Summit Follow-up: The CIM maintains close contact with the Executive Secretariat for Summit Process and continues to promote gender for the 2005 Summit of the Americas.

Unit for Social Development and Education (USDE) of the OAS: The USDE has worked closely with the CIM on the development of recommendations on integrating the gender perspective in the Ministries of Labor and continues to ensure that CIM is present at the Meetings of the Working Groups of IACML.

Unit for the Promotion of Democracy (UPD): The CIM and the UPD exchange information on a regular basis with a view to enhancing collaboration. In 2003 CIM collaborated with the Unit for the Promotion of Democracy on the First Andean Training Course on Democracy and Political Management for Young Women in Politics. In December of 2003, the CIM Executive Secretary

participated in an Experts Meeting organized by the Unit for the Promotion of Democracy entitled "Is Financing an Obstacle to the Political Participation of Women?" Finally, UPD collaborated with CIM in drafting the proposal, *"Training Course on Gender, Conflict, and Peace-Building"*.

Office of Science and Technology: The CIM and OST have been partners in the development of gender recommendations for the Ministries of Science and Technology.

Department of Public Information: In 2003, in addition to an ongoing production of a video on women and leadership, the department gave technical support for two videoconferences, one on women, peace, and security and the other on trafficking, and disseminated information about CIM activities through press releases, radio programs and the internet.

2. Other Inter-American Organizations

In order to promote the advancement of women at the regional and international levels, the CIM carries out cooperation activities with various entities of the inter-American system. The Inter-American Development Bank (IDB), the Pan American Health Organization (PAHO), the Inter-American Children's Institute (IACI), and the Inter-American Institute for Cooperation on Agriculture (IICA) are invited to participate in all regular meetings of the Executive Committee, so as to continue exchanging information, and exploring joint initiatives.

Inter-American Development Bank (IDB). The CIM cooperates closely with the IDB, in particular as a member of the Council to the Program for the Support of Women's Leadership and Representation (PROLEAD). The IDB sponsored a workshop on human trafficking in 2003 in which CIM took part, and CIM and PROLEAD worked together with other agencies to carry out a training course for young women leaders in the Andean Region.

Pan American Health Organization (PAHO): In November 2003, CIM participated in several PAHO meetings on violence against women, including "Key Components for Laws and Policies on Violence against Women," and a panel discussion entitled "Violence against Women: The Unfinished Agenda." Work has begun with PAHO and UNIFEM to identify current legislation and examine components that should be included in legislation meant to eliminate gender based violence in the Caribbean.

Inter-American Institute for Cooperation on Agriculture (IICA): An IICA expert in rural sustainable development met with the Permanent Secretariat to look into possible joint activities and CIM participation at the III World Conference on Rural Women, held in Spain in October 2002.

Inter-American Children's Institute (IACI). The IACI is one of the partners in the project entitled, "Trafficking in Women and Children in the Americas for Sexual Exploitation." The Inter-American Children's Institute works with CIM on the issue of Trafficking and it was one of the co-sponsors of the 2003 videoconference, "Trafficking in Persons, especially Women, Adolescents, and Children: Sharing Best Practices to Prevent and Protect Victims and Punish Traffickers."

The IACI and CIM have signed a memorandum of understanding to work together in the development of an informational database regarding women and children.

Justice Studies Center of the Americas (JSCA): The JSCA collaborated with the CIM in the SEPIA II meeting and in July, 2003, participated in the Executive Committee meeting reporting on a project on Gender and Reforms in the Criminal Justice System. During this reporting period, CIM along with the JSCA and other organizations, organized and participated in the "Inter-American Seminar on Gender and Justice," Viña del Mar, Chile.

UNITED NATIONS SYSTEM

United Nations Economic Commission for Latin America and the Caribbean (ECLAC): ECLAC was one of the partners in the preparation of recommendations on gender mainstreaming presented at the XII Inter-American Conference of Labor Ministers, and in the follow-up meeting (SEPIA I).

United Nations Development Fund for Women (UNIFEM): UNIFEM co-sponsored and participated in three of the sub-regional meetings of experts on "Violence in the Americas." Currently, work has begun with PAHO and UNIFEM to identify current legislation and examine components that should be included in legislation meant to eliminate gender based violence in the Caribbean.

United Nations Latin American Institute for the Prevention of Crime and the Treatment of Offenders (ILANUD):In 2003, ILANUD provided training for prosecutors and police at the seminar on "Domestic Violence from a Human Rights and Gender Perspective;" held in Uruguay in September 2003. CIM cosponsored and participated in this seminar.

United Nations Interregional Crime and Justice Research Institute (UNICRI): UNICRI, the European Institute for Crime Prevention and Control (HEUNI), and Statistics Canada, are currently carrying out an international survey on Violence against Women, which is of interest to CIM. The results of this survey in Costa Rica were presented to the Executive Committee and CIM is promoting the extension of the survey to other countries in the Hemisphere.

World Bank: The World Bank participated actively in the SEPIA II initiative; presenting a report on projects it is developing to support judicial reforms in the member countries. In 2003, CIM participated in a conference entitled the "Fifth Annual Gender and Law Conference- Laws, Institutions, and Gender Equality." The CIM continues to focus upon the campaign to combat violence against women and promote human rights being carried out by the United Nations Population Fund (UNFPA), UNIFEM, and the United Nations Development Program (UNDP).

3. Other regional and international entities and organizations

International Labor Organization (ILO): ILO worked very closely with the CIM on developing recommendations for integrating the gender perspective in the XII IACML and participated in the SEPIA II meeting.

International Organization for Migration (IOM): The IOM is the CIM's partner for the second phase of the Trafficking project.

4. Civil society organizations

Project: "Violence in the Americas- A regional analysis, including a review of the Convention of *Belém do Pará*"

The following NGOs participated in the sub-regional meetings to analyze project results and make recommendations:

CLADEM- Latin America and Caribbean Committee for the Defense of Women's Rights
Susana Chiariotti , CLADEM Regional Coordinator, insgenar@tau.irg.ar
Cristina Zurutza, CLADEM Argentina- ece@mujer.org.ar; Florinda Corrales, CLADEM Bolivia- julietam@bo.net; Silvia Pimentel, CLADEM Brazil- cladem@osite.com.br; Norma Enriquez Riascos, CLADEM Colombia- casmujer@Colnodo.apc.org ; Estela Garzón,CLADEM Ecuador - cedhu@ecuanex.net.ec ; María Eugenis Mijangos, CLADEM Guatemala – emijangos@guate.net ; María Antonia Martínez, CLADEM Honduras- cdm@sdnhon.org.hn ; Claudia Barron, CLADEM México Centro Sur – abogadas@laneta.apc.org ; Minerva Najera, CLADEM México Norte – clademnt@onebox.com ; Patricia Orozco, CLADEM Nicaragua – patyama@midwar.com Gladys Miller, CLADEM Panamá – cefa@sinfo.net ; María del Carmen Pompa, CLADEM Paraguay – ipompa@mmail.com.py ; Pilar Aguilar, CLADEM Perú – demus@amauta.rpc.net.pe ; Ana Rivera Lassen, CLADEM Puerto Rico – AnaRLFEM@igc.apc.org .

CEJIL: Center for Justice and International Law, Viviana Kristicevich– vkristicevich@cejil.org; Web www.derechos.org/cejil

Brazil: THEMIS – Virginia Feix, theimsong@cpovo.net

Chile: ISIS Internacional – Isabel Duque- iduque@isis.cl.

Perú: Centro de la Mujer Peruana Flora Tristán, Ivonne Macassi– flora@flora.org.pe
Estudio para la Defensa de los Derechos de la Mujer DEMUS, Roxana Vásquez – demus@amauta.rcp.net.pe ;

Colombia: Casa de la Mujer, María Eugenia Sánchez – casmujer@colnodo.apc.org ;
Centro de Recursos Integrales para la Familia CERFAMI (Colombia), Flor Maria Diaz – cerfami@epm.net.co

Panamá: Centro deEstudios y Capacitación Familiar CEFA, Gladys Miller – cefa@sinfo.net ;
Centro de la Mujer Panameña CEMP, Cecilia Moreno - cemp76@hotmail.com ; Union Nacional de Mujeres de Panama, Gysela Alaniz Chiari - Gysela45@hotmail.com

Costa Rica: Centro Feminista de Informacion y Acción CEFEMINA, Ana Carcedo - cefemina@sol.racsa.co.cr ; Fundación Promoción, Capacitación y Acción Alternativa, PROCAL, Tatiana Treguear - procal@racsa.co.cr

El Salvador: Comité 25 de Noviembre. Red de Mujeres contra la Violencia, América Romualdo - america@email.com.sv ; Asociación de Mujeres por la Dignidad y la Vida, Las Dignas, Dinora Aguiñada - dignas@es.com.sv ;Centro de Estudios de la Mujer CEMUJER, Yolanda Guirola, Doris Montenegro- CEMUJER@netcomsa.Com

Nicaragua: Red de Mujeres contra la Violencia, Violeta Delgado - laredmcv@ibw.com.ni

Guatemala: Grupo Guatemalteco de Mujeres. Red de Mujeres contra la Violencia Doméstica y Sexual, Giovana Lemus - ggmsc@intelnet.net.gt ; Asociación de Mujeres Tierra Viva, M. Eugenia Lemus - tierraviva@guate.net

Honduras: Centro de Derechos de la Mujer CDM, Glenda Zelaya - cdm@cdm.sdnhon.org.hn
Red contra la Violencia hacia la Mujer, Emma Mejía S. -Tel: (504) 224682

República Dominicana: Centro de Apoyo Aquelarre CEAPA, Margot Tapia- ceapa@aacr.net;

Nucleo de Apoyo a la Mujer NAM, Zobeyda Cepeda - nam@codetel.net.do
México: Asociación Mexicana Contra la Violencia a las Mujeres COVAC, Patricia Duarte - covacmex@laneta.apc.org ; Centro de Investigación y Atención a la Mujer, A.C. CIAM, Rebeca Rosas y/o Andrea Medina - ciamgdl@infosel.net.mx ; WEB: www.ciam.org.mx
Ecuador: Centro Ecuatoriano de Promoción y Acción de la Mujer CEPAM, Miriam Garcés Dávila - mujer@vio.satnet.net
Venezuela: CISFEM, Cristina Tabarés – cisfem@cantv.net ; Coordinadora Nacional Circulos Femeninos Populares, Juana Delgado - Cfmpop@reacciun.ve
Bolivia: Oficina Jurídica de la Mujer de Cochabamba, Julieta Montaño - julietam@bo.net
Uruguay: Servicio de Paz y Justicia de Uruguay SEPAJ, Ariela Peralta- ariela@internet.com.uy
Trinidad & Tobago: Caribbean Association for Feminist Research and Action CAFRA, Nelcia Robinson - cafrainfo@wow.net ; Rape Crisis Centre, Russell Foote
Antigua & Barbuda: Soroptimist International, Shelia Roseau
Bahamas: Women's Crisis Centre, Princes Margaret Hospital, Sandra Dean Patterson
Barbados: National Organisation of Women, Nalita Gajadhar
Belize: Women's Issues Network, Carolyn Reynolds
Dominica: Christaline Merrifield
Jamaica: Women's Media Watch, Kesia Weise
St. Vincent & the Grenadines: Domestic Violence, YWCA, La Ferne Cato

Project: "Trafficking of Women and Children for Sexual Exploitation in the Americas"

The following NGOs participated actively in coordinating and gathering information and/or were interviewed as sources.

Brasil: CECRIA, project coordinator in Brazil for 150 NGOs throughout the country.
Belize: SPEAR , Gaspar Martinez; NOPCA; Human Rights Commission of Belize.
Costa Rica: Agenda Política de Mujeres; Asociación de Trabajadoras del Hogar; Casa Alianza; CEFEMINA; CEJIL Mesoamérica; EL Productor; Fundación PANIAMOR; Fundación PROCAL; FUNDESIDA; Liga Internacional de Mujeres Pro Paz y Libertad.
El Salvador: Fundación Olof Palme; Defensa del Niño Internacional; Fundación Nueva Vida Pro Niño y Niña de la Calle; Centro de Estudios de la Mujer CEMUJER; Asociación de Mujeres Flor de Piedra; Red ECPAT-ES; Fé y Alegría; Comité Nacional de Mujeres CONAMUS; FUNDE; FUNDASIDA; Asociación Entre Amigos; Asociación para la Autodeterminación y el Desarrollo de las Mujeres AMS; Fundación Dolores Medina; Las Dignas.
Guatemala: Casa Alianza; Grupo Ceiba; CIPRODENI; Oficina de Derechos Humanos del Arzobispado de Guatemala; Pastoral Migratoria Arquidiocesana; Asociación de Salud Integral ASI; Hogar Manchén;OASIS; Gente Positiva; APAES/Solidaridad; AGES; Red de Periodistas la Cuerda; ECPAT/Guatemala; Comisión Nacional contra el Maltrato Infantil CONACMI; La Sala; Cas de la Mujer (Tecun Uman).
Honduras: Save the Children; Casa Alianza; Oficina de Asistencia Legal de la Niñez y la Mujer Desprotegida OFALAN; CIPRODEH; Fundación Amigos de los Niños; Centro de Estudios de la Mujer; Centro de Derechos de la Mujer; Comunidad Gay Sampedrano; COCSIDA; Coordinadora de Instituciones Privadas Pro los Niños y sus Derechos COIPRODEN; Movimiento Visitación Padilla; CODEH; PRODIM.

Nicaragua: Instituto Nicaraguense de Promoción Humana INPRHU; Casa Alianza Nicaragua; Visión Mundial Nicaragua; Dos Generaciones; Asociación TESIS; Comunidades Eclesiales de Base; INHIJAMBIA; Centro Nicaraguense de Derechos Humanos CENIDH; Fundación de Protección de los Derechos de los Niños, Niñas y Adolescentes Infractores de la Ley y su Reintegración Social FUNPRODE; Red de Mujeres.

Panamá: Asociación Panameña de Planificación Familiar; Casa Esperanza; Centro de Estudios y Capacitación familiar CEFA: CLADEM; Foro Mujer y Desarrollo.

República Dominicana: Centro de Estudios para la Acción Femenina CIPAF; Centro de Orientación e Investigación Integral COIN; Movimiento de Mujeres Unidad MODEMU; Pastoral de la Movilidad Humana, Iglesia Católica; Proyecto Caminante; Movimiento de Autodesarrollo de la Solidaridad Internacional MAIS; Instituto de la Familia IDEFA.

The CIM Permanent Secretariat maintains a close relationship with the following:

Council of Women World Leaders: The CWWL established in 1997, is an independent international organization comprised of current and former women heads of government. Its adjunct organization, the International Assembly of Women Ministers, is composed of the sitting women ministers of all portfolios and central bank governors, which today number approximately 600 women. CIM worked closely with the CWWL to carry out a first-ever meeting of heads of gender units of international organizations in the context of an International Meeting of Ministers of Women's Affairs and will collaborate on future Ministerials.

Women Waging Peace. Ambassador Harriet Babbit, Director of the Washington Office of Women Waging Peace, made a presentation to the Executive Committee on the work being carried out by this organization to promote the role of women in peace and security issues, and the implementation of UN Security Council Resolution 1325 (2000), which seeks to incorporate the gender perspective in peace building and conflict resolution. The CIM has been working with this NGO to support of the application of the UN resolution in the Region and to strengthen the leadership and participation of the women of the Americas. *Women Waging Peace* is a collaborative venture of Harvard University's John F. Kennedy School of Government and the nonprofit organization Hunt Alternatives.

Women, Peace and Security:

Unión Nacional de Mujeres Guatemaltecas (UNAMG), Luz Méndez, General Coordinador unamg@terra.com.gt
Mujeres por la Dignidad y la Vida"Las Dignas", El Salvador, Gloria Guzmán, Director dignasdireccion@integra.com.sv
Confederación Colombiana de ONGs (CCONG), Martha Eugenia Segura, Director ccong@andinet.com

National Hispana Leadership Institute:. The CIM has an ongoing relationship with this organization. The Permanent Secretariat has participated in the training program for the NHLI Fellows.

Global Summit of Women: The CIM Permanent Secretariat maintains a close relationship with this organization, which promotes women's participation in business by organizing yearly summits for women business, professional, and governmental leaders. The CIM Executive Secretary formed part of the International Planning Committee for the 2003 Summit.

Inter-American Dialogue: The Director of Special Projects and Deputy to the President of the Inter-American Dialogue, Ms. Joan Caivano, informed the Executive Committee of the results of a study on women political leaders done by the Dialogue. The CIM Executive Secretary was one of 50 high level women interviewed for this study.

ANNEX I: CIM Meetings Nov. 2002-Feb. 2004

November 8, 2002	**Policy Day- Fourth Annual Women Waging Peace Colloquium** Boston, Massachussetts
November 20-22, 2002	**Hemispheric Conference on International Migration: Human Rights and Trafficking in Persons in the Americas** Santiago, Chile
November 25, 2002	**Special Session of the OAS Permanent Council, "Women's Participation in Political Processes"** Washington, D.C.
January 28-29, 2003	**OAS Gender Mainstreaming Project Training for Latin America** Montevideo, Uruguay
February 5-6, 2003	**OAS Gender Mainstreaming Project Training for the Caribbean** Miami, Florida
February 18, 2003	**75th ANNIVERSARY OF THE CIM**
February 19, 2003	**Preliminary Meeting to discuss the establishment of the *Ad hoc* Inter-Institutional Forum on Gender Equality** Washington D.C.
February 20-21, 2003	**I Session of the CIM Executive Committee** Washington D.C.
February 23-26, 2003	**Pathbreaking Strategies in the Global Fight Against Sex Trafficking -** US Department of State / War Against Trafficking Alliance Washington D.C.

March 18-19, 2003	**Fifth Annual Gender and Law Conference- Laws, Institutions and Gender Equality** Washington, D.C.
March 20, 2003	**I Interdisciplinary Seminar on Trafficking in Women and Children-** Ministry of External Relations, International Commerce and Religion of Argentina Buenos Aires, Argentina
March 25, 2003	**Seminar on Women and Free Trade in Integration Processes** - Ministry of External Relations, International Commerce and Religion of Argentina Buenos Aires, Argentina
May 22-23, 2003	**IX Specialized Meeting of Women of MERCOSUR -REM** Asunción, Paraguay
May 2003	**Eighth Regional Conference on Migration** Mexico
May 2003	**High Level Meeting on Poverty, Equity and Social Exclusion** Caracas, Venezuela
June 8-10, 2003	**XXXIII OAS General Assembly** Santiago de Chile
June 18, 2003	**Workshop on Anti-trafficking Initiatives in Asia, Latin America, the Caribbean, and the United States** Washington, D.C.
June 18-20, 2003	**XVIII Inter-American Travel Congress** Guatemala City, Guatemala
July 17-18, 2003	**II Session of the CIM Executive Committee** Washington, D.C.

August 5-7, 2003	**"Key Components for Laws and Policies on Violence Against Women"** Washington D.C.
August 26-28, 2003	**Third Bilateral Conference: Parallel Worlds, Tijuana and San Diego, Child Sex Tourism and Other Forms of Trafficking in Persons** San Diego, CA
September 2003*	**Thirty-sixth Meeting of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean-** ECLAC Santiago, Chile
September 15-26, 2003	**Domestic Violence from a Human Rights and Gender Perspective** Montevideo, Uruguay
September 30, 2003	**Course for Trainers of the OAS Project for the Incorporation of the Gender Perspective: Training Program for Gender Perspective** Washington D.C.
October 6-8, 2003	**First Conference on Mechanisms against Organized Crime** Mexico City
October 7-8, 2003	**Meeting of Ministers of Women's Affairs** Washington D.C.
November 7, 2003	**Policy Day- Fifth Annual Women Waging Peace Colloquium** Boston, Massachusetts
November 12-13, 2003	**UNESCO/FLASCO, Conference on Gender and Science and Technology** Buenos Aires, Argentina
November 12-14, 2003	**Inter-American Seminar on Gender and Justice** Viña del Mar, Chile
November 19, 2003	**"A New Consensus to Confront Poverty in the Americas"** Washington, D.C.

November 20, 2003	**Video Conference: "Trafficking in Persons, especially of Women, Adolescents, and Children: Sharing Best Practices to Prevent and Protect Victims and Punish Traffickers"** Washington D.C.
November 25, 2003	**"Violence Against Women: The Unfinished Agenda"** Washington D.C.
December 9-10, 2003	**SEPIA III - Gender and Education** Washington, D.C.
December 11-12, 2003	**III Session of the CIM Executive Committee** Washington, D.C.
December 16, 2003	**Inter-American Forum on Political Parties: Is Financing an Obstacle to Political Participation of Women?** Washington D.C.
December 18, 2003	**Panel for International Organization for Migration and the Society for International Development** Washington, D.C.
February 19-20, 2004	**IV Session of the CIM Executive Committee** Washington D.C.
April 28-30, 2004	**V Meeting of Ministers of Justice and Attorneys General of the Americas- REMJA V** Washington, D.C.
April 29-30, 2004	**National Congress to support harmonization of local legislation with international instruments on women's human rights** México, DF

May 11-12, 2004	**Developing Coordinated Approaches to Eradicating Gender-based Violence in the Caribbean** Barbados
May 13-14, 2004	**Participation in the Annual Meeting of the Cuban American National Council** Miami
June 1, 2004	**Hosting of the Hispanic Advisory Board Meeting of the National Center for Missing and Exploited Children** Washington DC
June 6-8, 2004	**OAS General Assembly** Quito, Ecuador
June 9-12, 2004	**ECLAC Regional Meeting on Women** Mexico City, Mexico
July 20-21, 2004	**Meeting of Experts on the Drafting of the Follow-up Mechanism to the Convention of Belém Do Pará** Washington, DC
July 22-23, 2004	**V Session of the CIM Executive Committee Meeting** Washington, DC
August 24-25, 2004	**SEPIA IV Preparatory Meeting on Gender, Science, and Technology** Washington, DC

ANNEX II: MANDATES OF THE OAS GENERAL ASSEMBLY

The following OAS General Assembly resolutions have an ongoing impact on the work of the Inter-American Commission of Women:

- AG/RES. 587 (XII-O/82), "Day of the Women of the Americas," which declared February 18th as the DAY OF THE WOMEN OF THE AMERICAS in commemoration of the date in 1928 when the Inter-American Commission of Women was created in Havana, Cuba. Since 1983, the CIM has carried out different commemorative activities both at its headquarters and in member states.

- AG/RES. 829 (XVI-O/86), "Full and Equal Participation of Women by the Year 2000," which established that the Secretary General would present biennial reports to the General Assembly on the status of compliance with this resolution, explaining how the various areas of the General Secretariat had cooperated toward that end.

  The Secretary General's last biennial report on compliance with this resolution was presented at the thirtieth regular session of the OAS General Assembly (2000). Resolution AG/RES. 1729/00 (XXX-O/00), "Seventh Biennial Report of the Secretary General on Compliance with Resolution AG/RES. 829 (XVI-O/86), 'Full and Equal Participation of Women by the Year 2000'" takes note of this last biennial report; urges the organs, agencies, and entities of the inter-American system to continue working to achieve full and equal participation of women in development and in the decision-making process, in coordination with the Inter-American Commission of Women; and instructs the Secretary General of the OAS to increase his efforts to guarantee equal opportunity for women's access to senior executive positions in the OAS, taking into account the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality.

- AG/DEC. 1 (XX-E/94), "Commitment on a Partnership for Development and Struggle to Overcome Extreme Poverty," and AG/RES. 1 (XX-E/94), "General Policy Framework and Priorities: Partnership for Development," which defined the new concept and practice of partnership for development that the OAS would henceforth implement; it also defined the cooperation priorities of the OAS system: among them, to promote greater participation by women and underprivileged groups in political and civic affairs, in full exercise of their rights, and the eradication of extreme poverty.

- AG/RES. 1257 (XXIV-O/94), "Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, 'Convention of Belém do Pará,'" by which the Convention was adopted, and which marked the achievement of one of the Commission's principal goals. The Convention came into effect on March 5, 1995. As of this writing, 30 countries had ratified it.

To follow up on the Convention of Belém do Pará, the following resolutions were adopted:

- AG/RES. 1432 (XXVI-O/96), "Status of Women in the Americas," which urged member states that had not yet done so to sign and ratify the Convention of *Belém do Pará*. It recommended that member states strengthen existing measures or, if appropriate, create new ones for the advancement

of women. It further recommended that they take gender analysis into account when developing and executing public policy. It urged the Inter-American Council for Integral Development (CIDI) to consider the gender perspective in the formulation and execution of development projects; and reiterated the importance of implementing the Strategic Plan of Action of the Inter-American Commission of Women.

- AG/RES. 1456 (XXVII-O/97), "Promotion of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, 'Convention of *Belém do Pará*,'" which instructed the CIM Permanent Secretariat to report biennially to the OAS General Assembly on the progress made in its application and on the experiences and results achieved through initiatives and programs pursued in the member states to counter violence against women. It further encouraged member states to take appropriate measures to modify any legislation of a discriminatory nature in their legal systems.

- Through resolution AG/RES. 1626 (XXIX-O/99), the General Assembly received the "First Biennial Report to the General Assembly on Compliance with Resolution AG/RES. 1456 (XXVII-O/97), "Promotion of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, 'Convention of *Belém do Pará*.'"

- Through resolution AG/RES. 1768 (XXXI-O/01), the General Assembly received the "Second Biennial Report to the General Assembly on Compliance with Resolution AG/RES. 1456 (XXVII-O/97), "Promotion of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, 'Convention of *Belém do Pará*." That resolution took note of the progress made, encouraged governments that have not yet done so to ratify the Convention, and urged the CIM and member states to continue to develop strategies to attain the objectives of this Convention, and to publish the results in the next CIM follow-up report.

- AG/RES. 1740 (XXX-O/00), "Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women, 'Convention of *Belém do Pará*,'" which urged the governments of those member states of the Organization of American States that had not already done so to ratify or accede to the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women, "Convention of *Belém do Pará*," and encouraged them to continue promoting measures to eradicate violence against women in all its forms, in the public and private arenas, in keeping with the objectives established in the Strategic Plan of Action of the Inter-American Commission of Women, in the plans of action of the First and Second Summits of the Americas, and in the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality.

- AG/RES. 1422 (XXVI-O/96), "Cooperation within the Inter-American System to Ensure Full and Equal Participation by Women in the Development Process," which invited the organs, agencies, and entities of the inter-American system to work in cooperation with the CIM by designing joint action programs within their respective spheres. Moreover, it requested that the Secretary General establish the necessary mechanisms required to ensure coordination on women's issues between the different areas of the General Secretariat and the Permanent Secretariat of the CIM, as necessary.

- AG/DEC. 18 (XXVIII-O/98), "Declaration on Equal Rights and Opportunity for Women and Men and Gender Equity in Inter-American Legal Instruments," which declared that all inter-American legal instruments relating to the rights of individuals be applied by the member states of the OAS as well as by its organs, specialized agencies, and departments, so as to ensure equality of women and men before the law, equal opportunity for women and men, and gender equity. It called upon the member states to take concrete steps to promote equality of women and men before the law, equal opportunity for men and women, and gender equity, and further recommended that any relevant inter-American instruments adopted in the future on the rights of individuals expressly ensure the equality of women and men before the law, equal opportunity for men and women, and gender equity.

- AG/RES. 1586 (XXVIII-O/98), "Observations and Recommendations on the Annual Reports of the Organs, Agencies, and Entities of the Organization," which requested the Permanent Council to consider the possibility of examining these reports with the assistance of the technical areas of the General Secretariat. It instructed the General Secretariat to make every possible effort to improve the financial status of the organs, agencies, and entities, and in particular, the Inter-American Commission of Women, within the allocated resources approved in the program-budget and other resources.

- AG/RES. 1635 (XXIX-O/99), "American Declaration of the Rights and Duties of Man," which extended the mandate given to the Permanent Council in resolution AG/RES. 1591 (XXVIII-O/98) to study and propose, if appropriate, changing the title "American Declaration of the Rights and Duties of Man" to "American Declaration of the Rights and Duties of Persons," or any other agreed term, and replacing the word "man" in the text with "person," or any other agreed term, where appropriate. It requested the Permanent Council to report on the fulfillment of this mandate to the General Assembly at its thirtieth regular session.

- AG/RES. 1707 (XXX-O/00), "The Organization of American States and Civil Society," which instructed the General Secretariat to continue to take the necessary steps for the implementation and dissemination of the Guidelines for the Participation of Civil Society Organizations (CSO) in OAS Activities, and reiterated the mandates assigned to the General Secretariat in resolution AG/RES. 1668 (XXIX-O/99). It also instructed the Permanent Council to report to the General Assembly session on CSO participation and on the implementation of that resolution at its next regular session.

- AG/RES. 1732 (XXX-O/00), "Adoption and Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality," in which the General Assembly adopted that instrument and instructed the CIM to serve as the organ for follow-up, coordination, and evaluation of said Program and the actions taken by the CIM to implement it. It

urged the OAS General Secretariat to see that the gender perspective was included in all work, projects, and programs of the organs, agencies, and entities of the OAS, in fulfillment of the Program. It instructed the Permanent Council to propose to the OAS General Assembly, at its thirty-first regular session, the allocation of technical, human, and financial resources, within the program-budget of the Organization, so that both the General Secretariat and the CIM could implement this Program. Moreover, it requested that the General Secretariat allot the human and financial resources in the program budget for 2001 needed to implement both this Program and resolution AG/RES 1592 (XXVIII-O/98), "Status of Women in the Americas and Strengthening of the Inter-American Commission of Women." It further urged the organs of the OAS and specialized organizations of the inter-American system to provide the support necessary to implement the Inter-American Program.

- AG/RES. 1741 (XXX-O/00), "Integrating a Gender Perspective in the Summits of the Americas," which requested that the member states in the Summit Implementation Review Group (SIRG) take concrete action to integrate a gender perspective as a cross-cutting theme in the Proposed Political Declaration and Plan of Action for the Third Summit of the Americas. It requested that the SIRG consider including a specific section related to women's issues within the area of "democracy and human rights." It recommended that the Meetings of Ministers or of the Highest-ranking Authorities Responsible for the Advancement of Women in the Member States be held every four years in order to contribute to the preparatory and follow-up activities of the Summits of the Americas. It further encouraged the governments to consider the recommendations of the Inter-American Commission of Women in the process of preparing the Political Declaration and Plan of Action of the Third Summit of the Americas, and requested that the CIM prepare recommendations and provide technical support for this purpose. It instructed the General Secretariat and the CIM to transmit this resolution to all the organs, agencies, and entities of the inter-American system to ensure that they would take it into account in the preparation and implementation of their work plans and programs. It instructed the OAS General Secretariat to allocate the necessary resources to the CIM for the implementation of these mandates, within the resources allocated in the program-budget and other resources.

- AG/RES. 1777 (XXXI-O/01), "Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality," which received the first report on the implementation and promotion of the Inter-American Program; reaffirmed the commitment of the governments to integrate a gender perspective into their national programs and policies; and urged the Secretary General to continue his efforts to implement the objectives of the Inter-American Program and promote the integration of a gender perspective in the Organization's activities, policies, programs, projects, and agendas. It instructed the Secretary General and the Permanent Council to assign to the Inter-American Commission of Women, in the program-budget for 2002, the human and financial resources needed for follow-up, coordination, and evaluation of the Inter-American Program and of actions taken to implement it; it further requested voluntary contributions to accelerate its implementation. It requested that the Secretary General report to the General Assembly, at its thirty-second regular session, on activities undertaken by all organs, agencies, and entities of the OAS to implement the Inter-American Program and to present pertinent recommendations.

- AG/RES. 1847 (XXXII-O/02), "Support for and Follow-up to the Summits of the Americas Process," which instructed the organs, agencies, and entities of the Organization to continue to give top priority to carrying out the initiatives assigned to them by the General Assembly, pursuant to the mandates of the Summits of the Americas, and to report regularly to the Special Committee in this regard.

- AG/RES. 1853 (XXXII-O/02), "Implementation of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality," which received the second report on the implementation and promotion of the Inter-American Program; reaffirmed the governments' commitment to integrate a gender perspective into their national programs and policies, and instructs the Secretary General and the Permanent Council to: 1) continue allocating to the CIM, in the program-budget for 2003, the human and financial resources it needs to act as an organ for follow-up, coordination, and evaluation of the Inter-American Program; 2) assign, from the 2003 Budget, the funds needed to hold meetings to follow up on the Program, including the ad hoc inter-Institutional Forum on Gender Equality; and 3) take into account, in the budget to be approved in 2004, the second Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States, which should be convened in April 2004. It also requests the Secretary General to 1) instruct the OAS organs, agencies, and entities, through the appropriate channels, to include in their reports to the General Assembly an account of the measures taken to implement the Inter-American Program and 2) report to the thirty-third regular session of the General Assembly on the implementation of this program.

- AG/RES. 1872 (XXXII-O/02), "Appointment of Women to Senior Management Positions at the OAS," ," which urged the Secretary General to reaffirm the urgent goal that women occupy 50% of posts at each level within the OAS organs, agencies, and entities, particularly at the P-5 level and above by the year 2005; to appoint qualified women as representatives and special envoys; and to actively seek and support the nomination, election, or appointment of qualified women to all vacant positions in the OAS. It also requested that he continue his work to establish policies of gender equality in the workplace, monitor closely the progress made by OAS organs, agencies, and entities in meeting the goal, and report thereon to the General Assembly at its thirty-third regular session. The resolution also urged all member states to support the efforts of the Secretary General and of the President of the CIM by identifying, and regularly submitting, through their permanent missions to the OAS, the most highly-qualified women candidates to occupy positions of trust within the OAS and to encourage more women to apply for vacant positions, which will have been widely publicized in all member states.

- AG/RES. 1883 (XXXII-O/02), "Observations and recommendations on the annual reports of the organs, agencies, and entities of the Organization," which instruct the OAS organs, agencies, and entities to include in their reports to the General Assembly a detailed account of the measures taken to implement the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality and to mainstream the gender perspective into their programs, projects, and activities.

- AG/RES 1915 (XXXIII-O/03), "Increasing and Strengthening Civil Society Participation in OAS Activities," which endorses the Strategies for Increasing the Participation of Civil Society in OAS Activities approved by the Permanent Council [CP/RES 840 (1361/03)] and urges the General Secretariat, the Inter-American Council for Integral Development (CIDI), the Permanent Council and all other organs of the OAS to facilitate this process. It establishes that the informal dialogue between heads of delegations and civil society representatives be included as a regular activity in the draft schedule of the regular sessions of the OAS General Assembly. It recommends that the Permanent Council create a specific fund entitled the "Fund for Civil Society Participation," to support the participation of civil society organizations in OAS activities and urges member states, permanent observers, and others to donate.

- AG/RES 1930 (XXXII-O/03), "Prevention of Racism and all Forms of Discrimination and Intolerance and Consideration of the Preparation of a Draft Inter-American Convention," which requests that the Justice Studies Centers of the Americas (JSCA) do a study on the experience of member states and their methods for dealing with cases of racism, discrimination, xenophobia, and intolerance considered in the justice systems, focusing on the extent to which race, nationality, creed, sex, or social condition can be the basis of discrimination in the administration of justice. It also requests that the Inter-American Commission on Human Rights conduct a study on the laws that the member states have that promote equality and affirmative action.

- AG/RES 1941 (XXXII-O/03), "Promotion of Women's Human Rights and Gender Equity and Equality," which reaffirms the support of the Member States for the work of the Inter-American Commission of Women (CIM) as the principal forum for generating policy on gender equity, equality and women's human rights within the hemisphere. It also supports the efforts by CIM to follow up on and implement the Inter-American Program and the implementation of activities and programs to integrate a gender perspective into the results of ministerial meetings on labor, justice and education. It also requests that CIDI follow up on its plan to develop the Strategic Plan for Partnership for Development 2002-2005 regarding an integration of a gender perspective into its program. In addition, it calls the Secretary General to convene the Second Meeting of Ministers or the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States in April 2004, and encourages CIM to continue developing the topic of "Women, Free Trade, and Economic Integration" as the primary focus of the meeting. Lastly, it calls the Permanent Council to consider augmenting CIM's budget in order to assist carrying out its mandate.

- AG/RES. 1948 (XXXII-O/03), "Fighting the Crime of Trafficking in Persons, especially Women, Adolescents, and Children," which urges all member states to adopt measures to implement the CIM resolution entitled "Fighting the Crime of Trafficking in Persons, Especially Women, Adolescents, and Children" [CIM/RES 225/02 (XXXI-O/02)]. It also requests the sharing of information and best practices amongst member states in combating trafficking, as well as proposes the expansion of research to other member states in order to gauge the presence of trafficking. Finally, the resolution instructs the Secretary General to appoint an "OAS Coordinator on the Issue of Trafficking in Persons, Especially Women, Adolescents, and Children," to be housed in the Permanent Secretariat of the CIM.

- AG/RES. 1954 (XXXII-O/03), "Appointment of Women to Senior Management Positions at the OAS," which urges the Secretary General to redouble efforts to reach the urgent goal that women occupy 50% of posts at each level within the OAS organs, agencies, and entities, particularly at the

P-5 level and above by the year 2005; to appoint qualified women as representatives and special envoys; and to take into account the objective of gender balance and the criterion of geographic distribution when filling vacancies in the OAS, especially positions of higher authority. It also requests that he continue to make gender equity and equality one of the priorities in his efforts to establish a new institutional culture in the OAS and monitor closely the progress made by OAS organs, agencies, and entities in meeting the goal, and report thereon to the General Assembly at its thirty-fourth regular session. The resolution also urges all member states to support the efforts of the Secretary General and of the President of the CIM by identifying, and regularly submitting, through their permanent missions to the OAS, the most highly-qualified women candidates to occupy positions of trust within the OAS and to encourage more women to apply for vacant positions, which will have been widely publicized in all member states. It calls on the organs, agencies and entities of the OAS to meet the goal of 2005and continue to accelerate the recruitment of qualified women, to include the objective of improving gender balance in their actions plans and to encourage that specific activities be undertaken to address gender issues within the workplace, as one of the follow-up actions to the Gender Mainstreaming Project.

- AG/RES. 1977 (XXXIV-O/04), Appointment of Women to Senior Management Positions at the OAS, which urges the Secretary General to ensure that women occupy 50% of posts at each grade level within the OAS organs, agencies, and entities, particularly at the P-5 grade level and above, by 2005, in order to achieve gender balance at all levels in the OAS. It additionally urges the appointment of qualified women as representatives and special envoys to represent the Secretary General in matters relating to all areas and sectors. It requests the Secretary General to take this resolution into account while preparing his "Restructuring Plan." It additionally encourages member states to support the efforts of the Secretary General and the CIM by regularly submitting the candidacies of the most highly-qualified women to occupy positions of trust within the OAS.

- AG/RES. 2011 (XXXIV-O/04), Integrating a Gender Perspective in the Summits of the Americas, which entrusts the Secretariat for the Summit Process to work in coordination with the CIM to ensure that the objectives of the Inter-American Program are included in the preparatory meetings for the Fourth Summit of the Americas, as well as the Inter-American ministerial meetings, in order to ensure that a gender perspective is included in the agendas, working papers, strategies, themes and outcomes, and that gender is recognized as an integral component of all proposed policies, programs, and initiatives. It further urges the Member States to continue to support civil society participation and collaboration in all OAS activities before the Fourth Summit of the Americas, and asks for the Member States' financial support for institutions and mechanisms that encourage a gender perspective.

- AG/RES. 2012 (XXXIV-O/04), Violence Against Women Inter-American Convention to Prevent, Punish, and Eradicate Violence Against Women, "Convention of *Belém do Pará*", which encourages the Member States that have not done so to ratify the Convention of *Belém do Pará* and urges all OAS states to participate actively in the drafting of the Follow-up Mechanism to the Convention. It further suggests that States Party to the Convention set the XXXII CIM Assembly of Delegates as the deadline to adopt a decision on the recommendations of the meeting of experts on the adoption of a follow-up mechanism to the Convention of *Belém do Pará*. Lastly, it requests the CIM Permanent Secretariat to include a special section on compliance with this resolution in the biennial report on violence that will be presented next year to the General Assembly [AG/RES. 1456 (XXVII-O/97)].

- AG/RES. 2019 (XXXIV-O/04), Fighting the Crime of Trafficking in Persons, Especially Women, Adolescents, and Children reiterates the request to the member states to consider signing and ratifying, or acceding to, the United Nations Convention against Transnational Organized Crime and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children. It also urges the member states to take the measures necessary to implement the recommendations emanating from the resolution "Fighting the Crime of Trafficking in Persons, Especially Women, Adolescents, and Children" [CIM/RES. 225/02 (XXXI-O/02). It further welcomes the recommendation of the Fifth Meeting of Ministers of Justice to hold a meeting of national authorities, with the participation of the CIM, the IIN, the United Nations, the IOM, and other related international organizations, for the purpose of studying cooperation mechanisms among the States to ensure protection of and assistance to the victims, prevention of the crime, and the prosecution of its perpetrators of human trafficking. Lastly, it instructs the OAS Secretary General to appoint a Trafficking in Persons Coordinator as mentioned in AG/RES. 1948 (XXXIII-O/03). The Secretary General, in conjunction with the trafficking coordinator is requested to present a report each year to the Permanent Council on the activities being carried out by the various OAS organs to address the issue of trafficking in persons.

- AG/RES. 2021 (XXXIV-O/04), Strengthening of the CIM encourages the Secretary General to provide sufficient human and financial resources to the CIM, and invites member states as well as the permanent observers, individuals, and public, private, national, or international organizations that wish to do so, to make voluntary contributions to fund CIM's projects and programs.

- AG/RES. 2023 (XXXIV-O/04), Promotion of Women's Human Rights and Gender Equity and Equality reaffirms the support for the work of the Inter-American Commission of Women (CIM) as the principal forum for generating hemispheric policy on gender equity and equality and the promotion of women's human rights. It also urges the Secretary General to continue to give the IAP his full support, with special emphasis on the priorities set by the Second Meeting of Ministers or of the Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States (REMIM-II). The resolution additionally supports CIM's efforts to integrate and implement activities and programs for integrating a gender perspective into the results of ministerial meetings on labor, justice, education, and science and technology. Finally, it urges the Member States and the Permanent Council, to promote the advancement of women as well as take into consideration of the recommendations of REMIM II.

- AG/RES. 2051 (XXXIV-O/04), Combating the Commercial Sexual Exploitation, Smuggling of, and Trafficking in Children in the Hemisphere urges the member states to consider the signature and ratification of, ratification of, or accession to the international instruments relating to the fight against commercial sexual exploitation of children and against trafficking in children in the Hemisphere. It also requests the CIM to present to the Permanent Council, before December 31, 2004, a study on trafficking in children for purposes of commercial sexual exploitation in the Hemisphere. Additionally it asks the Inter-American Children's Institute (IIN), Justice Studies Center of the Americas (JSCA) and the Inter-American Commission on Human Rights (IACHR) to present studies relating to the commercial sexual exploitation, smuggling of, and trafficking of children to the Permanent Council.

CIM01434E