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

(Item 2 of the Agenda)

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INTRODUCTION

This report contains the activities carried out by the Inter-American Commission of Women (CIM) in compliance with the mandates for the period running from December 2008 to October 2010. During this time, the CIM implemented its 2008-2010 Biennial Work Program,[1/] adopted by the Executive Committee at its second regular meeting in Washington, D.C., on October 5-6, 2009.

This period focused on the strengthening of the CIM, through the following activities:

i) Development of the CIM 2011-2016 Strategic Plan

In compliance with the mandates approved by the OAS General Assembly on the Strengthening of CIM,[2/] during the period under examination, the Secretary General provided important political support to CIM by including its Executive Secretariat within his office. Moreover, both the Secretary General and the Assistant Secretary General have attended events organized by the Commission and have supported CIM in its efforts to mobilize resources for existing or new projects.

Support for CIM's human and financial resources was maintained, and the vacancies that occurred both in the Executive Secretariat and in the post of another staff member who retired and was replaced by a gender specialist were filled. Moreover, a staff member was transferred from the financial area to support CIM's administration, and it was included in the areas that have receiving support through interns. During this period of time, CIM has received six three-month internships. The 2011 CIM budget was kept at the same level as in 2010.

During the first half of 2010, the CIM Secretariat engaged in a strategic planning exercise based on a comprehensive review of CIM's existing mandates[3/] and on the priorities of member states, and especially their national mechanisms for the advancement of women. This process was designed to revitalize the role of CIM as a political forum for women's rights and gender equality, and to create the foundations for result-based management, in order to strengthen CIM's institutional management capacity. One of the products of this process is preparation of the CIM Strategic Plan

1. CIM/doc.9/09 rev.2.
2. AG/RES. 1451 (XXVII-O/97), AG/RES. 1592 (XXVIII-O/98), AG/RES. 1625 (XXIX-O/99), AG/RES. 1777 (XXXI-O/01), AG/RES. 1941 (XXXIII-O/03), AG/RES. 2021 (XXXIV-O/04), AG/RES. 2124 (XXXV-O/05), AG/RES. 2161 (XXXVI-O/06), AG/RES. 2323 (XXXVII-O/07), AG/RES. 2441 (XXXIX-O/09) y AG/RES. 2560 (XL-O/10).
3. The document CIM/INF.1/10 contains a complete list of CIM mandates from: i) the Assembly of Delegates and Executive Committee of CIM (2006-2010); ii) the OAS General Assembly (2006-2010); and, iii) the Summits of the Americas.

for 2011-2016. This Plan is structured on the basis of the four priority work areas of the OAS (democracy, human rights, integral development, and multidimensional security), from a rights-based and gender equality perspective.

Taking into account the recent evaluations of the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (PIA)[4/] and the Follow-Up Mechanism to the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, "Convention of Belém do Pará" (MESECVI),[5/] as well as internal consultations on institutional priorities conducted with various OAS Secretariats, the main strategies of the 2011-2016 Strategic Plan and the 2011-2012 Biennial Work Program of CIM[6/] are coordination and harmonization of CIM and OAS activities and the institutionalization of a gender equality and rights-based approach in the principal forums and programs and in the institutional planning of the Organization.

ii) Increased internal technical support and advisory services in order to promote the institutionalization of a gender equality and rights-based approach in the work of the OAS

Compliance with mandates on implementing PIA and strengthening CIM require increased internal coordination with all areas of the Organization and participation in activities, in order to ensure that a gender equality and rights-based approach is adequately implemented. This has included launching a gender program to train OAS staff members.

On two key occasions during this period, the Secretary General included staff from the CIM Secretariat to support this institutionalization process, namely, in the Project Evaluation Committee and in its Working Group. The CIM participation in these entities strengthened the OAS response to gender aspects of different issues addressed in its projects.

iii) Increased visibility of the Commission and a closer relationship with its key partners

The visibility of the Commission has been enhanced by greater emphasis on strategic collaboration and communication, including the redesign of the CIM and MESECVI web pages, partly to bring them into line with the new corporate identity launched by the OAS, and partly to facilitate navigation and access to the information of greatest interest. The Executive Secretariat has also been working with the Department of Strategic Communication and Image to increase the visibility of CIM activities on the main page of the OAS.

In addition to its usual working relations with key entities, such as the Inter-American Development Bank (IDB), the United Nations Economic Commission for Latin America and the Caribbean (ECLAC), and the Pan-American Health Organization (PAHO), the CIM has initiated joint activities with new strategic partners to enhance the impact of its work in specific areas. These partners include the United Nations Development Fund for Women (UNIFEM, part of UN Women), the Inter-American Institute for Cooperation in Agriculture (IICA), the International Institute for

4 CIM/doc.6/10
5 CIM/CD/doc.24/10
6 CIM/doc.10/10

Democracy and Electoral Assistance (IDEA), the Inter-American Institute of Human Rights (IIDH), and the Inter-American Children's Institute (IIN).

During this period, the CIM received 25 specific mandates from its Thirty-fourth Assembly of Delegates, 45 specific inter-sessional mandates from its Executive Committee that were carried out during the period in question, and 37 specific mandates from the OAS General Assembly.

In the following report, the activities of CIM officers during this period are described: in the case of the President, the activities carried out by Mrs. Laura Albornoz are from November 2008 to October 2009, and then the activities of Dr. Wanda Jones cover November 2009 to the present. The activities of the CIM Secretariat are also discussed, in compliance with mandates from:

I) The CIM Assembly of Delegates and Executive Committee; and
II) The OAS General Assembly.

CIM activities in implementation of these mandates are presented in the report by areas identified as "pillars" of the OAS: a) substantive political civic values of women for democracy and governance; b) women's human rights and gender violence; c) civic values and economic security of women; and d) multidimensional security from a gender equality and rights-based perspective.

I. MANDATES AUTHORIZED BY THE ASSEMBLY OF DELEGATES AND THE CIM EXECUTIVE COMMITTEE

The Thirty-fourth Assembly of Delegates, held in Santiago, Chile on November 10-12, 2008, elected the following officers to the Executive Committee for the 2008-2010 two-year term: as President, Laura Albornoz Pulmann (Chile); as Vice-President, Jeannette Carrillo Madrigal (Costa Rica); and, as members: Antigua and Barbuda, Bahamas, Colombia, Mexico, and United States. The Thirty-fourth Assembly of Delegates adopted the following mandates:

Mandate	**Status of completion**	**Results obtained by CIM**
CIM/DEC. 5 (XXXIV-O/08) Declaration of Santiago	Partially completed	- Conducted studies on: i) political reforms and women's civic-mindedness; ii) implementation of quota laws in the Andean region; and iv) the intersections between HIV and violence against women in Central America and the Caribbean v)
CIM/RES. 248 (XXXIV-O/08) Gender Mainstreaming in Hemispheric Policies and in the Summits of the Americas	Partially completed	- Participated in meeting of SIRG - Evaluated implementation of PIA (CIM/doc.6/10) - Continued implementation of the project on "Progress in gender equality in the context of decent work"

CIM/RES. 249 (XXXIV-O/08) Inter-American Convention for the Prevention, Punishment, and Eradication of Violence against Women, "Convention of *Belém do Pará"*	Completed[7]	- Completed the First Multilateral Evaluation Round of MESECVI (CIM/CD/doc.24/10) - Prepared a project on strengthening MESECVI for circulation to possible donors
CIM/RES. 250 (XXXIV-O/08) Reform of Legal Instruments of the Inter-American Commission of Women (CIM) – Rules of Procedure of the Inter-American Commission of Women	Completed	- Modified CIM Rules of Procedure, in accordance with amendments to the statutes and circulated the amended version
CIM/RES. 251 (XXXIV-O/08) Gender-based violence and HIV, and Empowerment	Completed	- Implemented projects on "Integration of policies on HIV and violence against women from a human-rights perspective in Central America" and "Strengthening capacity to integrate services for HIV and violence against women in the Caribbean: a pilot project"
CIM/RES. 252 (XXXIV-O/08) Gender and Migration	Partially completed	- Organized a special session of the Special Committee on Migration Issues to discuss migration and gender (April 1, 2009)[8]
CIM/RES. 253 (XXXIV-O/08) CIM Biennial Work Program: 2008-2010: Programming guidelines	Completed	- See below a list of the specific activities undertaken under the 2008-2010 Biennial Work Program -
CIM/RES. 254 (XXXIV-O/08) Gender, Climate Change, and Natural Disasters	Completed	- Prepared a project on "Risk management and post-disaster reconstruction from a gender standpoint," for circulation to potential donors -
CIM/RES. 255 (XXXIV-O/08) Place and date of the 35th Assembly of Delegates of the Inter-American Commission of Women	Completed	- Technical support for the working group open to all Permanent Missions
CIM/RES. 256 (XXXIV-O/080) Vote of thanks to the People and Government of Chile	N/A	N/A

7. For a complete list of MESECVI activities during this period, refer to document CIM/doc.7/10
8. The details and results of this meeting are available on-line at: http://portal.oas.org/Portal/Topic/Comisi%C3%B3nInteramericanadeMujeres/Migration/Conferencias/tabid/1647/Default.aspx

During this period, the CIM Executive Committee held three regular meetings:

- The first regular meeting (March 30-31, 2009) adopted 19 agreements, which have been implemented.[9/]
- The second regular meeting (October 5-6, 2009) adopted 15 agreements, 14 of which have been fully implemented, and one[10/] partially.[11/]
- The third regular meeting (February 24-26, 2010) adopted 11 agreements, which have been implemented.

a. Substantive political civic values of women for democracy and governance

Development of leadership capacity and the impact on public policies for gender equality

In the first course on "Women's Leadership Today – Revising strategies and practices" (September 1 to November 1, 2009), using the virtual platform of the Latin American Faculty of Social Sciences (FLACSO), a joint CIM–FLACSO initiative was launched on strengthening capacity through on-line courses. The initiative is accompanied by a component of shared scholarships. Twenty-eight professionals from 13 member states were trained, and l6 of these participants from 10 member states received scholarships covered by the OAS, through the former Department of Human Development, Education, and Culture and FLACSO.

In December 2009, the CIM Executive Secretariat received funds to implement the project on "Development of leadership capacity and impact on public policies for gender equality" from the Spanish Cooperation for Development Agency (AECID). This project purports to: i) support the leadership of women and their impact on decision-making processes in the area of public policies; and ii) strengthen the capacity of government and nongovernmental institutions to lead the debate on and the negotiation and design of gender-sensitive public policies.

In October 2010, the first course on "Leadership in public policies for promotion of civic values of women" (Santo Domingo, 18-24 October), with the participation of persons responsible for public policies in national mechanisms for advancement of women from XX countries. The course given in Santo Domingo will become a virtual course through a cooperation agreement signed with the Educational Portal of the Americas.

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9. For a complete description of the activities of the Office of President and the Secretariat in compliance with these agreements, see the "Annual Report of the Inter-American Commission of Women (CIM) to the 40th regular session of the General Assembly of the Organization of American States" (CIM/doc.109/10, February 19).
10. Agreement No. 13 "Request the Executive Secretariat of the Inter-American Commission of Women (CIM) to establish contact with the United Nations Statistics Committee, ICLAC, and the Committee of Experts of CEDAW, to further work on coordinating and approving indicators on violence against women between those organizations and MESECVI."
11. For a complete description of the activities of the Office of President and the Secretariat in compliance with these agreements, see the "Annual Report of the Inter-American Commission of Women (CIM) to the 40th regular session of the General Assembly of the Organization of American States" (CIM/doc.109/10, February 19).

Gender Mainstreaming in OAS Electoral Observation Missions

The OAS Department for Electoral Observation and Cooperation (DECO) initiated a project on including a gender and rights perspective in its international electoral observation processes. It started up at the end of 2009, and will conclude in 2011, with the publication of a handbook for electoral observation missions. The purpose of this manual will be to monitor implementation of gender quotas and commitments assumed by countries in the area of the political rights of women on such missions.

CIM support for this project has consisted in: i) technical review of key project documents; ii) participation in an institutional panel for selection of the project's executing agency (*Corporación Humanas de Chile*); iii) technical assistance in implementing a workshop on electoral monitoring experiences from a gender and rights perspective (January 25-26, 2010); and iv) participation in the process of validating methodology during the municipal elections in Paraguay (November 7, 2010).

Strategies for effective enforcement of quota laws in the Andean region

Using AECID funds, the CIM Secretariat is working with the Andean Parliament, International IDEA, and other relevant organizations to support implementation of quota laws for participation of women in national and local political entities and in political parties.

The first stage of this project began in December 2009 with the preparation of an analytical document on the status of quota laws in the Andean region, with a special focus on identification of challenges and good practices in their implementation. This document was used as an input for a special session of the Andean Parliament (Lima, May 6-7, 2010) on implementation of quota laws in the Andean region. Based on this first stage of the project in the Andean region, a project proposal for replication in other regions of the Americas was prepared, in cooperation with International IDEA.

b. Women's human rights and gender violence[12/]

The CIM also attended the 16th meeting of specialized agencies and other organizations of the United Nations, held on July 6, 2009 in Port-of-Spain, Trinidad and Tobago, as well as the 43rd Meeting of the ECLAC Bureau of the Regional Conference on Women in Latin America and the Caribbean, which also took place in Port-of-Spain, on July 7 and 8, 2009. At these meetings, links were established between the MESECVI and the recently launched Observatory on Gender Equality (http://www.cepal.org/oig/). The Secretariat will support ECLAC in the promotion of the Observatory, and follow the guidelines of the UN Statistics Commission for measuring the levels of violence.

The CIM participated in the launch of the UN Secretary-General's Campaign to End Violence against Women (November 24 and 25, 2009, Guatemala City) and contributed materials to the Knowledge Fair (November 24, 2009), whose objective was to facilitate the exchange of good practices for the prevention and punishment of violence against women. The progress and results of MESECVI over the last five years were presented during the fair as a regional good practice, and informational materials were distributed to participants. In preparation for launching the Caribbean

12 For a complete list of MESECVI activities during this period, consult document CIM/doc.7/10

campaign (October 11-12, 2010, Barbados), an information sheet was prepared on implementation of Convention of Belém do Pará in the Caribbean countries.

Violence against women and HIV/AIDS: Preparation of an integral care model

On July 1 2009, the CIM participated in the Conference*: "Going beyond gender as usual: how HIV/AIDS donors can do more for women and girls."* The conference was organized by the Centre for Global Development and analyzed the work being done in this field by three international donors (PEPFAR, Global Fund, and World Bank). It assessed the extent to which HIV/AIDS programs take into account the gender question. The conference concluded that to increase the success rates of the programs conducted by donor agencies, gender inequalities needed to be addressed, as they pose obstacles to the prevention, treatment, and care of HIV/AIDS.

Within this line of work, CIM is currently implementing two projects:

i) Integration of policies and programmes on HIV and violence against women from a gender and human rights perspective in Central America

In December 2009, the preliminary situation analyses and mapping of actors on the intersections between interventions on violence against women and HIV/AIDS programmes and services were concluded and submitted to the CIM Executive Secretariat. On the basis of these studies, the second phase of the project was initiated in January 2010, consisting of the development of an integrated model of care for HIV-positive women who are victims of violence. Initially, the second phase will be implemented only in El Salvador, in collaboration with the Pan American Health Organization (PAHO) office in El Salvador. In view of PAHO's experience on these topics and its privileged relationship with the Ministries of Health in the project countries, it has assumed a leading role in advising and implementing this second phase.

ii) Strengthening Capabilities to Integrate Services for HIV and Violence against Women in the Caribbean: A Pilot Project

The CIM Secretariat has continued implementation of this project in Barbados and Dominica, in cooperation with the Institute of Gender and Development Studies, University of the West Indies (UWI) and the National HIV/AIDS Response Programme of Dominica. On the basis of the results of the *Study to Enable the Preparation of Pilot Interventions to Address Intersections between HIV/AIDS and Violence against Women in Barbados and Dominica*, the project conducted workshops in the participating countries (September 7 to 11, 2009). As a result of its pioneering work in this area, CIM was mentioned in a number of media reports in the participating countries, including CHILL News Magazine (No. 10, November 2009) published by UWI.

The second phase of this project began in January 2010, and includes the organization of focus groups of key players in each participating country, with a view to contributing to the development of an integrated care model for HIV-positive women who are victims/survivors of violence. Two focal groups have been organized, one in Barbados

and another in Dominica, and the inputs of both groups will be used to finalize and validate the integral model.

The research that CIM has conducted on violence against women and HIV/AIDS was presented at the Annual Symposium of the National HIV/AIDS Commission of Barbados (December 2 to 4, 2009, Bridgetown). The CIM Executive Secretariat has also been invited to present the results of phase two of the project during the 35th Annual Conference of the Caribbean Studies Association, which will be held from May 24 to 28, 2010 in Barbados, under the rubric of Violence in the Caribbean.

c. Civic values and economic security of women

Gender, science, and technology

On April 14, 2009 the CIM Secretariat held consultations with Dr. Sophia Huyer, Principal Advisor of the *Third World Organization for Women in Science (TWOWS*), and a member of the Advisory Board on Gender of the United Nations Commission on Science and Technology for Development (UNCSTD), to explore possibilities for cooperation. Dr. Huyer noted that *TWOWS* was interested in having the CIM participate in its future activities, which will include a conference on women in science in the region, in which the Department of Science and Technology is also invited to participate.

Moreover, in response to the interest expressed during the First Regular Meeting of the Executive Committee (March 2009) to foster and give priority to women's projects, CIM, together with the UNESCO Regional Forum, "Women, Science and Technology in Latin America," drafted a project proposal on "*Strengthening women's capacity to develop productive, technology-based projects in municipalities,"* for dissemination to potential donors. The project seeks to develop and implement the pilot phase of a program to train teachers, to stimulate and develop entrepreneurial capacity and the strategic use of information and communications technology among women, especially young women working in municipalities. When completed, this phase would provide trained teachers and a proven training methodology that will serve as a basis for an expanded program to be implemented later on.

d. Multi-dimensional security from a gender equality and rights-based perspective

Inclusion of gender in the response to trafficking in women

CIM participated in the event "Human Trafficking, HIV/AIDS, and the Sex Sector," organized by American University in Washington, D.C. on March 18, 2009.

The CIM Secretariat also attended the conference on "Combating sex trafficking by eliminating demand," held on May 13, 2009 in the Woodrow Wilson Center. Also in the Woodrow Wilson Center, the Comparative Urban Studies Project and Hunt Alternatives Fund hosted the first discussion in the Speaker Series on Demand Dynamics of Sex Trafficking. During the debate, expert panelists examined the individuals and organizations that have started and drive the sex trade, identified the serious effects of sexual exploitation on individuals and communities, and highlighted national and international best practices to eradicate the demand for sex-trafficking.

The CIM Executive Secretariat participated in the Fourth Annual Symposium on Human Rights at the School of Advanced International Studies (SAIS) of Johns Hopkins University (November 2, 2009, Washington, D.C.) During this symposium on "Trafficking in Persons as a Form of Violence against Women," which included the participation of a variety of sectors, the main speaker was the United Nations Special Rapporteur on Trafficking in Persons, Dr. Joy Ngozi Ezeilo.

The CIM Executive Secretariat was invited to participate in the forty-sixth regular session of the Inter-American Drug Abuse Control Commission (CICAD) (November 18 to 20, 2009, Miami, Florida). During this meeting, a new proposal for a Hemispheric Drug Control Strategy and its action plan were presented for the consideration of participants. The strategy includes a section on gender issues. The meeting was chaired for the first time by the United States, and included a visit to the Miami Dade County Drug Court to hear about its progress in alternative sentencing for people charged with drug-related crimes.

In November 2009, the CIM Executive Secretariat received, though the Trust for the Americas, a request by the United States Department of State for project proposals on trafficking in persons. In collaboration with the Trust, CIM prepared a statement of interest in a project on good practices in the prevention of trafficking in various countries of the region, which was submitted on December 3, 2009. To date, no response has been received from the State Department.

II. MEETING OF MINISTERS OR THE HIGHEST-RANKING AUTHORITIES RESPONSIBLE FOR WOMEN'S POLICIES IN MEMBER STATES (REMIM)

The mandate contained in resolution AG/RES. 1741 (XXX-O/00) recommends that every four years, a Meeting of Ministers or the Highest Ranking Authorities Responsible for Women's Policies in Member States (REMIM) be convened, with a view to contributing to the follow-up on the Summits of the Americas process. In compliance with this mandate, REMIM III was held in Santiago, Chile on November 13, 2008. The central theme of that meeting was the Fifth Summit of the Americas, held in Port-of-Spain, Trinidad and Tobago April 17-19, 2009.

During REMIM III, the Ministers of member states adopted and submitted their recommendations[13/] to the Fifth Regular Meeting of the Summit Implementation Review Group (SIRG), held November 17-19, 2008. As a result, the Declaration of Port-of-Spain reflected its recommendations, to strengthen national mechanisms for the advancement of women (Article 11)[14/]

13. CIM/REMIM-III/doc.6/08 corr. 1
14. Declaration of Port-of-Spain, Article 11: "11. We commit to strengthening the institutional mechanisms for the advancement of women, including, where applicable, the Mechanism to Follow Up on the Implementation of the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women "Convention of Belém do Pará" and its funding. We will encourage the full and equal participation of women in the political life and decision-making structures of our countries at all levels through laws and public policies that promote respect for women's human rights and fundamental freedoms, as well as gender equality, equity and parity."

and to recognize the importance of gender as a cross-cutting issue in national and hemispheric policies, plans, and programs (Article 6).[15/]

The CIM Secretariat continues to participate in SIRG meetings to ensure that a gender equality and rights-based perspective are incorporated into the next Summit of the Americas (Cartagena, 2010), pursuant to the mandate received at the Quebec Summit (Chapter 15).

III. MANDATES OF THE OAS GENERAL ASSEMBLY (2006 TO THE PRESENT) AND THE SUMMIT OF THE AMERICAS

Thirty-ninth Regular Session of the OAS General Assembly (San Pedro Sula, June 1-3, 2009)

On February 18, 2009, the CIM Secretariat presented the following reports to the General Committee:

- Support for the Inter-American Commission of Women (CP/CG-1760/09)
- Mechanism for follow-up on implementation of the Convention on the Prevention, Punishment, and Eradiation of Violence Against Women, "Convention of Belém do Pará" (CP/CG-1759/09)

Delegations and the Chairman of the General Committee thanked the Executive Secretary for presenting these reports, which were approved without change.

At the meeting of the General Committee held on April 8, 2009, the Interim Executive Secretary presented the following reports:

- Report of the CIM (CP/doc.4384/09)
- Report of the Secretary General on Promotion of Women's Human Rights and Gender Equity and Equality (CP/CG-1761/09 rev. 1).

The Chairman of the General Committee and delegations expressed their appreciation to the Acting Executive Secretary and the reports were approved without amendment.

Fortieth Regular Session of the OAS General Assembly (Lima, June 6-8, 2010)

At the March 15, 2010 meeting of the General Committee, the President of CIM, Dr. Wanda Jones, presented the four reports of CIM, as well as the CIM Declaration in support of Haitian Women (CP/doc.4476/10 add. 1):

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15. Declaration of Port-of-Spain, Article 6 "6. We recognize the importance of considering the differentiated needs of women and men in promoting and ensuring the integration of the gender perspective as a cross cutting issue in national and hemispheric policies, plans and programmes to be implemented in the political, economic, labour, social and cultural spheres. In this regard, we will continue our efforts to produce regional studies and statistics disaggregated by sex for measuring and monitoring, and for promoting cooperation and the sharing of good practices, experiences and policies among States on gender equality and equity within the context of human prosperity, energy security and environmental sustainability.."

- Annual Report of the Inter-American Commission of Women to the General Assembly (CP/doc.4476/10)
- Report of the Secretary General on Compliance with Resolution AG/RES. 2441 (XXXIX-O/09) "Strengthening of the Inter-American Commission of Women" (CP/CG-1813/10)
- Report on the Follow-Up Mechanism on Implementation of the Convention on the Prevention, Punishment, and Eradiation of Violence Against Women, "Convention of Belém do Pará", in compliance with Resolution AG/RES. 2451 (XXXIX-O/09) (CP/CG-1812/10)
- Report of the Secretary General on implementation of the "Inter-American Program for the Promotion of Women's Human Rights and Gender Equity and Equality" pursuant to Resolution AG/RES. 2454 (XXXIX-O/09) (CP/CG-1816/10)

The CIM President noted that with the presentation of these four CIM reports, the fundamental mandates assigned to it by the OAS General Assembly at its 39th regular session (San Pedro Sula, June 2009), regarding the PIA, follow-up to the Convention of Belém do Pará, strengthening of CIM, and follow-up on the mandates emanating from the Summits of the Americas, are fulfilled.

The delegations of Barbados, Bolivia, Brazil, Canada, Chile, El Salvador, United States, Mexico, Saint Kitts and Nevis, and Peru emphasized CIM's work, the support of the OAS Office of Secretary General, and the support provided by CIM to women leaders and political representatives. The President of the Commission congratulated CIM on the work done, especially its efforts to advance women's human rights in the Hemisphere, and to ensure gender mainstreaming in the General Secretariat, as well as the progress in implementing PIA.

Area of action	**Resolutions**	**Mandates**	**Comments**
Promotion of Women's Human Rights and Gender Equity and Equality[16/]	5	25	- Implementation and follow-up of PIA are ongoing activities - The mandates are directed to various actors (CIM and its Secretariat, the OAS Secretary General, the OAS Permanent Council, and member states) - See below the report on activities for this area
Strengthening of the Inter-American Commission of Women[17/]	5	20	- The mandates are directed to various actors (CIM and its Secretariat, the OAS Secretary General, the OAS Permanent Council, and member states)

16. AG/RES.2192 (XXXVI-O/06), AG/RES.2324 (XXXVII-O/07), AG/RES.2425 (XXXVIII-O/08), AG/RES.2454 (XXXIX-O/09), AG/RES. 2561 (XL-O/10)
17. AG/RES. 2161 (XXXVI-O/06), AG/RES. 2323 (XXXVII-O/07), AG/RES. 2374 (XXXVII-O/08), AG/RES. 2441 (XXXIX-O/09) y AG/RES. 2560 (XL-O/10)

			- See below the report on activities for this area
Convention of Belém do Pará[18/]	1	3	- Implementation of and follow-up on the "Convention of Belém do Pará" are ongoing activities. - The mandates are directed to various actors (CIM, the OAS Secretary General, member state, and regional organizations)
Mechanism for follow-up on implementation of the "Convention of Belém do Pará"[19/]	5	20	- The operation and strengthening of MESECVI are ongoing activities - The mandates are directed to various actors (CIM and its Secretariat, the OAS Secretary General, the OAS Permanent Council, the states parties to the Convention, and OAS member states) - For a full description of MESECVI activities during this period, refer to document CIM/doc.7/10
Appointment of women to senior management positions in the OAS[20/]	4	21	- The promotion and appointment of women to senior management positions are ongoing activities that depend on openings of senior positions and the availability of qualified candidates - For a complete description of the activities implemented in this area, refer to document CAAP/GT/RVPP-/10 "Reengineering and Simplification of Human Resource Management"
Inter-American Year of Women[21/]	1	6	- Mandate completed - For a complete description of the activities carried out to celebrate the Inter-American Year of Women, refer to document CIM/doc.5/10

18 AG/RES.2331 (XXXVII-O/07)

19 AG/RES.2162 (XXXVI-O/06), AG/RES.2330 (XXXVII-O/07), AG/RES.2371 (XXXVIII-O/08), AG/RES.2451 (XXXIX-O/09), AG/RES. 2544 (XL-O/10)

20 AG/RES.2191 (XXXVI-O/06), AG/RES.2335 (XXXVII-O/07), AG/RES.2427 (XXXVIII-O/08), AG/RES.2452 (XXXIX-O/09)

21 AG/RES.2322 (XXXVII-O/07)

a. Promotion of Women's Human Rights and Gender Equity and Equality

The 2010 OAS General Assembly confirmed its support for the Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality (PIA), including the activities to continue promoting gender mainstreaming in the OAS General Secretariat's work and in all ministerial meetings.

Inclusion of an analysis of gender and gender equity and equality as cross-cutting themes and objectives in all OAS programs

Using funds from the Canadian International Development Agency (CIDA), the CIM Secretariat has been following up on this Project designed to include gender mainstreaming in the policies, programs, and projects of all OAS organs, agencies, and entities. The principal components of the Project—the OAS Gender Program—are classroom and virtual training and development of an information system and specific indicators.

In October 2009, the training phase was initiated in cooperation with the Area on Gender, Society, and Policies of the Latin American Faculty of Social Sciences (FLACSO). It consisted in an analysis of the needs for gender training on the part of OAS staff members, as an input for preparation of training workshops for them to attend and a virtual on-line course. As part of this study, since December 2009 interviews have been conducted with staff members in different areas, including secretaries and directors, and a questionnaire was developed for directors and officials responsible for projects or programs.

On February 17, at OAS headquarters, the Gender Program was launched, with the participation of the CIM President, the OAS Secretary General, and the Permanent Representative of Canada. The first workshop (February 17-18, 2010) was designed to train trainers, and included the participation of staff members from different OAS departments, with a view to training a group of experts on gender issues. This group will soon be joining the OAS Practice Community for Gender Mainstreaming, a group for dialogue, reflection, and programming that will be supporting the gender mainstreaming process in OAS.

The following specialized workshop was for OAS staff, and it included key officials of the Department of Human Resources (February 18-19, 2010). Subsequently, three specialized workshops were organized on competitiveness, trafficking in persons, and management of national civil service systems (September 7-10, 2010). The materials developed in this phase will be used as a basis for the virtual course, and as inputs for the platform of the Practice Community.

Project evaluation with a gender perspective

During the period covered by this report, the CIM Executive Secretariat, through a specialist, participated actively in the Working Group of the OAS Project Evaluation Committee. The Planning and Evaluation Department of the Secretariat for Administration and Finance serves as Secretariat for that Working Group, which participates in the evaluation of profiles presented by various OAS areas, and stresses the importance of having project profiles with a gender perspective included from the time they are prepared. The CIM Secretariat participates actively in the Project Evaluation Committee, a political body.

Advancing gender equality in the context of decent work

CIM continued to work with the Department of Social Development and Employment (DSDE) in its efforts to follow up on its Strategic Guidelines for Advancing Gender Equality and Non-discrimination in the context of Decent Work, adopted during the XV Inter-American Conference of Ministers of Labour (IACML, September 2007, Trinidad and Tobago). In particular, CIM collaborated in preparation of the study, *The Institutionalization of a Gender Approach in the Ministries of Labour of the Americas*, which was presented at the 16th IACML (October 6 to 8, 2009, Buenos Aires), and it began implementing the project on "Advancing Gender Equality in the context of Decent Work," which was approved as part of the 2008-2011 OAS/CIDA Cooperation Plan and includes components for a high-level dialogue between labor ministries and national women's mechanisms in member states, subregional training workshops on gender and work in both ministries, and the development of indicators to monitor the implementation of gender mainstreaming in the ministries.

The CIM Secretariat took part in the introductory session of the *"Workshop on Gender Mainstreaming in the Ministries of Labor of the Americas*", on July 21, 2009 in Buenos Aires, as part of the activities of IACML, and as a follow-up to its strategic lines of action. Participants at the session included officials responsible for gender issues in the ministries of labor, representatives of the OAS and ILO, as well as civil society organizations. The preliminary version of the study was discussed, including the need for capacity building in the various labor ministries for more effective gender mainstreaming in their policies, programs and institutional activities.

Between April and October 2010, four subregional workshops were organized for CARICOM countries (Georgetown, 12-14 April), Central America, Mexico, and the Dominican Republic (San Salvador, 4-6 May), the Southern Cone (Asunción, 15-17 September), and the Andean Region (Quito, 12-14 October). In each subregion, workshops attended by employees of the Ministries of Labor and women's mechanisms met with a view to strengthening institutions to achieve effective gender mainstreaming in policies and programs designed to ensure decent work, to define indicators to monitor the ministries' daily activities, and to strengthen intersectoral coordination at national and subregional levels.

The CIM Secretariat participated in the planning meeting for the Inter-American Conference of Ministers of Labor (IACML), held December 10-11, 2009 in Washington, D.C. It shared a session with other international organizations, including ILO, PAHO, IDB, and ECLAC, on contributions to implementation of the Declaration and Plan of Action of the 16th IACML. The activities planned by CIM in the area of decent work, part of the project financed by CIDA, were presented at that meeting (see following section).

b. Strengthening of the CIM

With a view to including these new and emerging subjects, as well as completing existing mandates, in 2009 CIM engaged in a process to strengthen its position as the political forum par excellence in the area of women's rights and gender equality. The objective is to enhance its relevance, visibility, coordination with other key actors, and its capacity to promote a human rights and gender equality agenda within the OAS and as part of a hemispheric policy.

In January 2009, the CIM President convened a working meeting of the Executive Committee (January 26-29, Washington, D.C.), attended by Bahamas, Chile, Costa Rica, Mexico, and the United States. The purpose of the working session was to discuss the political repositioning of CIM and completion of the mandates of the 34th Assembly of Delegates for the 2008-2010 biennium.

During the period under review, the President also met with the following: the OAS Secretary General; the Secretaries of Political Affairs, Integral Development, Multidimensional Security, Legal Affairs, and Foreign Relations; the Directors of Social Development and Employment, the Press, and Communications and Institutional Image; and, the Executive Secretary of the Inter-American Commission on Human Rights, with a view to identifying activities and strategies to strengthen a gender equality and rights-based approach to the work of those entities. The result of these meetings was to position CIM politically in the OAS General Secretariat, and more specifically in the Office of the Secretary General. The five organs reiterated their support for and commitment to gender mainstreaming in their work plans. In the area of communications, the President showed the proposed image. An agreement was forged with the Human Rights Commission to exchange relevant information and generate an alliance so that CIM can be present in cases related to the violation of women's human rights.

The President also participated in meetings:

- With organizations of the inter-American system, such as the Inter-American Development Bank (IDB), and the Pan American Health Organization (PAHO);
- With donor countries and observer missions to the OAS. The observer missions requested more detailed information on CIM projects.

A key component of the strengthening process has been the preparation and circulation of project proposals based on existing CIM mandates, and reflecting the four pillars of OAS work (substantive political and civic values of women for democracy and good governance, women's human rights and gender violence, civic values and economic security of women, and multidimensional security from a gender equality and rights perspective). As a result of these efforts, the CIM Secretariat has obtained additional funds for implementing new projects, and for continuing existing ones. These activities will be critical for follow-up on PIA and other inter-governmental agreements on women's rights and gender equality.

Another important component has been the increased visibility of CIM in the Hemisphere and internationally. This process has included the redesign of the CIM web page (including a specific section for MESECVI), that is not only in line with the new corporate identity launched by the OAS, but will also be easier to navigate and to access information of interest. The new page will also launch a new CIM image that has modern and innovative elements, in addition to reflecting the recognition and prestige of the OAS in the region. Moreover, the CIM Secretariat is working with the Department of Strategic Communications and Image to enhance the visibility of the CIM's work on the main OAS page and its specific communications initiatives (press notes, dissemination and promotional materials, the *Facebook* page, messages sent by *Twitter*, and periodic electronic news sheets).

IV. REPRESENTATION AND VISIBILITY OF THE CIM

During this period, the CIM President (Laura Albornoz from November 2008 to October 2009 and Wanda Jones from November 2009 to the present) represented CIM at various events and on various occasions important to the visibility and impact of the Commission's work:

- The "International Conference on Gender and Disaster Risk Reduction" (April 21-23, 2009, Beijing), where progress and challenges in making gender a cross-cutting issue in disaster risk reduction were discussed, and experiences and good practices were shared.

- As part of the "Global Women's Summit" (May 2009, Santiago, Chile), a ceremony on the International Day of the Family was held, linked to the campaign of the United Nations Secretary General on "Joining forces to put an end to violence against women," in which the CIM President participated, along with ministers of women's affairs and other ministers from: Bulgaria, Cameroon, China, Colombia, Costa Rica, Ecuador, Egypt, Guyana, Honduras, Lesotho, Libya, Mexico, Nigeria, Paraguay, Peru, Saudi Arabia, Singapore, and Vietnam.

- In June 2009, Chile held a UNASUR Seminar on "Human Security: public policies for prevention of, attention to, and protection against violence against women in the Union of South American Nations – UNASUR."

- In July 2009, the 43rd Bureau of the Regional Conference on Women in Latin America and the Caribbean was held in Trinidad and Tobago.

- In July 2009, the CIM President visited Grenada, with the support of the Minister of Social Development, Glynis Roberts. She met with senior officials of that country to discuss various issues, such as the status of violence, the education level, and the participation of women in government. She visited the program for training police in the area of domestic violence.

- In July 2009, the CIM President visited Antigua and Barbuda, accompanied by the Principal Delegate, Jacqui Quinn-Leandro; there she met with the Prime Minister, who thanked her and acknowledged her efforts to include in the CIM work plan matters of interest to the Caribbean countries, and also praised the efforts at regional integration that show her interest in the situation of the Caribbean nations.

- In August 2009, the President participated in the "Meeting of Women Leaders of Pacific Asian Economies," in Singapore, in which discussions focused on the link between market access and the competitiveness of women of that region. The President had bilateral meetings to present CIM's work to the ministers of Malaysia, Singapore, Canada, China, and Thailand, along with the US State Department representative.

- In September 2009, the President traveled to Guatemala, where the link between CIM and the Women's Ministers of the Americas was discussed, as well as the

commitment of all OAS member states to celebrating the Inter-American Year of Women – 2010. She participated in the 4th Congress of Women Leaders of Guatemala, which sought to contribute to the competitiveness and growth of Guatemala through the leading role of women in business, and promotion of the participation of women in the business world.

- In September 2009, she traveled to El Salvador for the following activities: "Seminar on violence against women," in which updated statistics on the problem there were provided, and changes in the plan of action were indicated; and, "Talks on gender mainstreaming in the government," the purpose of which was to discuss public policies as a matter of interest for Salvadoran society.

- In response to the invitation extended by the US State Department, the President joined the Women Ambassadors of "Paths to Prosperity," and in that context participated in the First Conference on Paths to Prosperity (Washington, D.C., October 7-9, 2009), which focused on women business leaders.

- On October 7, the President held meetings with senior officials of the State Department and the White House, including the following: Ambassador Luis CdeBaca, Director of the Office to Monitor and Combat Trafficking in Persons; Lynn Rosenthal, Advisor to President Obama in the White House on Violence against Women; and, Melanne Verveer, Ambassador-at-Large for Global Women's Affairs. At these meetings, she pointed out that gender equity should not be the concern of specialized entities, but instead other areas should include it as part of their considerations and programming. She also took advantage of these meetings to speak of all the work done by CIM.

- On November 9-10 in Washington, D.C., the President participated in the Second Meeting of the Technical Advisory Group on Gender, Equality, and Health of the Pan American Health Organization (PAHO). At that meeting, PAHO launched its Plan of Action for Implementation of a Gender Equality Policy in Latin America and the Caribbean.

- The OAS Press Department interviewed the President on "Eliminating violence against women in the Hemisphere" (November 30, 2009). The interview was published in the "*Nación Dominicana"* (http://www.lanaciondominicana.com) and can be found on the CIM webpage (http://www.oas.org/cim).

- On February 17, 3020, the President, together with the OAS Secretary General and Ambassador Graeme Clarke of Canada, participated in the inauguration of a series of gender workshops organized by CIM in the course of 2010 to train OAS staff on gender issues.

- The CIM President participated in MERCOSUR's 23rd Specialized Meeting on Women, held in Buenos Aires, Argentina, June 2-4, 2010. It highlighted the Inter-American Year of Women and included a presentation on the economic empowerment of women.

- In response to an invitation from the Director of the Inter-American Children's Institute (IIN), the CIM President visited the Institute on June 4, 2010 to identify potential joint activities. As a result of that meeting, CIM was invited by IIN to lead a training session on the gender equality and rights-based approach as a cross-cutting theme for strengthening the work of the Institute.

- June 6-8, 2010, the CIM President participated in the fortieth regular session of the OAS General Assembly, held in Lima, Peru, where she presented the following reports:
  - Annual Report of the Inter-American Commission of Women to the General Assembly (CP/doc.4476/10), including the Declaration of the Inter-American Commission of Women in support of Haitian Women (CP/doc.4476/10 add. 1)
  - Report of the Secretary General on compliance with Resolution AG/RES. 2441 (XXXIX-O/09) "Strengthening the Inter-American Commission of Women" (CP/CG-1813/10)
  - Report on the Mechanism for Follow-Up on Implementation of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, "Convention of Belém do Pará," in compliance with Resolution AG/RES. 2451 (XXXIX-O/09) (CP/CG-1812/10)
  - Report of the Secretary General on implementation of the "Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality," pursuant to Resolution AG/RES. 2454 (XXXIX-O/09) (CP/CG-1816/10)

- On June 23, 2010, the President participated in the Business Women's Summit, held in Cali, Colombia. The importance of empowering women was emphasized at this forum, especially by ensuring access to credit and other financial services, so that they can start up and strengthen their own businesses.

- July 13-16, 2010, the President participated in the 11th Regional Conference on Women in Latin America and the Caribbean, held in Brasilia, Brazil, where a special panel organized by CIM and UNIFEM on the economic empowerment of indigenous and Afro-descendent women was inaugurated.

- On September 27, 2010, the President participated in launching the Safe Maternity Initiative sponsored by PAHO, OAS/CIM, "la Caixa" Foundation, PAHEF, the Permanent Observer Mission of Spain to the OAS, and the Regional Working Group for Reduction of Maternal Mortality. This initiative, to be carried out between October 2010 and September 2011, seeks to support member states to fulfill the commitment they made when they adopted the Millennium Development Goals (MDG) to improve maternal health and access to reproductive health services.