Organization of
American States

INTER-AMERICAN COMMISSION OF WOMEN

THIRTY-FIFTH ASSEMBLY OF DELEGATES
November 3 to 5, 2010
Mexico City, Mexico

OEA/Ser.L/II.2.35
CIM/doc.11/10
16 September 2010
Original: Spanish

CIM BIENNIAL PROGRAM OF WORK
2011-2012

CONTENTS

I. INTRODUCTION 1

II. CONTEXT 2

III. PROGRAMMATIC AREAS AND ACTIVITIES BY RESULTS 4

IV. IMPLEMENTATION STRATEGY 8

I. INTRODUCTION

The CIM Work Program for the 2008-2010 Biennium brought progress in implementation of priority objectives set by the XXXIV Assembly of Delegates in November 2008, in the framework of the "Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality" (PIA in Spanish). This period coincided with a change of management and leadership in the CIM Secretariat (August 2009) as well as institutional adjustments in the OAS in response to its financial difficulties.

Pursuant to General Assembly resolution AG/RES. 2322 (XXXVII-O/07), in 2010 the CIM celebrated the "Inter-American Year of Women" with the motto "Women and power." Most OAS member states have carried out a range of activities that have drawn attention to the persisting inequality and underrepresentation of women in the region in political institutions and decision-making organs.

In follow-up to the mandates of the CIM and taking into account the recent evaluations carried out by the PIA and MESECVI (CIM/CD/doc.24/10), as well as internal consultations on institutional priorities carried out with various OAS secretariats, a CIM Work Program for the 2011-2012 Biennium has been drawn up, its core strategies being linkage and harmonization of CIM activities with those of the OAS, and institutionalization of a rights- and gender-equality-based approach in the main forums, programs, and institutional plans of the Organization.

In the first half of the year, the CIM Secretariat carried out a strategic planning initiative with a view to revitalizing the role of the CIM as a hemispheric policy forum for women's rights and gender equality and to pave the way for a results-based management approach that might assist in strengthening the institutional management capacity of the CIM. One of the outcomes of this process was the preparation of a Strategic Plan for the CIM for 2011-2016. This plan is organized around four priority OAS work areas. These are: civic democracy and good governance, human rights, integral development, and multidimensional security.

The CIM Work Program for the 2011-2012 Biennium will be implemented under a rights-based and women's civic strengthening approach. It will harvest the lessons learned from implementation of the Work Program for the 2008-2010 Biennium and other recently implemented activities and projects.

In this framework and based on the mandates received, the following draft CIM Work Program for the 2011-2012 Biennium is submitted to the XXXV Assembly of Delegates for consideration.

II. CONTEXT

In the last three years the economies of the countries of the Americas have been hit by one of the worst financial crises for a century which, according to a number of recent studies,[1/] has had a greater adverse effect on women, particularly poor women. These differences and disparities in the impact of the crisis are affecting economic and social opportunities for women, as well as the levels of quality of life achieved in the previous period. Even though the impact of the economic crisis has struck countries in varying degrees, it has been suggested that the progress achieved in poverty reduction and social-service coverage for low-income sectors of the population in the years prior to the crisis could be reversed if policies and levels of investment are not maintained.

On the other hand, significant strides have been made in the region as regards women's access to the highest position of political representation in a country, namely, the presidency. In the last quinquennium four women have assumed the leadership of their countries: as presidents in Chile, Argentina and Costa Rica, and as prime minister in Trinidad and Tobago. This shows that women have become a genuine political force and an alternative for providing the effective leadership sought by citizens to solve their day-to-day problems, as well as to revitalize the process of civic democracy building in the region's countries. Parity in the political inclusion of women continues to be conditioned and impeded by multiple gender inequality factors. A reminder of this is the fact that, apart from Chile it has been the countries that have most progressed in terms of application of quota laws where women have succeeded in becoming the head of state or government. Such is the case of Argentina and Costa Rica, where women have attained a high level of political representation, both in parliament and in local government: Argentina with 41.6% and Costa Rica with 36.8%.[2/]

Full exercise of civic rights for women is essential for the construction of a civic democracy and for good governance that is inclusive of 50% or more of the population. Women have had an active hand in the region's democratization processes and in the grassroots mobilization that has made it possible to restore democratic governance in the majority of countries. Therefore, their political inclusion, based on their specific needs and interests, is a seminal aspect of civic democracy and of the reforms of political institutions and of the State needed to achieve that.

At the last OAS General Assembly the member states reaffirmed their commitment to the implementation of the "Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality" (PIA). The PIA has helped gradually to include, albeit to a limited extent, the gender equality agenda in the activities of a number of OAS offices. As the PIA evaluation report notes, its effective implementation requires operational goals and results-based management mechanisms and instruments, including monitoring and evaluation, in order to weigh and follow-up on measures and efforts carried out in the OAS as well as in member countries.

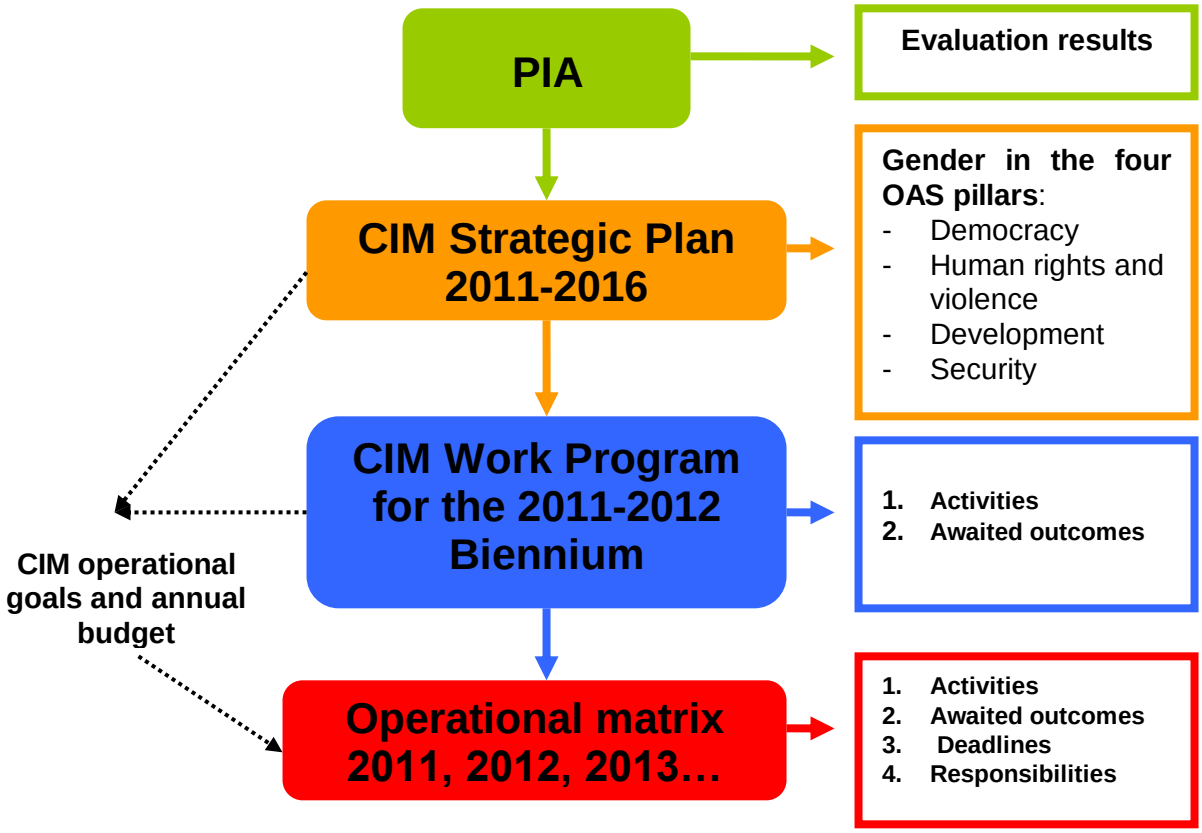
---

1. See: Bárcena, A., *El impacto de la crisis financiera sobre las economías de América Latina y el Caribe y repercusiones previsibles sobre las mujeres (presentación dictada en la Reunión de Especialistas "Análisis de la crisis económica y financiera desde la perspectiva de género: Entendiendo su impacto sobre la pobreza y el trabajo de las mujeres*", Mexico City, July 23-24, 2009); and Mones, B. "*Las políticas de estimulo económico frente a la crisis y las oportunidades para las mujeres de Latinoamérica*." New York: UNIFEM, 2010 (publication pending).
2. UPI, 2009.

Bearing in mind the challenges posed by the new hemispheric and institutional context, and based on the mandates of the CIM, including the decisions adopted by the Executive Committee in February 2010, a CIM Strategic Plan for 2011-2016 was drawn up, which will enable the operativization of the PIA.

At the institutional level, in recent years, the OAS has undergone a realignment and budgetary adjustment process. The Organization is facing a hefty budget deficit that entails significant funding restrictions for CIM plans, programs, and projects. If progress in implementation of the PIA, CIM strategic plan for 2011-2016, and the other CIM mandates is to continue, adequate resources are needed. This requires the CIM to step up its efforts effectively to mobilize funds, which will need active and resolved backing from OAS member states and observer countries, as well as reaching out to other donors.

Hemispheric and institutional context



The CIM is working on four issues connected with the four pillars of the OAS. These are core themes of the Strategic Plan of Action and are as follows:

- *Women's substantive political citizenship for democracy and good governance*
- *Women's human rights and violence*
- *Multidimensional security under a rights-based and gender-equality approach*
- *Women's security and economic citizenship*

III. PROGRAMMATIC AREAS AND ACTIVITIES BY RESULTS

3.1. Women's substantive political citizenship for democracy and good governance:

3.1.1. Progress, under a cooperation agreement, in the institutionalization of a rights-based and gender-equality approach in the most strategically important areas of the OAS Secretariat for Political Affairs:

a. Engage the staff of the OAS Secretariat for Political Affairs in dialogue (regular and specific funds).
b. Present the document prepared by the CIM on political reform and political rights of women, as well as on the public policies in force in this regard in the member countries of the Organization (regular and specific funds).
c. Identify areas/measures for collaboration and prepare a common work agenda to advance political citizenship for women (specific funds).

3.1.2. Technical contributions to the process of design, development, and validation of an OAS working procedure for electoral observation missions (EOMs) to include coverage of women's citizenship and political rights:

a. Technical advisory services to the OAS Department of Electoral Cooperation and Observation (DECO) in the design of a working procedure for EOMs (specific funds).
b. Collaborate in workshops with counterpart agencies in the project (specific funds).
c. Assist in the validation of the OAS EOM working procedure in the selected countries and as requested by DECO (specific funds).
d. Review the analysis and guidelines which will be drawn up to guide EOM observers (specific funds).

3.1.3. Training and skills development for professionals in member states on the exercise of leadership in dialogue processes, consensus-building, and policy design, in order to influence the contents of the agenda on gender rights and equality:

a. Hold on-site leadership training courses for influencing public policy (specific funds).
b. Develop a course program for on-site and virtual leadership training courses for influencing public policy (specific funds).
c. Hold two virtual training courses through the OAS Educational Portal (specific funds).

3.1.4. Contribution to the construction of civic democracy based on the vision and experience of women:

a. Prepare a four-year funding proposal for the CIM hemispheric policy forum with a view to its presentation to suitable donors (regular funds).
b. Plan the first hemispheric forum on policy reform and substantive political citizenship for women (specific funds).
c. Design a virtual mechanism to follow up on the results of the CIM hemispheric policy forum (specific funds).
d. Promote a hemispheric agenda on women's political citizenship and their increased political representation (specific funds).

3.1.5. Holding of a dialogue on progress and shortcomings in the implementation of the Inter-American Democratic Charter as regards attainment of "full and equal participation of women in the political structures of their countries," in the framework of the celebration of the 10th anniversary of the Charter

a. Hold a dialogue on progress and shortcomings in the implementation of the Inter-American Democratic Charter as regards attainment of "full and equal participation of women in the political structures of their countries" (regular and specific funds).

- Submit the report that the IACHR is to prepare on the situation of women's political rights in the Hemisphere, and the document of the CIM on political reform and women's political rights, as well as public policies in force in this area in OAS member countries (specific funds).

3.2. Women's Human Rights and Violence

3.2.1. Capacities of the National Mechanisms for the Advancement of Women's Rights and women's networks strengthened in order to comprehensively monitor the exercise of women's rights in selected countries, as well as the workings, indicators, and procedures of the inter-American system for protection of human rights, under a cooperation agreement with the Inter-American Commission on Human Rights (IACHR) and the Inter-American Institute of Human Rights (IIDH):

a. Design a proposed training program with the IACHR and IIDH (regular fund and specific funds).
b. Carry out training activities in selected countries (specific funds).
c. Develop a virtual training course on this issue on the OAS Educational Portal (specific funds).

3.2.2. Start of a process by which to identify a baseline for monitoring the extent, incidence, prevalence, and characteristics of violence against women and girls in the countries of the Americas:

a. Prepare a project proposal to secure funding for the baseline study (regular funds).
b. Present the proposal to donors that regard this issue as a priority (specific funds).
c. Prepare a study on the implementation status of the Convention of Belem do Pará after 15 years of existence as an input for the baseline study (specific funds).

3.2.3. Institutional capacities of the CIM Secretariat strengthened for performing its function as Technical Secretariat of MESECVI in order to contribute to the effective implementation of the Convention of Belém do Pará:

a. Prepare a five-year project proposal for the operation and strengthening of MESECVI (regular funds).
b. Negotiate support from countries with a view to securing skilled human resources for the Technical Secretariat of the Mechanism (regular and specific funds).
c. Institutional capacity building for governments to ensure that MESECVI functions effectively (specific funds).
d. Held a joint seminar on femicide with the American University (specific funds).

3.2.4. Sustained operation of the Follow-Up Mechanism for the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, "Convention of Belém do Pará" (MESECVI)

a. Permanently provide assistance, information, and responses to the various interlocutors and bodies involved (Permanent Missions to the OAS (of member and observer countries), Committee of Experts (CEVI), Competent National Authorities, OAS General Assembly, etc.) (specific funds)

b. Organize meetings of the CEVI and of the relevant states parties (preparation and distribution of notices, reports, minutes, documents, and translations, etc.) (specific funds).

c. Design and launch the MESECVI website (specific funds).

d. Prepare the summary minutes of CEVI meetings and the Hemispheric Report at the end of each Multilateral Evaluation Round (specific funds).

3.3. Women's security and economic citizenship

3.3.1. Contribution to the integration of a gender equality and rights-based perspective in the OAS Forum with regard to micro, small, and medium-size enterprise (MSME), under a cooperation agreement with the Secretariat for Integral Development, contributing equal-opportunity strategies for women as part of MSME support policies in selected countries:

a. Carry out, in cooperation with the Department of Economic Development, Trade and Tourism of the OAS, a study in six countries in the region on the way in which MSME support policies take into account gender-conditioning factors and ensure equality for women in terms of access to the resources and services covered by these policies. Based on this study, formulate recommendations and strategies that can be integrated with said policies (specific funds).

b. Hold a dialogue or dialogues on gender equality in MSME and competitiveness policies in the framework of meetings of competitiveness authorities and councils in OAS member states (specific funds).

3.3.2. Promote the gender-equality agenda in the OAS forum on competitiveness, innovation, and productivity of private-sector companies and, at the same time, promotion of a better understanding of the impact of gender inequalities on the economy, the workplace, and the informal sector.

a. Design a regional project proposal for integration of a gender perspective in OAS activities to increase competitiveness and productivity in sustainable development (regular funds).

3.3.3. Promotion of the institutionalization of a rights-based and gender-equality approach in decent work, in follow-up to the "Strategic Guidelines for Advancing Gender Equality and Non-discrimination within a Decent Work Framework," issued by the XV Inter-American Conference of Ministers of Labor (IACML), under a cooperation agreement with the Secretariat for Integral Development:

a. Hold a high-level dialogue or dialogues on gender inequalities in the workplace, bringing together labor ministries and national mechanisms for the advancement of women of member states. These dialogues would be convened with the OAS Department of Social Development and Employment (DSDE) (specific funds).

b. Draft a project proposal for the continuation of the activities of the current project "Advancing Gender Equality in a Decent Work Framework," in coordination with the DDSE and the International Labor Organization (ILO) (specific funds).

c. Contribute at meetings of the IACML working groups, in particular those that follow up on the strategic guidelines on gender equality and decent work, and in preparation for the XVII IACML (El Salvador, 2011) (specific funds).

d. Prepare a publication that includes the working procedure, results, and lessons learned from subregional training workshops on strategic planning with a gender perspective held in 2010 in the decent work framework (specific funds).

3.4. Multidimensional security under a rights-based and gender-equality approach

3.4.1. Progress in the institutionalization of a rights-based and gender-equality approach under a cooperation agreement with the Secretariat for Multidimensional Security in the follow-up activities on the Declaration on Security in the Americas:

a. Conduct a needs assessment, i) in the OAS; and, ii) with the relevant government departments and security agencies of selected countries, with a view to the incorporation of a rights-based and gender-equality approach in their work (specific funds).

b. Produce and distribute informative, awareness, and training materials in response to wants and needs identified in assessments, in a bid to facilitate integration of a rights-based and gender-equality approach as well as female participation in the security sector (specific funds).

3.4.2. Develop a position paper on multidimensional security from a rights-based and gender-equality perspective that provides a basis for guiding public-policy dialogue in this area.

3.4.3. Contribution to the construction of multidimensional security with a rights-based and gender-equality approach that takes into account the perspectives and experience of women:

a. Organize in the context of OAS-managed forums a high-level meeting on democratization of the security sector from a gender-based perspective, attended by national mechanisms for the advancement of women and representatives of the relevant ministries (specific funds).

b. Establish an ongoing (virtual) dialogue mechanism to follow up on the results of the meeting so as to include different perspectives in the discussion (civil society, academia, private sector, etc.) (specific funds).

3.5. Sustaining and strengthening the work of the Inter-American Commission of Women (CIM)

3.5.1. Sustaining the work of the CIM

a. Provide technical, logistical, and administrative support for the work of the Chair of the CIM in the performance of her official functions (regular funds)

b. Prepare the preliminary draft program-budget of the CIM (regular funds)

c. Permanently provide assistance, information, and responses to the various interlocutors and bodies involved (Principal Delegates of the CIM, Permanent

Missions to the OAS (of member and observer countries), OAS General Assembly, Summit Implementation Review Group, etc.) (regular funds).

d. Organize the Thirty-sixth Assembly of Delegates (2012), the 4th REMIM (in 2012) and three meetings of the Executive Committee of the CIM (preparation and distribution of notices, reports, minutes, documents, and translations, etc.) (regular funds).

e. Represent the CIM and the OAS whenever needed and prepare the respective presentations or documents (regular funds).

f. Administer the regular and specific funds of the CIM and MESECVI, as well as prepare financial reports as requested by the General Assembly (regular funds).

3.5.2. Project/program proposals prepared for securing specific funds:

a. Prepare in each thematic area of work at least one program proposal for distribution to suitable donors, in cooperation with the appropriate Secretariat (regular funds).

3.5.3. Increase the visibility of the CIM through the launch of a new website and specific communication initiatives.

a. Launch a CIM website in Spanish and English (regular funds).

b. Design and implement a communication strategy for the CIM (regular funds).

3.5.4. Strengthened coordination between the CIM and stakeholders in member states, civil society, the academic sector, the international community, and the private sector through cooperation agreements:

a. Design and implement a networking strategy for the CIM based on a stakeholder assessment and through specific cooperation agreements (regular funds).

b. Identify and launch a specific mechanism to strengthen the role of civil society in the CIM (regular funds).

IV. IMPLEMENTATION STRATEGY

The main implementation strategies for the CIM Work Program for the 2011-2012 Biennium are as follows:

- Coordination and linkage of program activities with the relevant OAS Secretariats for accomplishing its results.
- Institutionalization of a rights-based and gender-equality approach in OAS activities (in the four priority pillars of OAS work, both in the institution's main forums/networks, and in the project cycle process).
- Strengthening of the institutional capacities of the CIM to implement the PIA, the 2011-2016 Strategic Plan, and the Work Program for the 2011-2012 Biennium, as well as to monitor their implementation within the OAS under a results-based management approach.
- Fundraising from bilateral and multilateral donors.

- Coordination and creation of strategic partnerships with international cooperation agencies that work in the area of women's rights and gender equality.
- Creation of strategic partnerships for management of networks of women's and academic organizations.