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Forty-seventh meeting of the Presiding Officers  
of the Regional Conference on Women  
in Latin America and the Caribbean

Panama, 3-4 May 2012

## **PLAN OF ACTIVITIES 2011-2012**



## INTRODUCTION

This Plan of activities was drawn up on the basis of proposals put forward by the ministers who participated in the forty-fifth meeting of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean. At that meeting, the country representatives presented the priority issues and principal tasks which, in their view, needed to be addressed.<sup>1</sup> It was agreed that the technical secretariat of the Regional Conference would prepare and circulate, within one month, a final document for the review and comments of the member countries.

Designed as a road map for the year 2011 with projections to 2012, this Plan of activities is structured around the three types of autonomy (political, physical and economic) recognized by the Gender Equality Observatory for Latin America and the Caribbean. Changing the cultural patterns on which gender inequalities are founded is considered separately, since this objective cuts across all three types of autonomy.

The Plan of activities is based on the Brasilia Consensus (2010) and the agreements adopted at the forty-fifth meeting of the Presiding Officers. It was updated in April 2012 in accordance with agreement 1 (“Reprogramme the activities pending for 2012 and to assign accordingly the relevant responsibilities”) of the commitments undertaken by ECLAC at the forty-sixth meeting of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean, held in Santiago from 28 to 30 November 2011.

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<sup>1</sup> In some cases, the topics were identified but no relevant activities were specified, or vice versa. The secretariat proposes therefore a number of topics or activities in this work plan and submits them for approval by the countries.

Economic autonomy									
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Topic	Objectives	Activity proposed by the countries	Specific activities to be carried out by the countries	Commitment of the Division for Gender Affairs	Period or date	Brasilia Consensus	Other regional and international agendas	Inputs	Inputs by the countries
Paid domestic work	Present a proposal in Geneva in June 2011 to the International Labour Conference of the International Labour Organization (ILO) with a view to the adoption of a new convention on domestic work	Regional meeting to join forces/agree on a position for the countries of the region	(1) Paraguay: Meeting of the Technical Working Group on Gender and Trade of the Specialized Meeting on Women of MERCOSUR, together with the Ministry of Labour and other gender units, to discuss, and reach a consensus on, the adoption of an international convention on domestic work at the International Labour Conference. Share the process of the draft bill on domestic workers in Paraguay. (2) Dominican Republic: Promote the labour rights of domestic workers	(1) Analyse the positions of countries on the draft convention that ILO will send to States in March 2011 as well as on the position to be presented at the MERCOSUR seminar on the issue of domestic work; (2) Organize a virtual meeting preparatory to the forty-sixth meeting of the Presiding Officers (May 2011); (3) Place the issue on the agenda of the forty-sixth meeting of the Presiding Officers	2011	1. Attain greater economic autonomy and equality in the workplace (subparagraph (h))	International Labour Organization (ILO) Call for an International Convention and recommendations on decent work for male and female domestic workers (June 2011)	Legislation in force in the countries and available studies on domestic work	(1) Paraguay: (a) Position paper of the Specialized Meeting on Women relating to the proposed convention on domestic work of the International Labour Conference; (b) Copy of the bill on female domestic workers in Paraguay. (2) Dominican Republic: Institucionalización sociocultural y Jurídica de la Desigualdad: El trabajo Doméstico Remunerado en la República Dominicana, Council of Central American Ministers for Women's Affairs (COMMCA); 2010
Active employment policies for women in urban and rural areas by race and ethnicity (Afro-descendant and indigenous women)	Integration into the labour market and decent work for women, reducing labour income gaps	Study on poor women's chances of obtaining a place in the labour market	Paraguay: Process of establishing a law on equality	Inputs from the study on the time-poverty/income poverty link (Ecuador)	2011	1. Attain greater economic autonomy and equality in the workplace, (subparagraphs (f), (g) and (m))		Studies on labour participation by women in conditional transfer programmes	Paraguay: (a) Report on systematization of the construction process; (b) Copy of the bill
		Study on the economic participation and empowerment of rural women	Peru: promote the economic rights of women, recognize women entrepreneurs with the women's business enterprises certification	Establish mechanisms for collaboration/discussion with the Food and Agriculture Organization (FAO) and the International Institute for Cooperation in Agriculture (IICA).	2011				Peru: 50 women entrepreneurs receive recognition
		Promotion and incidence on the design of an employment strategy in the region, with ministers of labour and employment		(1) Inputs from the study on redistributing care responsibilities: the link between care policies, employment policies and development policies	Second half of 2012			ECLAC studies on rural women and poverty, ECLAC/FAO/OIT on rural labour markets	
				(2) Report of the Gender Equality Observatory for Latin America and the Caribbean 2012, "The contribution of conditional transfer programmes to women's economic autonomy"	mar-13			ECLAC studies on women in labour markets	

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Topic	Objectives	Activity proposed by the countries	Specific activities to be carried out by the countries	Commitment of the Division for Gender Affairs	Period or date	Brasilia Consensus	Other regional and international agendas	Inputs	Inputs by the countries
Active employment policies for women in urban and rural areas by race and ethnicity (Afro-descendant and indigenous women)	Integration in the labour market and decent work for women, reducing labour income gaps	Promote the production of information on labour markets by race and ethnicity		Promote the production of information on labour markets by race and ethnicity within the Statistical Conference of the Americas	2011	2. Enhance the citizenship of women (subparagraph (r))		Statistics on indigenous populations prepared by CELADE-Population Division of ECLAC	
Care policies	Analyse the status of care policies and services at the regional level	Comparative study of the provision of care in countries from the viewpoint of current policies	Peru: in conjunction with State institutions, promote reconciling family life and work	Study on redistribution of care responsibilities (Ecuador and Costa Rica). Study carried out in 2011, to be published as a <i>Cuaderno de la CEPAL</i> in the second half of 2012	Second half of 2012	1. Attain greater economic autonomy and equality in the workplace (subparagraphs (b), (c) and (e))	Inter-American Commission of Women. Declaration of the Inter-American Year of Women. Agreement no. 9 of the Inter-American Commission on Women: "Promote policies and measures of co-responsibility and conciliation of family and work life between women and men in order to increase the possibility for women to participate in the public sphere"	Book <i>El cuidado en acción</i> ((Division for Gender Affairs , ECLAC)	Peru: One report

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Topic	Objectives	Activity proposed by the countries	Specific activities to be carried out by the countries	Commitment of the Division for Gender Affairs	Period or date	Brasilia Consensus	Other regional and international agendas	Inputs	Inputs by the countries
Pension and social security systems	Assessing at the regional level the status of policies/reforms and of pension systems from the gender perspective	Promote studies on pension systems in the region		Inputs from the comparative study on public policies on equal opportunities. Plurinational State of Bolivia (Analysis on pension reform), Chile, Guatemala, Uruguay. <i>Cuadernos de la CEPAL</i> , No. 100	Apr-12	2. Enhance the citizenship of women (subparagraph (e))			
		Technical and political regional seminar to analyse social security reforms in the region from the gender perspective	(a) Paraguay: Support with the participation of national female technical staff; (b) Process of incorporating domestic workers nationwide into the social security system	Virtual seminar associated with the second virtual meeting of the Presiding Officers	Oct-11				(a) Paraguay: Report on participation and transfer of experience; (b) Statistics relating to inclusion in social security; (c) Information materials on service coverage
Satellite accounts	Set up satellite accounts in national accounts	Construct satellite accounts for unpaid work in countries that have a time-use survey		(1) Technical assistance from ECLAC or ECLAC support for institutionalizing South-South cooperation in this area	2011, 2012	1. Attain greater economic autonomy and equality in the workplace (subparagraph (d))			
		National capacity-building for conducting time-use surveys and constructing satellite accounts	Peru: Incorporate time-use surveys into the national statistical system	(2) Face-to-face or distance training courses on time-use surveys and their uses for officials of the national statistical offices and machineries for the advancement of women	2011, 2012				Peru: 1 report

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Topic	Objectives	Activity proposed by the countries	Specific activities to be carried out by the countries	Commitment of the Division for Gender Affairs	Period or date	Brasilia Consensus	Other regional and international agendas	Inputs	Inputs by the countries
Fiscal policy	Determining the redistributive impacts of tax policy from the gender perspective	Analyse fiscal policy and its redistributive impacts		(1) Incorporate the issue in the agenda of a Presiding Officers' meeting (2012); (2) Convene experts to analyse fiscal policy and its redistributive impacts within the framework of the meeting of the Presiding Officers (2012)	Second half of 2012	1. Attain greater economic autonomy and equality in the workplace (subparagraph (a) and (c))		ECLAC studies on fiscal policy and redistribution, Time for equality, Carolina Foundation Study on fiscal policies and gender	
Disasters, green economy, climate change	Conducting research into the impact of disasters on women, bearing in mind climate change and the green economy	Promote studies on women and disasters in the region	Peru: capacity-building of sectors and regions in risk-management with a gender focus	ECLAC support for gender mainstreaming in disaster assessment. Disseminate the ECLAC assessment methodology	2011			ECLAC disaster assessments, ECLAC disaster assessment methodologies from the gender perspective	Peru: 1 report

Promote a change in cultural patterns									
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Topic	Objectives	Country activity	Specific activities to be carried out by the countries	Commitment of the Division for Gender Affairs	Period or date	Brasilia Consensus	Other regional and international agendas	Inputs	Inputs by the countries
Education, gender and inclusion	Promote gender mainstreaming in education with a view to changing cultural patterns that perpetuate gender inequalities	Reply to a survey on the state of the art in gender mainstreaming in education systems, bearing in mind the proposals of agencies within the United Nations system		Organize a survey on the state of the art in gender mainstreaming in education systems	2012	2. Enhance the citizenship of women (subparagraphs (p), (r) and (s))	Agreement 9 of the Inter-American Commission on Women: Promote the development of programs of integrated training in educational organizations and institutions in order to foment and enhance the capacities of women and their empowerment in the exercise of political leadership and negotiation. Inter-American Commission of Women, Declaration of the Inter-American Year of Women	Agreement between the Ibero-American Secretariat (SEGIB) and ECLAC, Educational goals for 2021	



Political autonomy									
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Topic	Objectives	Activity proposed by the countries	Specific activities to be carried out by the countries	Commitment of the Division for Gender Affairs	Period or date	Brasilia Consensus	Other regional and international agendas	Inputs	Inputs by the countries
Gender institutions in the region: new scenarios for the machineries for the advancement of women	Generate discussions on the weakening of gender institutions in some countries of the region and the resulting difficulties in fulfilling international commitments	Permanent regional seminar		Coordination of the activity	Second half of 2011	3. Broaden women's participation in decision-making processes and in power spheres (subparagraphs (f) and (g))			
		Preparation of inputs for the Permanent seminar		Annual report 2011 of the Gender Equality Observatory for Latin America and the Caribbean on gender institutions in the region	Nov-11			Study by the Division for Women's Affairs (ECLAC) (Dolores Fernós) <a href="http://www.eclac.org/publicaciones/xml/8/39758/Serie102.pdf">http://www.eclac.org/publicaciones/xml/8/39758/Serie102.pdf</a> <sup>a</sup>	
	Prepare case studies to determine why the machineries have been weakened and to identify the type of institutional framework that has enabled the region to promote change	Study on the institutional framework of the machineries in Latin America and the Caribbean		Production of the study	Second half of 2012				

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Topic	Objectives	Activity proposed by the countries	Specific activities to be carried out by the countries	Commitment of the Division for Gender Affairs	Period or date	Brasilia Consensus	Other regional and international agendas	Inputs	Inputs by the countries
Gender mainstreaming	Strengthening gender mainstreaming at the State level	Compiling experiences with best practices in gender mainstreaming at the national level	Peru: Follow-up on implementing policies for equal opportunities for women and men: Law, Plan and Supreme Decree 027-2007-PCM. Dominican Republic: Training officials and technical staff in the public sector in mainstreaming the gender perspective into planning, programming and budgeting	(1) Compile best practices (fair practices) in the Gender Equality Observatory for Latin America and the Caribbean; (2) Support South-South cooperation for technical assistance or for technical assistance provided by the Division for Gender Affairs; (3) Support South-South cooperation for sharing experiences among the machineries for the advancement of women	2011, 2012	7. Carry out training activities and activities for exchanging and disseminating experiences with a view to the formulation of public policies based on the data collected by the Gender Equality Observatory for Latin America and the Caribbean (subparagraph (a)); 8. Promote international and regional cooperation for gender equality (subparagraphs (b) and (c))		(1) United Nations Development Programme (UNDP)/Joint discussion on best practices and their implementation; (2) Virtual management training programme on gender, race and ethnicity. National Council for the Rights of Women, Brazil	Peru: Annual report on advances for the implementation of policies for equal opportunities for women and men. Dominican Republic: Manual Pedagógico sobre planificación, programación y presupuesto con perspectiva de género, Ministry for Women's Affairs, Dominican Republic, 2010
		Training in gender mainstreaming in the government budget	Paraguay: Gender-responsive budgeting course for budget, administrative and finance directors, technical staff and operational staff of seven institutions					Paraguay: Report on the outcome of the application of methodological tools, evaluation of learning and application of acquired knowledge. Publication of experience. Inclusion of the gender perspective in the Decree on Guidelines for the drafting of the 2012 public budget. Peru: National Plan for Gender Equality and Equity 2007-2017	
		Sharing experiences among machineries for the advancement of women in public budgeting and other experiences (public administration)	Peru: Promote the gender perspective in the public budget formulation at the sectoral and regional levels					Possibility of sharing Mexico's experience in designing and implementing an earmarked budget based on the dialogue between the Equity and Gender Commission and the Budgetary Commission	Peru: Proposed methodology Dominican Republic: National Development Strategy

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Topic	Objectives	Activity proposed by the countries	Specific activities to be carried out by the countries	Commitment of the Division for Gender Affairs	Period or date	Brasilia Consensus	Other regional and international agendas	Inputs	Inputs by the countries
Women's political participation and citizenship	Organize an exchange of experiences in order to generate a debate on political autonomy (especially political parity)	Regional seminar on political autonomy of women to be organized by different agencies, bringing together different stakeholders (presidents of the region, parliamentarians, political parties, unions and others) and such seminars can be replicated in subregional forums	Paraguay: participate in a regional campaign and disseminate the results widely at the national level in order to promote the inclusion or election of more women to the MERCOSUR Parliament (PARLASUR). Peru: capacity-building for women leaders and those in positions of authority for political participation. Dominican Republic: reflections and working groups with women political leaders based on the results of the study entitled "Mujer y Política en la República Dominicana". Diploma designed to strengthen political leadership among young women	Propose that a meeting be held between ECLAC and UN-Women	To be decided	3. Broaden the participation of women in decision-making and the exercise of power (subparagraphs (a), (b), (c), (d), (e), (h), (i) and (j))	Inter-American Commission of Women/ Acuerdo 2: CIM/Acuerdo 2: Promote the creation of mechanisms that contribute to guaranteeing the effective application of quota laws and/or parity, with the objective of obtaining a real and equal representation of women in electoral processes, as well as to promote quota systems and parity in countries where they do not exist, as appropriate	(1) Recommendations International workshop for specialists in electoral systems and women's political participation at the local level, organized jointly by the International Research and Training Institute for the Advancement of Women (INSTRAW) and ECLAC, 2009 and 2010; (2) Comparative study of the parity consultations conducted by the Gender Equality Observatory for Latin America and the Caribbean (2008, 2009 and 2010)	Paraguay: Report on the implementation of the campaign and materials available to other countries. Electoral results statistics. Peru: Manual para el incremento de capacidades en participación política de las mujeres. Dominican Republic: Mujer y Política en la República Dominicana: Consensos y Disensos entre las líderes y la ciudadanía, Ministry for Women's Affairs, 2008. Escuela de Capacitación Política para Mujeres, Ministry for Women's Affairs

<sup>3</sup> Maria Dolores Fernos, "National mechanism for gender equality and empowerment of women in Latin America and the Caribbean region" *Mujer y desarrollo series*, No. 102 (LC/L.3203-P), Santiago, Chile, ECLAC, 2010. United Nations publication, Sales No. E.10.II.G.18.

Physical autonomy									
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Topic	Objectives	Activity proposed by the countries	Specific activities to be carried out by the countries	Commitment of the Division for Gender Affairs	Period or date	Brasilia Consensus	Other regional and international agendas	Inputs	Inputs by the countries
Sexual and reproductive rights	Compile the guidelines of the Brasilia Consensus	Generate information on (1) sexual and reproductive rights; (2) Violence	Dominican Republic: Promote a policy on women, youth and health (preventing adolescent pregnancies)	Compile best practices for public policies, indicative analyses, observatory and generate a dossier of laws on abortion in the Gender Equality Observatory for Latin America and the Caribbean. Women and Development Series No. 110, "An analytical look at abortion legislation in countries of Ibero-America and the Caribbean", Ana Cristina González Vélez	Dec-11	6. Promote the conditions for the integral health of women and for their sexual and reproductive rights			Dominican Republic: Reports of international seminars on women, youth and health. Series of training courses on gender, HIV-AIDS for decision-makers, service providers and community multipliers
Violence	Promote the generation of information to improve the diagnoses and develop regulatory frameworks on violence in accordance with United Nations recommendations	Capacity-building for producing statistics on violence against women in all its manifestations	Peru: Consolidation of cases of femicide in the registry of the Ministry for Women and Social Development and of the Office of the Public Prosecutor. Dominican Republic: Conduct of the analysis of the national model for preventing and dealing with violence against women and domestic violence. Promote policies to prevent and eradicate harassment of women as a violation of their human and labour rights	(1) Third subregional meeting of the project for capacity-building for the eradication of violence against women. (2) Second seminar of users-producers of the project "Capacity-building for eradicating violence against women"	Mar-11			Reports of former meetings and WEB documentation of the Division for Gender Affairs	Peru: Consolidated annual report
				(3) Continue to construct the indicator of deaths at the hands of an intimate partner or former partner in the Gender Equality Observatory of Latin America and the Caribbean and update the file on laws relating to violence	2011-2012				Dominican Republic: Constitution of the Republic, Code of Criminal Procedure, Domestic Violence Act (Law 24-97), Shelters or Refuges Act (Law 88-03), National manual for the prevention and treatment of violence against women and domestic violence. Manual for procedures and care relating to shelter homes or refuges in Dominican Republic. República Dominicana: De la anécdota a la evidencia: investigación sobre acoso sexual y el acoso moral en el trabajo, Ministry for Women's Affairs, 2010
				Seek to coordinate with the Meeting of the Follow-up Mechanism to the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (MESECVI)	23-25 March				

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Topic	Objectives	Activity proposed by the countries	Specific activities to be carried out by the countries	Commitment of the Division for Gender Affairs	Period or date	Brasilia Consensus	Other regional and international agendas	Inputs	Inputs by the countries
Violence	Generate information and methodologies for addressing violence against women in the aftermath of natural disasters, in war situations and in situations relating to human trafficking	Capacity-building for the production of information on violence against women in the aftermath of natural disasters, in war situations and in situations relating to human trafficking				4. Address all forms of violence against women (subparagraph (j)) and (2). Enhance the citizenship of women (subparagraph (o))			
Access to justice	Guarantee the indivisibility and integral character of human rights and incorporate criteria of non-discrimination	Conduct studies on policies relating to violence and existing information	Peru: 1. Preparation of the report of the Committee on the Elimination of Violence against Women (CEDAW); 2. Study "Consumo de sustancias psicoactivas en mujeres victimas de violencia familiar y sexual" Study "Expedientes legales en caso Study "Costo de la violencia familiar y sexual"	Generate information for access to justice	2012			Study of information on violence against women in Latin America and the Caribbean <sup>3</sup>	Peru: Report and studies
		Providing training to officials and administrators of justice	Paraguay: Organize an international seminar for sharing advances in ensuring access by women to justice in cases of gender-based violence. Others: (a) training justice administrators in gender-based violence and paid domestic work	Promote South-South cooperation based on the agreement between ECLAC and the Office of the Public Prosecutor of Peru	May-11	4. Address all forms of violence against women (subparagraphs (k) and (l))			Paraguay: Report on the activities carried out
		Standardization of administrative registers	Paraguay: Officially accredited specification of an integral system of information on gender-based violence and public offer of services. Peru: Generate mechanisms for the joint generation and dissemination of continuous standardized statistics of cases of family violence. Dominican Republic Training and awareness-building on violence against women, violence, femicide and justice intended for judges and prosecutors	Promote the establishment of central administrative registry systems for cases of violence against women	2011-2012				Paraguay: (1) Gender-based violence statistics; (2) Indicators of gender-based violence. Perú: Web portal of inter-agency statistics on domestic and sexual violence. Digital, inter-agency compendium of statistics. Dissemination of administrative registries in print and statistical report National Institute of Statistics and Informatics. Dominican Republic: Escuela de Capacitación Política para Mujeres, Ministry for Women's Affairs of the Dominican Republic

<sup>3</sup> L. Fries and V. Hurtado, "Estudio de la información sobre la violencia contra la mujer en América Latina y el Caribe", *Mujer y desarrollo series*, No. 99 (LC/L.3174-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), 2010. United Nations Publication, Sales No.: S.09.II.G.148.