

**ECLAC**

**ORGANIZED PRESENTATION OF THE INFORMATION OBTAINED  
BY MEANS OF THE QUESTIONNAIRE TO GOVERNMENTS  
ON THE IMPLEMENTATION OF  
THE BEIJING PLATFORM FOR ACTION (1995)  
AND THE OUTCOME OF THE TWENTY-THIRD SPECIAL SESSION OF THE  
GENERAL ASSEMBLY (2000)**

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## **Introduction**

The multi-year programme of the work of the Commission on the Status of Women for 2002-2006 includes, for the forty-ninth session of the Commission in March 2005, a review of the implementation of the Beijing Platform for Action, adopted at the Fourth World Conference on Women (Beijing, 1995), and the outcome documents of the twenty-third special session of the General Assembly (2000).

The Regional Conference is a subsidiary body of the Economic Commission for Latin America and the Caribbean (ECLAC) and convenes on a regular basis. Its purpose is to identify women's needs at the regional and subregional level, formulate recommendations, undertake periodic assessments of the activities carried out in fulfilment of relevant regional and international plans and agreements and serve as a forum for debates on related issues.

The review and appraisal by the Commission will identify achievements, gaps and challenges and

critical area of concern and the outcome of the twenty-third special session of the General Assembly.

The questionnaire aims at eliciting qualitative than quantitative information. The focus should be on implementation, particularly on the results of the initiatives and activities described, on achievements and on impacts on the status of women and gender equality.

## **Part I**

### **Overview of progress achieved and problems encountered in promoting gender equality and strengthening the role of women**

#### **Points of convergence**

Since the adoption of the United Nations Charter in 1945, gender equality has been accepted as a fundamental human rights principle. Pursuant to various international treaties, especially the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Global Plan of Action (GPA), the International Covenants on Economic, Social and Cultural Rights

## **Organized presentation of the information submitted by the Governments**

### **Argentina**

#### Overview

In Argentina, gender mechanisms have played a major role in helping to incorporate the gender perspective through a variety of processes, including drafting and tabling draft laws and planning programmes containing a gender perspective.

The State policy for the advancement of women, entailing both institutional and legislative measures, includes the following:

- Constitutional rank for the Convention on the Elimination of All Forms of Discrimination against Women, and inclusion of affirmative action to promote equal opportunities for men and women to elective and political party positions in the chapter on “New Rights and Guarantees” of the Constitution.

There has been significant progress in terms of women's participation in power and decision-making structures, following the 1991 adoption of Act No. 24.012, known as the Women's Quota Act, which requires both houses of the National Congress to have a female membership of at least 30 percent. A similar process was recently set in motion to establish a female quota in the National Supreme Court, and a bill has been passed establishing that the country's top ranking judicial body “may not draw more than 70 percent of its membership from the same sex”, providing for gradual compliance.

- Coordination among women members of Congress in order to promote the enactment of laws that are of common interest on gender or other compatible grounds.
- Incorporation of the gender perspective in plans, projects and programmes.
  - Federal Plan for Women: This programme is funded jointly by the Government and the Inter-American Development Bank (IDB) for the period 1999-2003, to provide institutional strengthening for the National Women's Council (CNM) and for women's offices in provinces and municipalities throughout the country. It also includes civil society organizations concerned with women's issues. Moreover, a jurisdictional coordination network with contact points is being developed. Gender-sensitive qualitative indicators have been devised to measure the results and impact of the projects financed.
  - Technical Assistance Project on Gender (PROGEN): This is a programme for inter-agency cooperation, exchange and c





Programme, which signalled a radical shift from a welfare approach to a social investment and efficiency perspective, complete with government policy proposals recognizing the



- Municipalities Act, establishing integral municipal legal services as precautionary mechanisms on behalf of women and the fam

- Act No. 7532 of August 1995 on the Regulation

- Permanent monitoring of legislative bills relating to the recognition of women's rights and their incidence, through gender-sensitive criteria issued by national mechanisms for the advancement of women's rights.
- Definition of a legislative agenda involving progressive laws promoting recognition of women's labour, political and economic rights; the right to a life free from violence, the rights of the child, public institutional status for gender equality and equity, the rights of older adults and indigenous persons, the right to health, and the right to justice.
- Ratification of international and national laws for the advancement of women's rights.
- Creation and sustainability of mechanisms for gender mainstreaming in the executive and judiciary branches of government (2000/2003).
- Establishment of inter-institutional commissions for monitoring and ensuring the applicability of the laws promulgated.
- Creation of a mechanism to monitor compliance with women's rights by the Costa Rican State (State of Women's Rights, in process).
- Protection and promotion of the human rights of women, through a Specialized Centre, and coordination of legal services (CEPRODEM in process of implementation).
- Approaches in education on women's human rights through inter-learning processes aimed at evaluating the impact of activities and generating changes.
- Establishment of an inter-institutional consultative commission to monitor the recommendations made by CEDAW to the Costa Rican State (in process).

*Development of National Plans of Action*

Strategic measures that have been consolidated as achievements during the current administration:

- The housing sector is promoting the Programme of Services for Women Heads of Household.
- The inter-agency programme "Women growing together" (Mujeres creciendo juntas).

- Comprehensive programmes for prevention, care and social reintegration in intrafamily violence cases (IFV) will be strengthened in all units of the Costa Rican Social Security Fund (CCSS).
- At the local level, prevention of IFV will be promoted through networks, for which the

counselling centres and the women's affairs departments of universities. It has also been publicized in the me



Implementation of this first Equal Opportunity

Action, the Government has endeavoured to eliminate discrimination against women in all areas and activities, a task that requires a change of institutional attitude concerning pro-equity issues.



## **El Salvador**

### Overview

The Government of El Salvador endorsed the Millennium Declaration and it is undertaking the requisite action to achieve the Millennium Development Goals. To this end, it has appointed a



institutions. It has nine components: Economic Development, Land and Housing, Education, Comprehensive Health, Violence against Women, Labour, Legal Equity, Institutional Mechanisms for the Advancement of Women and Socio-political Participation. These components correspond to the areas of special concern of the Fourth World Conference on Women.

- Initiative No. 2623, providing for an amendment to the Act organizing the National Civil Police and including provisions relating to respect for the dignity, honour and physical integrity of persons being searched and the need to avoid any abusive, arbitrary or discriminatory practices or those that violate rights, including property rights.
- Initiative No. 2630, amending the Criminal Code, characterizing intrafamily violence and sexual harassment as offences and providing for increased penalties for offences against women.
- Initiative No. 2758, amending the Civil Code in relation to the exercise of legal guardianship. Initiative No. 2881, amending the Health Code.
- Legislative Agreement 317-2002, implementing regulations for the General Act on Combating HIV/AIDS and the Promotion, Protection and Defence of Human Rights in Connection with HIV/AIDS.
- Legislative Agreements 417-2003 and 421-2003, instituting the National Coordinating Office for the Prevention of Violence against Women and providing for the involvement of the National Statistical Institute, which is considered to be an essential and strategic element for efficient monitoring of the recording of complaints.
- Legislative Agreement 258-2003, creating the National Compensation Programme, which is based on the principles of equity, justice, accessibility, social participation, and respect for cultural identity; and providing for the inclusion of a representative of women's organizations on the Commission.
- Legislative Agreement 229-2003, revising the implementing regulations of the Urban and Rural Development Councils Act, one of which provides that SEPREM shall be responsible for the election of women's organization representatives to the development councils.
- Legislative Agreement 526-2003, establishing the Third Vice-Ministry for Intercultural Bilingual Education within the Ministry of Education, a measure of historical significance from the perspective of the discrimination suffered by Guatemalan women and girls; and also establishing the Directorate for Indigenous Peoples within the Ministry of Labour.
- Ministerial Agreement SPM22-16-2003, adopting the implementing regulations for the Responsible Parenthood Network.
- Resolution 15-2003, urging the Ministry of the Interior to implement preventive security programmes to forestall acts of violence against women.
- Preliminary Draft Bill on the Prevention and Punishment of Acts of Sexual Harassment, currently under consideration in the Congress of the Republic, amending the Labour Code to characterize sexual harassment in the area of employment as an offence.
- Reform proposal, coordinated by the National Women's Bureau and involving changes which include equal pay, the rights of working women and their families, regulation of work in private homes, social recognition of motherhood, and equal rights in the workplace for parents of either sex.

On the basis of the enactment of the Development Councils Act, there is new room for SEPREM to participate at the national and regional level. The main objective of such participation is to incorporate the goals of the Women's Policy in national, sectoral and local strategies, plans, programmes and projects.

## **Honduras**

### Overview

The State of Honduras, specifically the present Government, has included in its Government Plan 2002-2006 the commitment "to support participatory arrangements which

promote equality of opportunities and gender equity" (12), and this is reaffirmed in the section on human development, which sets "the reduction of gender inequalities" (13) as one of the goals. This political will is being translated into concrete achievements, such as:

- The establishment of the National Institute for Women (INAM).
- The approval of legislation under the CEDAW - progress in which INAM, IACW, the Legislative Commission on Women of the National Congress and the country's women's movement played a proactive role.
- The official adoption by Executive Decree 015-2002 of the National Policy for Women: First National Equal Opportunities Plan 2002-2007, which raises policy in this area to the level of State policy (14). The Act establishing INAM invests the head of this institution with ministerial status and the right to participate in the Social Cabinet and the Council of Ministers. The Act also establishes the National Governing Council for Women as the governing body.
- The formulation of sectoral policies, such as: the policy on gender equality in agriculture, the gender-equality policy of the Ministry of Natural Resources and Environment, the policy on sexual and reproductive health, and the initiative for gender mainstreaming in the formulation of the national revenue and expenditure budget.

One response to the big involved in poverty reduction in general and women's poverty in particular is the poverty reduction strategy itself, which includes an objective concerning equity and equality: to contribute to the comprehensive development of poor women by securing their full and effective participation in the country's social, political, cultural and economic life and empowering them through exercise of their rights and enjoyment of equal opportunities in access to health, education, justice and decent incomes.

INAM has also successfully initiated a process to furnish support to municipal women's offices, a move consistent with the State's intention to stimulate local development through its decentralization and local development programme (PRODDEL).

According to the 2001 population and housing census, in that year the female population was larger than the male (50.4 percent and 49.6 percent respectively) and there were more women than men in urban areas (52.39 percent). Although the gender development index (GDI) has shown a slight improvement in recent years (especially in health and education), the indicators from which the index is constructed still show substantial disparities, especially in terms of the income gap between men and women but above all in rural areas and in political participation by women.

## **Mexico**

### Overview







gender mainstreaming in legal training; and promotion of gender equity among justice system personnel. The National Gender Commission of the Nicaraguan Judiciary has been set up, and a Law School Gender Mainstreaming Programme has been established.

The National Police Force of Nicaragua is making gender mainstreaming a fundamental strategy in its programme to modernize institutional policies and practices. The National Prison System has established the National Gender Advisory Board with its own strategic plan. Since 2003, Nicaragua has a Prison System Act, with a chapter on gender issues.

A National Plan for the Prevention of Intrafamily and Sexual Violence (2001-2006) has been

Nonetheless, the lack of legal regulation means that there are no valid instruments to which recourse can be made when a specific instance of discrimination occurs. Accordingly, a non-discrimination bill has been submitted to the National Parliament and is currently being based on this work, two documents containing anti-discrimination measures have been drawn up.

## **Puerto Rico**

### Overview

Puerto Rico stands out as a pioneer in the entire Latin American and Caribbean region in the adoption of government policies on women's rights. It took part in the Fourth World Conference on Women (Beijing, 1995) and in the preparatory meeting for the Conference organized by the Economic Commission for Latin America and the Caribbean (ECLAC) in Mar del Plata, Argentina (1994), and was represented by both governmental and non-governmental delegations. Being a non-self-governing country, it did not have voting rights in those bodies, but that did not prevent it from advancing the cause of women and proposing plans and programmes taking into consideration the gender perspective.

At the time of the Fourth World Conference on Women, the Government did not develop a plan of action as such, but it was guided by the Puerto Rican Women's Plan of Action for Equality, Development and Peace, drawn up by a number of the country's nongovernmental organizations (NGOs) in 1995, with the Conference in mind, in its eventual development of various national policies.

Achievements to date in the area of raising awareness of the various forms of violence and discrimination against women include:

- the Act establishing the Commission for Women's Affairs within the Office of the Governor (1973);
- the Act declaring 8 March as International Women's Day (1976);
- the Act establishing joint administration of community property by both spouses (1976);
- the Act establishing the first assistance centre for rape victims (1977)
- the Act declaring 25 November as the Day for an End to Violence Against Women (1987);
- the Act prohibiting sexual harassment in the workplace (1988);
- the establishment of various shelters for battered women and their children;
- the Domestic Violence Prevention and Intervention Act (1989); and
- the Act eliminating the requirement of corroborating evidence in rape trials.

During the 1970s and 1980s, the women's movement in Puerto Rico was notable for its political activism in helping to work on these measures and getting them adopted as laws.

From 1995 to date, several pieces of legislation have been adopted, and they have become the laws that continue to set policy in the various areas having to do with the protection and advancement of women in Puerto Rico, thus creating better conditions for their development:

Since no national plan of action was drawn up, it is not possible to give a precise answer on this topic, but gender problems have been addressed thanks to the support and the collaborative efforts of the NGOs and the women's movement. The establishment of the Office of the Procurator for Women and its Advisory Council comprising various community representatives has been achieved, and a dialogue and ongoing consultations have been initiated on the different situations that affect the development of women in Puerto Rico.

## **Dominican Republic**

### Overview

The Beijing Platform for Action and its clear definition of the four spheres of action determined the direction of the work to be undertaken by the Dominican Republic. The measures adopted by the State may be grouped as follows: (1) development and amendment of legislation, (2) development of administrative structures to make possible the creation of conditions of equality in society and (3) the implementation of specific programmes aimed at meeting the proposed goals.

This linkage is obvious when one takes into consideration the fact that the creation of gender

As regards education, culture and communications media, and particularly the situation of Dominican women in education, the goal that was set by the Fourth Conference for the year 2000 was to ensure that 80 percent of all children had completed their primary-school education. In 2002, the illiteracy rate among women 15 and up was 12.2 percent according to the 2003 Population and Health Census (ENDESA). However, according to UNESCO data, the illiteracy rate fell, between 1990 and 2000, by 22.38 percent, from 21 percent to 16.3 percent.

Among the important achievements in the educational area is the approval of the General Education Act, No. 66-97, which, in article 4, defines gender discrimination as a bar to the enjoyment of every human being's right to education; and gender mainstreaming in the 2003-2012 strategic education development plan. The structure of the State Secretariat of Education includes EDUC-MUJER, a unit that succeeded in disaggregating educational statistics by genders for most of its indicators.

As regards health and education, the main achievements of this policy include:

- Act No. 24-97 on Intrafamily Violence
- Decree No. 32-01 creating the Presidential Council on AIDS
- General Health Act No. 42-01
- Act No. 87-01 creating the Dominican Social Security System
- A fair quota for participation in rural inte2 spercent.



In March 2002 the INFM invited NGOs to evaluate the CEDAW Committee's observations on the first report submitted by Uruguay. That evaluation produced proposals for incorporation in a possible national plan. In March 2003, government organizations were asked to prepare input for such a plan, and Women's Offices and Information Centres in the country's various departments were surveyed to this end. Proposals were also received from the departmental legislatures and from specialized non-governmental organizations. The resulting materials are now being systematically compiled and put to consideration by the institutions and individuals participating in those stages.

*Policies, programmes and activities at the sectoral level*

Forty percent of Uruguayan children are born into the lowest income quintile, where families typically have little education and are mostly headed by women. The "vicious circle of poverty" affects primarily these families: the prevalence of teenage pregnancy means that young women must assume family responsibilities too soon and have little chance to join the labour market. A very effective way of breaking this circle of poverty, which in Uruguay entraps mainly women, is to provide facilities where mothers can leave their children and so pursue their education. A key aspect of the search for equity is thus the encouragement of education.

The National Public Education Administration has been pursuing a gender equality policy for the education system, under which various programmes based on the principle of equity have been launched, promoting universal pre-school facilities for boys and girls from needy families starting at the age of three.

In this context, the Tripartite Commission of the Ministry of Labour and Social Security (MTSS) has sponsored a number of initiatives to have the Equality Plan effectively adopted. These include the "Programme to Promote Equal Opportunity for Women in Employment and Vocational Training" (PROIMUJER), funded by the Workforce Adjustment Fund through the National Employment Board and implemented with technical support from the ILO's Inter-American Research and Documentation Centre on Vocational Training.





benefits on women heads of household, who thereby are guaranteed a special pre-and post-natal food subsidy by the Rural Development Institute.

The National Act on Youth, published in March 2002, establishes the Duties and Rights of Young People, stipulating that the State, society and the family shall provide means to guarantee full involvement of young people in decision-making in public life and carry out educational activities to strengthen pluralist coexistence. It also contains articles establishing that young persons have a right to information and education on sexual and reproductive health.

Despite the absence of a gender-based budget at national level, social policies targeting excluded population groups have been developed since 1999.

INAMUJER is a government agency whose entire budget - which has increased in recent years - is devoted to the enhancement of women's rights.

Various NGOs are registered with INAMUJER and with them it coordinates dissemination and training activities. The institute has also established "INAMUJER meeting points", grassroots mechanisms that operate as liaison centres between communities and the government machinery.

Part II

**Progress in implementing measures addressing the critical areas of concern of the Beijing Platform for Action and the further initiatives and activities identified in the twenty-third special session of the General Assembly**

**Points of convergence**

In pursuing gender mainstreaming objectives through policies and programmes for the advancement of women in all areas and for the recognition of their contribution to the economy, social activity, culture, political representation and leadership, the coordination and follow-up of activities under the Platform for Action for Women have been a top priority. But the ultimate aim lies beyond recognition: appropriate strategies must be deployed in the various areas.

Pursuant to the Beijing Declaration and Platform for Action, the reporting States concur that critical areas of concern must be defined. The following such areas must be highlighted:

- I. - Women, economy, poverty and employment
- II. - Women and health
- III. - Women and education
- IV. - Women in power and decision-making
- V. - Women and intrafamily violence.

Specific activities have been developed and planned with a view to identifying and meeting

Gender policies, however, despite significant progress, have not eliminated gender inequities and inequalities nor ensured full government accountability. Persisting resistance of socio-cultural attitudes to change necessitates the dialogue required for taking relevant decisions. Qualitative and quantitative changes in public management are urgently needed in order to disseminate information on women's rights and concerns and to promote gender equity as a cross-cutting theme.

## **Organized presentation of the information submitted by the Governments**

### **Argentina**

#### *I. Women, the economy, poverty and employment*

##### *Mechanisms and implementation of plans and programmes*

Within this framework, the following programmes and projects have been implemented by the National Government:

- Programme for employed heads of household: The key objective of this programme is to provide comprehensive protection for the family, by supplying an income source to the most vulnerable households, while ensuring school attendance by the children of beneficiaries, and the incorporation of unemployed heads of household into formal education or participation in training courses that improve their future labour market prospects. During 2004, the plan functions as a feeder plan for the National Plan for Local Development and Social Economy, which is a system designed to support initiatives for socio-economic development at the local level, aimed in particular at low income sectors. The National Women's Council (CNM) and the Rural Women Project of the Department of Agricultural Development have formulated a joint programme to train rural and indigenous women in how to start up productive projects.
- Rural women project: Under the Ministry of Agriculture's Department of Agricultural Development, this project aims to incorporate the issue of rural women into the public agenda, to increase the visibility of rural women as active social and political participants who have the potential and capacity to contribute towards the design and implementation of policies targeted at the sector. The National Women's Council and the Rural Women Project of the Department of Agricultural Development have formulated a joint programme to train rural and indigenous women in how to start up productive projects.
- National women-, equity- and work-programme (MET): Run by CNM, this programme generally aims at promoting, from the perspective of gender equity and equal opportunities, the development of women's capacities and attitudes with a view to improving their position in the labour market.

The following points should also be noted:

- The year 2002 marked a turning point in the deterioration of working conditions among the population. Jobs and unemployment levels recovered slightly in 2003 from the previous year, and in some cases exceeded 2001 levels. At present, 46 percent of women work in the informal sector of the economy, which is slightly lower than the percentage for men.
- Among employed women, wage-earners accounted for 79 percent, compared to 67 percent in the case of men. However, 55 percent of wage-earning women receive either no social benefits at all or only partial benefits.
- Most women (70 percent) perform unskilled jobs, mainly employed in domestic service, teaching, social services and health care, the textile industry, other personal services, restaurants and hotels, public administration and the retail trade. Nearly two thirds of women work in these professions.

- The most significant inequalities in the labour market domain include the gap between female and male wages, which widens with the number of years of schooling.

Policies and programmes implemented in the area of employment:

1. Measures taken by the Ministry of Labour, Employment and Social Security: Resolution 656 of 2002 provided for the incorporation of the gender perspective as a guiding principle in the design and implementation of all activities relating to employment and vocational and technical guidance.
2. National Women, Equity and Work Programme: The overall objective of this programme is to promote, from the perspective of gender equity and equal opportunities, the development of women's capacities and attitudes with a view to improving their position in the labour market.
3. Training activities provided by the Tripartite Commission on Equal Treatment and Opportunities between Men and Women in the Labour Market.

## II. Women and health

### *Mechanisms and implementation of plans and programmes*

- National Programme for Sexual Health and Responsible Parenthood
  1. The significance of this programme, which was established by National Act No. 25.673/2003, lies in its emphasis on prevention, free and universal provision of contraceptives, access to information and the quality and scope of sexual and reproductive health services.
- Policies and programmes to prevent and deal with adolescent pregnancy and motherhood
  1. At the national level, a draft law on the comprehensive protection of children and adolescents, which promotes the safeguarding of all the rights recognized by the Convention on the Rights of the Child, is in the process of being adopted.
  2. The Government of the City of Buenos Aires has two laws that deal specifically with the rights and needs of adolescents in the area of sexual and reproductive health: Municipal Act No. 114 on the Comprehensive Protection of the Rights of Children and Adolescents in the City of Buenos Aires and Act No. 418 on Reproductive Health and Responsible Parenthood, which prioritises reproductive health care for adolescents.
  3. One of the stated objectives of National Act No. 25.673 on Sexual Health and Responsible Parenthood is to promote the sexual health of adolescents and ensure that the entire population has access to information, guidance, methods and services in the area of sexual health and responsible parenthood.
- Main activities to prevent HIV/AIDS and STDs
  1. The LUSIDA project for the prevention and control of HIV/AIDS and STDs was launched in 1997, with activities geared towards large-scale and targeted social communication, and







poverty in the Urban Corridor of Barbados through physical, social and economic programmes aimed at improving the standard of living and quality of life of urban dwellers.

This urban renewal programme is supported by a Poverty Alleviation Programme, the Urban Enterprise Fund (which provides funding and technical assistance to small entrepreneurs in the development of their businesses), the Urban Housing Loan Programme (UHLP, a lending facility providing finance for home construction and associated housing purposes) and the Transfer of Titles Programmes (which assist dwellers in urban tenancies to purchase the lots they occupy by subsidizing the market price).

The Government has also established a micro-credit facility Fund Access which provides loans to self employed persons and low-income earners. Other micro-credit facilities are the Barbados Investment and Development Corporation and the Young Entrepreneurs Scheme.

## II. Women and health

### *Mechanisms and implementation of plans and programmes*

The goal of a gender-sensitive health system is to ensure gender mainstreaming in all health-related government policies, programmes and projects. Although a free healthcare scheme for all is in place, its development requires a comprehensive health information system providing gender-specific statistical data.

Health Education Clinics are conducted at all the polyclinics to help increase awareness of disease risk factors and disease prevention and control. There are certain services that target women and adolescent girls, such as the Maternal and Child Health Programme (MCH) and the Family Clinics.

A Cancer Control Project was established in 2002. Ante-natal and post-natal health services and adolescent health programmes have been considered priorities. Raising awareness among Caribbean women in the area of sexual relations, however, has been difficult and has been addressed only recently by the HIV/AIDS Commission through its Women's Campaign. The Barbados Family Planning Association (BUPA) focuses on the issue.

The Government has established the National Commission on HIV/AIDS under the Prime Minister's Office, with a mandate to implement a broad-based programme of prevention and control, especially among vulnerable groups. The main goals of the programme include:

1. Achieving a 50 percent reduction in the mortality rate within three years.
2. Achieving a 50 percent reduction in the rate of new infections within the next five years.
3. Build sustainable institutional arrangements for managing the HIV/AIDS epidemic.

The National Commission on HIV/AIDS embarked on a sustained and effective strategy, encompassing education, information and communication, with a view to altering changes in behaviour in an effort to preventing the further spread of HIV infection and reducing discrimination against persons living with the virus. Other agencies collaborating in the implementation of this Campaign are the Ministry of Health, the National Organization of Women, and the Community Development and Welfare Department.

## III. Women and education

### *Mechanisms and implementation of plans and programmes*



In 1999, the Government established a shelter for battered women in fulfilment of its commitment to provide services to improve the welfare of abused women. In December 1998, the Royal Barbados Police Force set up the Victim Support Group, a non-profit voluntary organization. A National Forum Against Intrafamily Violence was organized in 2002.

## **Bolivia**

### *I. Women, the economy, poverty and employment*

#### *Mechanisms and implementation of plans and programmes*

There is basic recognition of the exclusion of indigenous and rural, mixed-descent (mestizal) and non-indigenous women, living mostly at or below the poverty line and reproducing that situation from one generation to the next. Poverty and social exclusion hinder sustainable development based on mutual recognition and fair distribution between women and men.

seasonal workers, receiving one quarter of the wages of male heads of household. Even when women are hired on an individual basis, they usually earn half the wages of a man (15).

Statistics show men continuing to garner executive positions in the public administration and in the corporate sector. Currently, 69 percent of executives are men and 31 percent women. There is also discrimination with regard to income, based on gender and ethnic origin. On average, rural women earn half the wages for men. Indigenous women earn less than half the wages of non-indigenous women. Nearly one in four rural households (24.3 percent) is headed by a woman. Of those homes, 24.8 percent are moderately poor, 23.3 percent suffer extreme poverty, and 22.9 percent are excluded from the mainstream economy (UDAPSO, INE, 1994).

Women have to come play a role in some agrarian federations, despite the fact that farmers' organizations are mostly male strongholds due to cultural norms and the fact that only 20 percent of landowners are women. (Bolivia, Five Years after Beijing, 2000 Report, VAGGF).

In the area of credit, private financial services have mushroomed, with the number of financial service offices and branches more than quadrupling between 1995 and 1999, above all in the cities along the central corridor, in areas in which poverty indices are less alarming ("Beijing + 5" report). Credit to women accounts for 58.7 percent of credit in rural and urban areas. Women, however, have access to small loans, most of which are invested in commerce. The large loans are granted to men.

#### *Main obstacles*

No gender-disaggregated data are available. As a result, the contributions to the economy of men and women and the impact of economic policies on gender are difficult to assess.

Although some headway has been made with the regulatory framework, gender mainstreaming is still only loosely tied in with Bolivia's national development aspirations and hence only applied on a limited scale. Such a linkage would guarantee the human and financial resources that are permanently siphoned off to deal with competing emergencies and pressures.

## II. Women and health

### *Mechanisms and implementation of plans and programmes*

In health, policies over the past ten years have accorded priority to primary and preventive health care. The access of the population in general, and women in particular, to information, prevention and treatment is reinforced, by expanding coverage especially in peri-urban areas and improving the quality of health services in rural areas. The policies implemented have aimed to address the high rates of maternal and child mortality, the high fertility rate, and life expectancy for men and women, the emphasis being placed on women, especially those that are poor.

Three health plans have been drawn up during two government terms:

2. The Strategic Health Plan - Combating Poverty with Family and Reproductive Health Medication, Combating Domestic Violence, and Promoting Maternal-Child Health through Basic Health Insurance and the National Mental Health Programme.
3. The National Health Plan included in "Plan Bolivia 2002 - 2007," combined with an expanded Basic Health Insurance in the form of Universal Maternal-Child Insurance.

With respect to HIV/AIDS, the Government has adopted a National Plan, developed by the Ministry of Health, to prevent and combat reproductive tract infections (RTIs), sexually transmitted diseases (STDs) and HIV/AIDS. Steps are being taken to have the State defray the cost of treatment.

Nongovernmental organizations play a key part in dissemination, education, and support for persons living with HIV/AIDS. Awareness campaigns are organized and counselling provided.

*Main obstacles*

Bolivia has a total population of 8,274,325 inhabitants, of whom 50.16 percent are women. The fertility rate is 4.4 children per women, but varies by region, level of education, and other factors. Among illiterate women the fertility rate is 6.9 children per woman.

The overall death rate per 1,000 live births is 66. Among illiterate mothers, it is 92 deaths per 1,000 live births, a difference linked to the level of education of the mothers and their access to health care. The overall literacy rate for women is 80.65 percent, but female illiteracy is highest in rural areas (37.9 percent).

~~III. Women and Children (Trend) - 31.50.04~~ Bolivia has a total (With respect to HIV/AIDS per 1,000 live births) pass 1000 TE

respectively). Ministerial Resolution No. 457 prohibits the expulsion of pregnant students from the National Educational System, regardless of their marital status.

#### IV. Women and intrafamily violence

##### *Mechanisms and implementation of plans and programmes*

Violence in the home is considered a health problem and included as such in national health policies. A law directed specifically against domestic violence has been in force since 1995. There is also an Act on the Protection of the Victims of Crimes against Sexual Freedom

Networks for Addressing and Preventing Intrafamily Violence have been set up to provide comprehensive solutions to the problems of violence. Bolivia's policy for dealing with violence against women or gender-related violence is outlined in specific Plans and includes the promulgation of Act No. 1674 against Family or Domestic Violence.

Comprehensive Legal Services (SLIs) are the decentralized mechanism for implementing the policy against violence and, under the Municipalities Act of 1998, municipal governments are responsible for organizing such services.

According to a study on domestic violence conducted in September 2000 by the Vice-Ministry for Women, seven out of ten women suffer psychological and physical domestic violence three to five times a year and three out of every 10 women suffer psychological and physical violence in their homes with considerable frequency, while nine out of ten women suffer violations of their individual rights by their partner and four out of ten women are economically maltreated by their partner (in terms of decisions regarding the handling of family resources). The incidence of violence against women between the ages of 28 and 38 is 75 percent points higher than for men of the same age.

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- The management of health data reflects the concept of disease, and is not consistent with a comprehensive health care model.

#### *Challenges*

- Implementing the women's health care model in all of the country's health centres, recognizing diversities.

### III. Women and education

#### *Mechanisms and implementation of plans and programmes*

In the education sector, a strategic action plan was prepared under the title "National Education System. Towards a Culture of Gender Equity". The plan is aimed at promoting equal access for women to services provided by the Ministry of Public Education (MEP), with targeting based on the needs and interests of the female population. Since 2000, INAMU has provided advisory services for incorporating the gender perspective in analyses, assessments, research and in the various study programmes. INAMU also participates in the Council for Comprehensive Education on Human Sexuality, contributing a gender perspective.

#### *Main obstacles*

- Creation of an employment area in INAMU, specializing in gender violence, with a corresponding allocation of human and financial resources.

other competent government and State institutions and other civil society organizations with an interest in this issue.

- Expand services provided by the Women's Delegation.
- Provide technical assistance and monitoring as required by the commissions and mechanisms of the national system.
- Increase the geographic coverage of the local networks for the prevention of intrafamily violence and for providing care when it occurs.
- Provide institutional strengthening for the network of networks.
- Develop the information system on domestic violence with indicators on the evaluation and incidence of public policy.
- Evaluate and document strategies implemented in the framework of public policy on domestic violence: prevention, promotion, detection, care and inter-learning.
- Facilitate and assist in the design and validation of the comprehensive care model.
- Develop, disseminate and implement quality standards for services of care and prevention of intrafamily violence.
- Coordinate the design and development of a research programme to provide foundations for decisions in relation to public policy orientations on intrafamily violence.
- Develop a model of quality control and social oversight of programmes and services provided in care and prevention of intrafamily violence with wide-ranging participation from the community and civil society.
- Improve institutional coordination mechanisms to integrate domestic violence as a cross-cutting area of public policies on gender equity, designed and promoted by INAMU.

#### *Main advances in institutionalization*

- Creation of specialized structures or institutions that develop institutional capabilities for care and prevention of violence; for example, the Comprehensive Care Programme for Intrafamily Violence (PAIVIF), the Health Sector Directive Council and the Gender Violence Area of the National Institute of Women.
- Expansion of local networks for the care and prevention of domestic violence with participation by government institutions, along with women's and other social organizations which coordinate their efforts and resources to provide services for care and prevention of violence.
- International cooperation support for activities promoted by the system, specifically involving Canada, the Organization of American States, the Pan American Health Organization, and the Fundación Mundo Solidario - Phillips Morris.
- Coordination of the activities of the various institutions in programmatic instruments such as the annual system operating plan.
- Generation of specific initiatives to expand and improve coverage of services on domestic violence; for example, the conceptual and programmatic framework for providing services for children and adolescents affected by intrafamily violence; and support for the project to criminalize violence against women.
- Progress on record-keeping to be applied in cases of violence, especially in relation to health and education.
- Expansion of services in terms of geographic and population coverage
- In the judiciary, operation of specialized courts dealing with intrafamily violence.
- Increase of training and awareness-raising activities for staff working in care and prevention of violence in the Ministry of Education, the Ministry of Health, the Costa Rican Social Security Fund, the Ministry of Public Security and the judiciary.

#### *Main obstacles*





The education plans provide for non-sexist education. There is close cooperation between teaching institutions and organizations to ensure that the school-family-community system works to instil a comprehensive general culture. Only 2 percent of the population of Cuba is still illiterate. The rate of women in that group is 39.6 percent. Through the adult education subsystem, the Ministry of Education gives priority to the provision of educational facilities for women

Although the achievements are unquestionable and the indicators outstanding, the health care sector faces difficulties associated with the main obstacle, namely, the economic, commercial and financial embargo imposed by the Government of the United States, which is preventing the full development of our plans. These difficulties include restrictions on the purchase of drugs and products manufactured or patented in that country that would improve the standard of health of women and the population in general.

## **Chile**

### *I. Women, the economy, poverty and employment*

#### *Mechanisms and implementation of plans and programmes*

In the last decade Chile has succeeded in reducing its poverty levels significantly: between 1990 and 2000, the total poverty rate was cut almost in half, from 38.6 percent to 20.6 percent. At the same time, female poverty declined from 39.3 percent to 20.8 percent (16). This positive record in reducing poverty can be attributed to a combination of sustained economic growth and social policies targeted at the most vulnerable population groups. Despite this progress, the incidence of poverty remains higher among women than among men, and is greater in rural than in urban areas.

The measures and programmes adopted over the past 10 years include: the Training-for-Employment Programme for Women on Low Incomes, with preference for women heads of households, which was launched in 1992 and was coordinated by SERNAM until 2001.

This initiative followed an innovative model of intervention that was decentralized, participatory and comprehensive and addressed issues relating to occupational training, support for independent workers, adult education, child care, health and justice. During its years of implementation, this programme was conducted in 103 communes throughout the country, under agreements with the municipalities, and provided benefits to some 70,000 women.

In the countryside, the Red Prorural network was established in 1998. An institutional network, it embraces various government bodies and includes political and technical participation at the national, regional and local level (17).

The comprehensive social protection scheme for the 225,000 poorest families in Chile - "Sistema Chile Solidario, 2002-2005" - was launched in 2002 to help families suffering from social and economic exclusion. It is coordinated by the Ministry of Planning and Cooperation. The system's objectives are to provide comprehensive support fo

Women make an important contribution to the economy of Chile both through paid employment and through unremunerated work. The female participation rate in the labour market rose from 28 percent in 1992 to 36 percent in 2002 (19). There has been an increase with regard to all age groups, but the rate (50 percent) is particularly notable among women of reproductive age, between 25 and 34 years, reflecting a 13-percentage point rise during the period. Yet there are significant disparities in the participation rate among the various household non-salary income quintiles.

Since 2000 SERNAM has stepped up the pace of its work with employers in general, and with certain productive sectors in particular, with the objective of ending gender-based occupational discrimination. It has developed a strategy for mainstreaming the gender perspective in the country's major agricultural business organizations (20) through the Public-Private Committee on Seasonal Farm Work. Special commissions have been established dealing with occupational health (21), working conditions, childcare, pesticides and occupational training, under the responsibility of various ministries and public agencies.

SERNAM has taken a number of steps, together with other government bodies responsible for employment and productive development, to promote labour force participation by female heads of household. These include the Employment Generation Programmes, Childcare Centres for Women Seasonal Workers and an activity on reconciling family and vocational life for women and men.

SERNAM is developing a programme for 2004-2006 to improve female participation in the workforce, particularly for women living in poverty.

SERNAM worked with the Ministry of Planning and Cooperation (MIDEPLAN), the Ministry of





Chile has made progress in recent years in expanding the coverage and accessibility of education. Women increased their average years of schooling from 8.9 years in 1990 to 9.7 years in 2000 (26). There has been a decline in illiteracy rates among both women and men, especially in the younger generations. Nevertheless, there are some significant disparities by age group, and by area of residence (rural-urban).

Mention should be made of the "High School for All" programme to increase the school retention rate. This programme recognizes that the reasons for dropping out of school are not the same for young men and women, and it is pursuing differentiated strategies to address this problem.

A significant step forward during this period was the 2000 amendment to Act No. 18,962, the Organic Constitutional Law on Teaching (LOGE), which guarantees access to and attendance in educational establishments for all female students who are pregnant or are nursing mothers. Moreover, in August 2000, an additional section was inserted in Article 2 of LOGE to the effect that "pregnancy and maternity shall not constitute an impediment to entering and attending an education

Chile has over the last ten years seen an increase in the number of women in appointed public office, as well as in elected positions, yet women are still underrepresented in the country's political and public life.

When it comes to presidentially appointed public office, between 1999 and 2000 there was a sharp rise in the number of women serving as ministers, undersecretaries, regional prefects or governors, and in local government especially, where the percentage of women rose from 10 percent in 1999 to 30 percent in 2000. Chile supported the United Nations Security Council Resolution (S/RES/1325 (2000)) urging Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and the related goal set by the Secretary-General of a 50 percent proportion of female Secretary-General envoys and representatives by 2010.

In terms of affirmative measures, a group of female parliamentarians submitted a draft bill on quotas in 1997, entitled "Draft law amending various legislation in order to promote women's right to participate in national public life" (29).

Mention should be made of the following amendments to existing legislation and legal initiatives (30):

- (1) Act No. 19,611 amending the Constitution of Chile, explicitly establishing equality between men and women.
- (2) Act No. 19,741 amending the law on family abandonment and payment of alimony.
- (3) Act No. 19,688 amending the Constitutional Organic Law on Teaching and confirming the right of access to educational establishments for female students who are pregnant or are nursing mothers.
- (4) Act No. 19,617, amending the Criminal Code, the Code of Criminal Procedure, and other legislation relating to the crime of rape.
- (5) Act No. 19,670, extending parental rights for one year to women and men, single or widowed, who declare their intention to adopt a child, pursuant to the provisions of the adoption law.
- (6) Act No. 19,585, the Filiation Law, amending the Civil Code and other legislation with respect to filiation so as to create equal status for all children born in or out of wedlock.
- (7) Act No. 19,711, regulating visiting rights for children in the custody of one of their parents.
- (8) Act No. 19,591 amending the labour code with respect to the protection of maternity.

#### *Main obstacles*

The process of ratifying the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, signed by the Government of Chile in December 1999, has not yet reached a successful conclusion. The reactivation of the ratification process is pending.

Despite the significant progress made in the legislative field, there are still situations in which women are in an inferior position to men, reflecting the persistence of discriminatory standards in the legal system, and the fact that certain legal initiatives designed to overcome them are still caught up in legislative procedures.

#### *V. Women and intrafamily violence*

##### *Mechanisms and implementation of plans and programmes*



introduce legislation ensuring the exercise, protection and defence of women's occupational rights, promoting equal economic opportunities between men and women through planning and implementing gender-based affirmative-action measures.

## II. Women and health

### *Mechanisms and implementation of plans and programmes*

The goal of a gender-sensitive health system is to ensure gender mainstreaming in all health-related government policies, programmes and projects, based essentially on the perspective of comprehensive care at the of community level, at work and in education. The objectives are: strengthening sexual and reproductive rights, providing health services and taking measures of prevention, care and punishment regarding intrafamily and sexual violence. Despite the scarcity of State funds for research, gender-related variables have been partially introduced in the systems of

an institutionalized vehicle for dialogue and consensus-building, with the participation of State and civil society stakeholders, in connection with the formulation of employment policies with a gender perspective.

- In a Ministerial Agreement signed in January 2003 by the Ministry of Labour and Human Resources and the Ministry of Tourism, the composition and operational rules of the Forum were formalized, the objective being to "promote gender equity by building a technical and political forum to shape government employment policies." This initiative arose out of the ECLAC-GTZ Project "Institutionalization of labour policies with a gender perspective" (Phase I), in which the Ministry of Tourism and CONAMU entered into a partnership aimed at gender mainstreaming in that Ministry and in the policies, programmes and projects of the tourism sector. One of the leitmotifs of the agenda and proposed operating guidelines is the need to bring in technically and politically qualified staff to the Ministry of Labour and Human Resources, the Ministry of Tourism, and other institutions responsible for drawing up Ecuador's labour and economic policies.
- A start has also been made on the ILO Project "Gender, poverty and employment" and Phase II of the Project "Labour Policies with a Gender Perspective." Here, it should be pointed out, strategic partnerships have been struck with ECLAC, UNIFEM, and the National Institute of Statistics and Censuses, INEC, with a view to constructing employment and gender indicators.
- The PADEMUR proposal is also a poverty reduction strategy geared to enhancing the quality of life for women in rural areas.

Established by Executive Decree No. 614, published in Official Register 134, of August 3, 2000, the Social Cabinet is the state body charged with consolidating social policy by coordinating the efforts of the Ministries of Social Welfare, Education, Health, Labour, and Housing, jointly with mixed (State and civil-society) autonomous public entities working in this field, such as the National Council for Women (CONAMU), the Council for the Development of Ecuadorian Nationalities and Peoples (CODENPE), the National Council on Disabilities (CONADIS), the National Institute for Children and the Family (INNFA), the Emergency Social Investment Fund (FISE), and the Solidarity Fund. The National Health Council (CONASA) has also been approached. In 2003, the Office of the Vice President of the Republic and the Ministry of Economy and Finance were added to the list with a view to coordinating economic policy and social policy.

- The Social Sector backs the government policy guidelines reflected in the "Human Development Agenda" (AHD), a document that the Social Cabinet uses as a basis for its work. The activities planned by the AHD are aimed at helping families and the State manage the risk and vulnerability factors to which they are exposed. The AHD proposes linking the Government's three - social, economic, and productive - agendas. "At the interface of the three agendas are the strategies needed to reduce poverty and to incorporate hitherto excluded sectors in productive and redistribution-equity circuits." (38)
- In April 2004, CONAMU signed a Cooperation Agreement with the Social Front Technical Secretariat (STFS) on Poverty and Gender. Its aim is to establish the Inter-Institutional Cooperation Framework for gender mainstreaming and comprehensive protection of women's rights in national poverty reduction policies.
- The main specific goals include:
  - Formulating and implementing social protection policies, especially in the Human Development Bond Programme.



- Major obstacles have been identified with regard to legislation and administrative practices shaped by a culture of exploitation and discrimination, which perpetuates gender gaps, reproduces and reinforces inequality, and blocks access to and control of financial resources.
- The participation of State and civil society players in activities designed to achieve this goal does not mean that a women's rights and gender equity perspective has been fully incorporated into sector or inter-sectoral policies and programmes. Promotion of women's economic rights has stemmed exclusively from the national body responsible for overseeing gender policies.
- The insufficiency of the fiscal resources allocated in the National Budget to Fondo ProMujeres and the Programme of Support for Rural Women indicates the still only incipient sensitivity of the central government to the situation of women. There is also insufficiency of funds to cover the costs of activities to advance economic and rights and gender issues.
- The lack of resources for gender issue activities prevents appropriate installation of a technical advice system at the local level. Staff at that level needs specialized courses to enable them to advance the process of formulating local government policies with a gender perspective.
- Another hurdle is the unwillingness of the Ministry of Labour to allow consultation and participation of the national authority for gender issues and of civil society in monitoring compliance with international agreements on labour and gender issues.
- Although much effort has been devoted to acquiring strategic information about the status of women and gender relations, there are still not enough statistics available for technical staff or decision-makers of both sexes to draw up plans, agendas, policies, and strategic programmes.

## II. Women and health

### *Mechanisms and implementation of plans and programmes*

Although 92.6 percent of women of child-bearing age are familiar with some kind of family planning method, only 35.3 percent actually use one to control their fertility. Among married women or those living with their partner, the percentage increases to 56 percent. Just over one quarter (26 percent) of all men with access to contraceptives actually use them, which means that responsibility for family planning is still almost exclusively left to women. Lack of information on sexuality and contraceptive methods increases the number of undesired pregnancies, especially among adolescents and young women.

Major gaps can also be seen in insurance coverage



With regard to legislation, the Ministry of Public Health and the Congressional Health Commission are working on proposed amendments to the Health Code. One of the core areas addressed by the reforms is sexual and reproductive health.

International cooperation has been a major source of funds for research into the status of women. With the support of several international agencies, work is currently under way on the design and testing of the questionnaires for the national survey on maternal-child health, sexual and reproductive health and the health of children.

Despite the dearth of government funding for research. Greater emphasis is in fact being placed on dissemination of the available statistics on women's health. In most cases, data gathering and analysis systems in general, and those dealing with health issues in particular, now include a breakdown by sex.

As for monitoring of actual compliance with the allocation of government resources to health, it should be pointed out that, while budgetary appropriations have increased each year for implementation of the Free Maternity and Child Care Act, the funds do not always reach the health centres in sufficient quantities or on time.

#### *Main obstacles*

Owing to problems in fund transfer mechanisms and delays on the part of funding sources, such as the Ministry of Economy and Finance and the Solidarity Fund, the implementation of LMGYAI has not been fully effective.

There is an ongoing debate in Ecuador about who should pay for women's sexual and reproductive health care and basic health care for children under five. One proposal is that women could defray the healthcare costs of their children at that age. The other view is that the flow of reimbursements is irregular and, given the constantly declining budget of the Ministry of Health (MSP), the only solution seems to be to charge directly for services.

As for progress with legislation, the Congressional Commission on Health and the Environment has not been open to - or politically willing to endorse - women's concerns and the gender approach in the Health Code reform process.

Despite major increases in MSP, further effort is needed since it is estimated that a quarter of the population has no access to any kind of health service.

Although information is of key importance in the public policy formulation process, the State has not made research into women's health issues a priority in allocating resources. Ecuador's investment in research is one of the lowest in Latin America.

One of the major national budget constraints is the cost of supervision and monitoring.

The institutionalization of a system for improving sexual and reproductive health care services has been slow subject to shifts in the political will of the authorities in that area.

### III. Women and education

### *Mechanisms and implementation of plans and programmes*

The figures on women's access to education in the past decade are promising. Although males have a higher school enrolment rate, the attendance rate for females is higher. Despite improvements, there are gender-related aspects of education that are worth noting. One such issue is the double or triple workload of women from an early age.

The illiteracy rate is another important indicator.

### *Mechanisms and implementation of plans and programmes*

The State of Ecuador has acceded to important initiatives of the women's movement aimed at increasing women's participation as candidates in national elections and for senior positions. The Constitution and lower-ranking legislation contain significant provisions designed to promote and increase women's involvement in politics. Nevertheless, there are still substantial gaps.

Women mainly fill local authority positions, particularly in township and city councils. Some women ministers have been appointed under the current government, and were entrusted specifically with the Tourism, Foreign Trade, Foreign Affairs and Education portfolios. However, the participation of women at these decision-making levels is partly due to the high turnover in these positions. Today there are women ministers of Foreign Trade and Tourism.

Article 102 of the 1998 Constitution establishes that the State shall promote and guarantee the equitable participation of women and men as candidates in the popular electoral processes, in policy-setting and decision-making bodies in the area of public affairs, in the administration of

In 1994 the Women and Family Commissariats were established in response to a demand of the women's movement and legal aid offices in Ecuador. That constituted the first step toward the establishment, coordinated by CONAMU, of Commissariats at the national level.

The promulgation of Act No. 103 on Violence against Women in 1995 meant that the commissariats acquired the legal mechanisms and procedures needed to deal with cases of intrafamily violence.

At a later stage, the National Directorate of Commissariats was established by Ministerial Agreement in March 2000. In February 2002 it became the Directorate for Gender.

Currently, CONAMU provides the Directorate for Gender with technical assistance on issues of violence.

The Inter- Institutional Committee for Supervision of Women's Human Rights was established on March 31, 2004, with the participation of the National Directorate for Gender (DINAGE), the Women's Division of the Office of the Ombudsman, the Office of the Attorney General, the National Police, the police force's Office for Women's Rights (ODMU), the Congressional Commission on women's issues, children, youth, and the family, the Centre for the Advancement of Women (CEPAM), the Maria Guare Foundation, the Equity Foundation, the Observatory for a Life Free from Violence, the Ecuadorian Association of Municipal Government Staff (AME), the Ecuadorian Association of Female Municipal Employees (AMUME), the United Nations Development Fund for Women (UNIFEM) and the United Nations Population Fund (UNFPA). At the second meeting of the Committee the inclusion of representatives of the National Judiciary Council and the Supreme Court was recommended.

#### *Main obstacles*

Legal advice mechanisms need to be placed on a more sustainable footing within local government administrations. Sufficient human and financial resources are essential for sustaining and strengthening these projects, which provide women with legal counselling.

There is lack of training for personnel on issues to do with women's rights, violence, and local government policies, especially at the local level. A major investment therefore has to be made in sensitizing and training both local authorities and technical teams.

Political instability and constant changes of authorities prevent the implementation of initiatives aimed at enhancing women's access to justice in general.

### **El Salvador**

#### *I. Women, the economy, poverty and employment*

##### *Mechanisms and implementation of plans and programmes*

El Salvador has ratified the international of the International Labour Organization (ILO) conventions on equal remuneration for men and women workers for work of equal value (No. 100), on employment and occupation (No. 111), which bans discrimination, and on workers with family responsibilities (No. 156), which provides for equal opportunities and equal treatment for men and





- Technical assistance is provided in the implementation of the gender policy guidelines of the Salvadoran Municipalities' Association.
- Establishment of the Interdepartmental Legal Commission, whose members comprise representatives of the National Secretariat for the Family, the Supreme Court of Justice, family courts, the Procurator General's Office, the National Judicial Council, the Inter-American Commission of Women of the Organisation of American States (OAS) and ISDEMU. Its function is to review legal guidelines and to propose reforms promoting gender equity and equality.

#### IV. Women and intrafamily violence

##### *Mechanisms and implementation of plans and programmes*

continuing inequity in education, few women go beyond primary school and obtain a secondary or post-secondary education.

It may also be mentioned that, because of the type of work done by women, they have little access to credit: in 2001, only 32.6 percent of the loans granted by the Rural Development Bank (BANKRURAL) went to women. That fact hinders their development. SEPREM developed and presented to the Ministry of Public Finance a proposal for the incorporation of a gender classifier in the national budget in order to display the amounts allotted to women.

Great efforts are being made by the Ministry of Education, social funds, the Ministry of Agriculture and Food, the Ministry of Energy and Mines and the First Lady's Social Work Secretariat to improve women's productive capacity, but there is no national programme to maximize the results of all these efforts and avoid duplication.

## II. Women and health

### *Mechanisms and implementation of plans and programmes*

Regarding the HIV/AIDS problem, the Ministry of Public Health has set up the National Programme for the Prevention and Control of Sexually Transmitted Diseases (STDs) and HIV/AIDS, which prevents, monitors, controls and responds to this problem at the national level, though it functions with a limited budget. In 2002, Legislative Agreement No. 317-2000 was promulgated, implementing regulations for the General Act on Combating HIV/AIDS, but it contains no specific provisions for women.

## III. Women and education

### *Mechanisms and implementation of plans and programmes*

The Ministry of Education has set in motion an educational reform involving proposals for curriculum change and the establishment of the Vice-Ministry for Intercultural Bilingual Education.

## IV. Women in power and decision-making

### *Mechanisms and implementation of plans and programmes*

Since 2001, the Presidential Secretariat for Women (SEPREM) seeks to extend the implementation of the goals of national women's affairs policies - addressing the critical areas of concern of the Fourth World Conference on Women (Beijing, 1995) - at the local level, succeeding in having the new Urban and Rural Development Councils Act specify that SEPREM would be a member of the National Urban and Rural Development Council and of the regional councils. Also, representatives of women's civil society organizations (CSOs) were included in the regional, departmental, municipal and community development councils and gender equity was adopted as one of their guiding principles.

At the same time, SEPREM's involvement in the development of the Municipal Code resulted in the incorporation of a gender perspective, as involvement of the Women's Commissions was made obligatory in the municipalities.





1. Inclusion of a "Women and poverty" component in the National Policy for Women and a "Gender equity and equality" component in one of the programme areas of the poverty reduction strategy, together with the identification of objectives, policy measures, and programmes and projects for women in various sectors (39).
2. Conduct of studies based on statistics produced by the National Statistics Institute (40) and availability of a gender-disaggregated employment database and a system of employment indicators.
3. Negotiation with the National Statistics Institute of the inclusion of the modules on "Access to and control of production resources" in the permanent multi-purpose household survey.
4. Formulation of the gender equality policy for agriculture.
5. Drawing up of the first draft of a bill amending the Equal Opportunities for Women Act with a view to expanding the chapter on equal opportunities in employment and social security.
6. Initiative to mainstream gender perspectives in the national budget, with the inclusion of gender aspects in the budget components and measures to raise the awareness of macroeconomists and senior officials in the various ministries, and to establish a non-reimbursable cooperation fund to consolidate and develop a strategy for securing progress towards the formulation of a gender-sensitive budget policy.

#### *Main obstacles*

- Persisting discrimination against women in the labour market, which aggravates their poverty by perpetuating inequality in the distribution of opportunities, resources and incomes, as well as in access to jobs and social services.
- Women's scant access to and control of production resources.
- Despite exports diversification and trade liberalization, which open up opportunities for women in the production of goods and services for the external market, persistence of precarious conditions for women: low wages, hard work and long hours, piecework and job instability.
- The fact that some programmes and projects designed to improve women's economic conditions do not include any measures on the release of women from work for childbearing or any monitoring and follow-up arrangements for measuring their effects and impact.
- Although some top -level authorities show interest in having the poverty strategy include projects which will contribute to the economic and political empowerment of women, the projects formulated are focused primarily on women's vulnerability.
- The increasing numbers of girls in the EAP. In the 10-14 age group, girl workers used to account for 18.8 percent of the EAP, as against 81.2 percent for boys; but by 1998 the proportion of girls had increased to 29.4 percent, as against 70.6 percent for boys (41).

## II. Women and health

### *Mechanisms and implementation of plans and programmes*

Priorities for the period 2002-2006 relate directly to the health of women and children, including: health protection and promotion; reduction of maternal and infant mortality; reduction of mortality among children under five; and reduction of the risk of transmission of HIV/AIDS. The measures are aimed mainly at improvement of the coverage and the quality and efficiency of the health services and at increased access and equality.

In an effort to give effect to these priorities the Ministry of Health coordinates activities with international agencies and public and private bodies, especially those working for the rights of women, adolescents and children.

Every care and prevention programme has technical components which are executed through the national system of health services, with the participation of organizations of civil society.

Major achievements in gender mainstreaming in the Ministry of Health include: the integration of components on a cross-cutting gender approach in Essential Public Health Function (FESP) No. 5 (Policy development and institution building in the planning and management of public health), in the annual operating plans of the Maternal and Child Department, and in the strategic plan to combat HIV/AIDS 2003-2007.

The Ministry of Health is taking measures to strengthen the comprehensive care of children through the formulation of technical guidelines for the initiative to reduce infant mortality and the consolidation of the comprehensive care strategy for children.

Measures were taken to prevent and combat maternal mortality under the comprehensive care programme for women, including the revision and updating of the standards for the comprehensive care of women to include a gender focus.

The principal achievements in the HIV/AIDS programme included the establishment of the national programme on prevention of the transmission of HIV from mother to child.

#### *Main obstacles*

- Where health is concerned, women are still viewed from the standpoint of their reproductive role and not from a comprehensive health perspective.
- Although a start has been made on introducing the policy on a cross-cutting basis, the gender perspective is still lacking in the Ministry of Health to ensure its incorporation in the policies, plans and programmes.
- There are no clear technical policies on abortion as a public health problem, although it remains the second commonest cause of hospital admission nation-wide, a situation which has not changed over the past 20 years.
- Deficits in hospital infrastructure, equipment and supplies.
- Failure to give priority to such matters as mental health, quality of services for women, consolidation of women's self-determination and self-medication, and their empowerment in health and other fields.
- Shortcomings in the functioning of the information system. Statistics are usually not disaggregated by sex and they are published late. The lack of gender indicators on health obstructs the analysis and monitoring of the various health policies, plans and programmes.

### III. Women and education

#### *Mechanisms and implementation of plans and programmes*

Under the National Agreement on Change for Human Development, headed by the National Forum on Convergence (42) and the Education Ministry's action plan and strategy for 2002-2006, the Government has entered into a national commitment to secure application of the existing gender legislation, for example the Domestic Violence Act, the Equal Opportunities for Women Act, and the National Policy for Women.

Relevant achievements are:

- Provision of greater access of boys and girls to primary education in both urban and rural areas.
- Decrease in the female illiteracy rate from 34.7 percent in 1998 to 19.8 percent in 2001, a bigger decline than in the male rate, which fell from 33.9 to 20.2 percent in the same period.
- Implementation of illiteracy programmes through the cooperation of various public and private bodies, in which 50 percent of the participants (aged over 15) are female.
- Development of vocational training programmes on a national scale.
- Updating of targets in the preparatory basic action plan for the transformation of the national

dealing with offences against sexual freedom and personal honour, including offences of trafficking in women and the commercial exploitation of women and children.

Clear progress with respect to civic participation toward a high representation of women was made in the composition - altered by constitutional amendments - of the Supreme Court of Justice. Women are also in the majority as official guardians and members of the government prosecutor's department, with 58.5 and 55 percent respectively.

The State, in conjunction with public and private bodies, has introduced and/or backed initiatives which have led to such achievements as:

1. Availability of data to facilitate the analysis of the situation of women in the exercise of power
2. Establishment of gender units in State agencies
3. Gender mainstreaming in the local management methodology handbooks used by the Ministry of the Interior and Justice, and training of technical personnel in their use.
4. Active participation in the sectoral panels on governance and human rights
5. Decentralization and local development
6. Technical back-up for the establishment and operation of the municipal offices for women.

#### *Main obstacles*

- Prevalence of a culture of exclusion in political parties and in other areas where power is exercised.
- Scant involvement of women in the adoption of economic and political decisions or in the exercise of power at the local, national and international level.
- Limited access by women to posts filled by popular vote and to public office, although women account for 50 percent of voters.

#### *IV. Women and intrafamily violence*

##### *Mechanisms and implementation of plans and programmes*

The first measures to improve the situation with regard to violence against Honduran women were introduced in the 1980s in connection with the pu

2. Establishment of the Office of the Procurator for Women, the family guidance centres, and the special domestic violence courts, which issue protection orders and receive and process reports under the Domestic Violence Act.
3. Approval of the regional project "Gender perspectives in the modernization of police institutions and in civic security".
4. Establishment of a legal and institutional framework for protecting girls in the context of the sexual and commercial exploitation in Honduras (45) and design of a module on violence for inclusion in the household survey.

*Main obstacles*

- Limited capacity of some of the agencies created by the State to address the problem and respond effectively to reports.
- Lack or underdevelopment of national institutional machinery for prevention and for the protection of the rights of the direct and indirect victims of violence.
- Lack of an operational network to facilitate coordinated and sustained efforts by public agencies and partnership with private bodies to share and learn from experience.
- Ignorance of most Honduran women of the legislation designed to protect their right to life free of violence.

**Mexico**

*I. Women, the economy, poverty and employment*

The National Mechanism for Women organized the First National Conference of Women Entrepreneurs. The most important outcome was the decision to create a National Network of Women Entrepreneurs, to promote the advancement of women in productive and service enterprises, business chambers, labour unions and the public sector.

In the area of labour, the Ministry of Labour and Social Security (STPS) ran a permanent campaign to eliminate discrimination against women in the workplace, and a campaign for training in the gender perspective. These affirmative measures included the following activities:

- (1) 13 agreements signed with various firms, state governments and women's associations on prohibition of non-pregnancy certification to gain employment, recognition of family responsibilities and breast-feeding period;
- (2) dissemination of women's labour rights through inter alia radio spots, posters and charters of rights and obligations; and
- (3) holding of two events, entitled "First National Conference of Women Workers - Protection





it is the first country whose Government has commissioned the United Nations to conduct a national assessment on human rights. Chapter five of that assessment, presented in December 2003, addresses the issue of women's human rights. The first general statement relates to the incorporation of the provisions of international conventions, especially CEDAW and the Belem do Para Convention, in national and state legislation and their enforcement.

The project entitled "Legislating from a Gender Perspective" aims at promoting a legislative agenda that guarantees equality and non-discrimination under the law in upholding the fundamental rights of women and children.

Nonetheless, tight legislative deadlines hinder monitoring and continuity of the activities embarked upon; and this is compounded by a lack of knowledge on gender issues among legislators and scant attention paid to gender as a priority issue.

#### IV. Women and intrafamily violence

##### *Mechanisms and implementation of plans and programmes*

In 2002 the national mechanism for the advancement of women implemented the National Programme for Life without Violence (xix) to help eradicate domestic violence by creating a national system of public policies on gender-based prevention, treatment, information and evaluation.

A Comprehensive System of Care for Women Victims of Domestic Violence (SIAMAVIF) has been set up under the above programme.

Study and research activities include the National Survey of Violence against Women (ENVIM, 2003) conducted by the National Centre for Health Surveys. At the national level, the 2003 National Survey on the Dynamics of Family Relations (ENDIREH, 2003) was carried out to form the statistical subsystem on violence - a project coordinated by INMUJERES, the National Office of Statistics (INEGI), the United Nations Development Fund for Women (UNIFEM) and the United Nations Development Programme (UNDP).

##### *Main obstacles*

Although progress has been made, obstacles and resistance have prevented the full implementation of plans and programmes developed, including cultural resistance to the topic in general and - inter alia - to the work of the national mechanism, the institutionalization of the gender perspective and the alignment of national legislation with international commitments made through binding instruments.

The obstacles include resistance to gender mainstreaming, and insufficient staffing and budget to carry out relevant activities.

Another obstacle is the budget's insufficiency for attaining the goals of each programme. In March 2004, the Chamber of Deputies petitioned the Federal Government for the budgetary authorizations necessary for the Council to expand its budget.

## **Nicaragua**

## I. Women, the economy, poverty and employment

### *Mechanisms and implementation of plans and programmes*

Nicaragua is the second poorest country in Latin America and the Caribbean. To cope with this reality, the Government designed an Enhanced Poverty Reduction and Growth Strategy (ERCERP) and is currently working on an ERCERP II. The female poverty situation generally improved between 1998 and 2001, since for every 100 men living in poverty, the number of women in a similar predicament fell from 98.8 to 97.3 (46).

Although women's participation in the labour market has increased, they continue to lag behind men in this regard and their employment possibilities are much more precarious.

Micro, small and medium-sized enterprises (MYPYME) are currently the nation's most important sources of jobs and income. Microenterprises constitute the survival strategy for broad segments of the population submerged in poverty and unemployment (47).

Mention must be made of the following programmes:

1. Direct job creation programmes. Direct job creation has been the responsibility of government agencies such as: the Emergency Social Investment Fund (FISE), the Nicaraguan Municipal Development Institute (INIFOM), the Rural Development Institute (IDR) and the Ministry of Agriculture and Forestry (MAGFOR).
2. Labour training and technical assistance programmes for job creation or income generation. They aim at institutional gender mainstreaming.

The formulation of the National Employment Policy has been launched. The National Development Plan is expected to open up new job opportunities locally, which should provide employment alternatives to this migratory flow.

## II. Women and health

### *Mechanisms and implementation of plans and programmes*

- Implementation of the National Multisectoral Strategic Plan to Prevent STDs and HIV/AIDS in all institutions working in this area in Nicaragua.
- Implementation of the General health Act.
- Review and preparation of healthcare policies: National Health Plan, Life-cycle Comprehensive Care Model, and the National Sexual and Reproductive Health Programme, which includes the topic of masculinity and identifies gender rights and sexuality as cross-cutting issues.
- Community Health and Nutrition Programme (PROCOSAN) implemented.
- Design and implementation of a budgetary methodology and an information, planning and budgeting system (SIPLA), which has helped in the process of decentralization with efficient and equitable resource allocation.

- Inclusion of human rights and gender equality, as cross-cutting issues, in the National Strategic Plan for the Prevention of STDs and HIV/AIDS.
- Revitalization of the National Commission to Prevent Maternal and Perinatal Mortality along with the National Commission on Breast-Feeding, the National Commission on Micronutrients, and the Technical Committee on Food Security and Nutrition.
- Inclusion of the provision of health services for vulnerable groups in the mother-child, old-age and disabled population groups in Act No. 423.
- Review and updating of healthcare regulations, and provision of instructions to take account of the gender perspective, violence and evidence-based medicine, by the Ministry of Health.
- Introduction, under The General Health Act (No. 423), approved in 2002, of legal amendments aimed at guaranteeing equity in healthcare. Although progress has been made in promulgating the law and its regulations, technical regulations are still pending, along with care protocol manuals which are important for ensuring that the health sector fulfils its role.

*Main obstacles*

The Health Ministry's integrated information system (SIMINSA) is being implemented in the SILAIS of Matagalpa, Jinotega, the North Atlantic Autonomous Region (RAAN), Rio San Juan, Masaya and Granada. Outpatient morbidity among th

*tlanIII. Womade*

2. Learning Project II
3. Programmes to support primary and secondary education reform with guidance and vocational training
4. Project to promote human rights in teacher training institutes
5. Literacy and basic adult education programme (PAEBANIC)
6. Education for Life Programme

*Main obstacles*

Grade repetition and dropout have been persistent education problems in Nicaragua. The first of these is more acute in the early grades and in rural areas; in the case of dropout, 52 per cent of boys and girls drop out of primary school before completing the fourth grade, and only 80 per cent of those that do complete the cycle go on to enrol in secondary school.

The main causes of dropout are a lack of paid work and the distances involved in getting to school.

*IV. Women in power and decision-making*

*Mechanisms and implementation of plans and programmes*

Civil Service and Public Service Career Act: This draft legislation, currently debated in the Plenary of the National Assembly, aims to strengthen institutional and governance in the civil service.

Equal Opportunities Bill: This legal instrument aims to advance measures to promote and protect equal opportunities between men and women, by designing a State policy that helps to overcome the gender inequalities that still persist, prioritizing measures and activities in designing health policies to preserve women's quality of life.

*V. Women and intrafamily violence*

*Mechanisms and implementation of plans and programmes*

In recent years a concerted effort has been made by the Government, civil society and the women's movement to prevent violence against women, children and adolescents. For this purpose the National Commission on Violence against Women, Children and Young Persons was established, and has since been working to formulate a National Plan to Prevent Intrafamily and Sexual Violence.

The Ministry of Education, Culture and Sports is promoting the Education for Life Programme in coordination with the National Police Force, the Ministry for the Family (MIFAMILIA), the Ministry of Health (MINSAL) and civil society organizations.

In 2003, the Nicaraguan Institute for Women created a Violence Prevention Department to follow up activities affecting the institutions that comprise the National Commission for Combating Violence.

MINSAL has developed a computerized information

MIFAMILIA has drafted regulations on Comprehensive Care and Special Protection for Children and Adolescents.

The National Police Force has designed and established among the Special Offices for Women and Children an information system that will make it possible to record information, and to monitor incidence, prevalence and reoffending in domestic and sexual violence.

*Main obstacles*

Although progress has been made in the area of compiling sex-disaggregated data, not all information is processed or published in that form. Public institutions in particular have no tradition of a statistical culture. Statistics production does not meet the needs of all users and suffers from limited conceptual and methodological development.

Lack of resources seriously hampers implementation of the Platform for Action.

There has been little dissemination and/or socialization of the further initiatives and measures identified in the Twenty-Third Special Session of the General Assembly.

Procedural changes and efforts to enforce and disseminate laws need to be persevered with.

**Paraguay**



The Commission for Women's Affairs in 1996 developed and established a teacher-training programme for men and women designed to promote gender equality in vocational education. In 1998, Act No. 3 was adopted, prohibiting the sexual harassment of pupils in public and private schools.

#### IV. Women and intrafamily violence

##### *Mechanisms and implementation of plans and programmes*

In 1996, Act No. 226 was adopted, providing for a pilot programme establishing a medical protocol in relation to care for victims of domestic violence. Act No. 284 of 21 August 1999 which prohibits stalking and makes it a crime in Puerto Rico.

In 2003, the Office of the Procurator for Women designed a model for the prevention of violence in marital relations between young couples, to be used as a teaching tool in the public schools. That same year a project was developed to train teachers and support staff on issues of discrimination and violence against women.

By an executive order issued on the initiative of the Procurator for Women in July 2003, an Inter-Agency Commission for an Integrated Domestic Violence Policy was set up to establish the machinery needed to ensure effective implementation of the established policy for preventing and dealing with domestic violence.

The Office of the Procurator for Women provides financial support to Puerto Rican NGOs for their prevention, protection and treatment programmes for cases of domestic and sexual violence. It launched a large-scale campaign denouncing domestic

Among the obstacles encountered in developing the system are the following:

- At the time the programme was developed, those taking part in its implementation lacked a gender vision.
- When a project is implemented, a gender-sensitive vision prevails formally, in particular in verbal agreements between the various bodies involved. However, this vision does not materialize when the project is implemented.
- Most of the amounts extended to women are very small compared to those extended to men. This may be observed in the Agribusiness Management programme.

## II. Women and health

### *Mechanisms and implementation of plans and programmes*

Pregnant Adolescents Programme: The health data from the Population and Health Census (ENDESA, 2002) indicate that 23.3 percent of all adolescent girls (for the purposes of the census, women between 15 and 19 years of age) have at some time conceived. On that basis, and in view of other factors involving adolescents' sexual and reproductive health, the programme to reduce pregnancy among disadvantaged adolescents has been proposed. It relies on inter-agency cooperation to build the capacities of the various government agencies and NGOs to prevent and treat teenage pregnancy. Implementation of the programme is the responsibility of the State



#### IV. Women and intrafamily violence

##### *Mechanisms and implementation of plans and programmes*

Gender-based violence is dealt with in Dominican law under the term "intrafamily violence". The main legislation dealing with violence is Act No. 24-97 on intrafamily violence, which should be credited with recognizing and making visible gender-based violence and providing for the mechanisms to punish it.

There is a Care Centre for Abused Women that specializes in evaluating the condition of victims of violence. These units are the kernel for enforcement of the Act in all communities that so request at the national level.

The Ministry of Labour is responsible for the implementation of strategies that aim at improving women's access to the labour market and eliminating discrimination in hiring.

Initiatives are launched aimed at ensuring equal opportunities of access to technical training services for employment and to social benefits; equal remuneration; equal access to pensions; and the prohibition of dismissal on grounds of pregnancy or maternity leave.

There is need for an employment policy providing for equality of opportunities, working conditions that are better for women and meet their special needs; and for appropriate social security policies.

## II. Women and health

### *Mechanisms and implementation of plans and programmes*

The Ministry of Home Affairs implements, and provides financial support for, the Comprehensive Plan of Action on Gender Issues.

In that area, the Government of Suriname has set the following main objectives:

- strengthening the system of analysis of maternal mortality
- formulating policies facilitating access to health and social-security services focusing on comprehensive care.

## III. Women and education

### *Mechanisms and implementation of plans and programmes*

The Ministry of Education promotes an education plan that encourages a culture of gender equality, raising awareness among the executives, the teaching staff and the educational community, favouring women's access to education and the improvement of educational conditions for women and incorporating the gender perspective in the curriculum.

Measures are taken concerning the enrolment and retention of pregnant girls in the schools.

## IV. Women and intrafamily violence

### *Mechanisms and implementation of plans and programmes*

The Ministry of Home Affairs has seen to the development of information and education initiatives on the rights of women and the adoption of measures for punishing and eradicating violence against women in collaboration with the Foundation "Stop Violence against Women".

As a specific measure for dealing with violence against women, the criminal code penalizes gender-based violence and provides for its punishment. Counselling is provided to the victims of violence and sexual abuse in cooperation with the Foundation "Stop Violence against Women". Training workshops organized jointly with the Ministry of Justice and the Police provide information and legal support.



of their entrepreneurial skills, enhancing their organizational capacity, and encouraging their social participation. As a further outcome, rural women have constituted legally established organizations.

## II. Women and health

### *Mechanisms and implementation of plans and programmes*

The National Institute for Minors (INAME) is responsible for policy relating to children and adolescents. Activities carried out aim at providing comprehensive attention to children and adolescents. Various projects have been drawn up, incorporating the gender dimension and relating to family problems such as violence, mistreatment and abuse. The Institute places special emphasis projects targeting especially teenage girls and pregnant adolescents through comprehensive care.

There is parliamentary debate on agenda items such as assisted childbirth, sex education, the decriminalization of abortion and intrafamily violence, considered to be public health issues. The most significant legislative advance has been the draft Law on Sexual and Reproductive Health, which is now under consideration in the Senate.

In 2001, contraception services were included within the framework of gynaecological consultations at public health units. This represents an important step forward, in that policies based on so-called "vertical programmes" supported by international funding are now being replaced by programmes funded with the Public Health Ministry's own resources. Training is provided in sexual and reproductive health. Moreover, the Equal Opportunities and Rights Plan includes specific steps to promote sexual and reproductive rights. An advisory council has been established, including social organizations, government agencies, academic institutions and health professionals. In this context, the Programme of Comprehensive Care for Women (PAIM) has been in operation since 1996 at the municipal level and carries out sexual- and reproductive-health training activities.

Although health programmes have been implemented, there is still a lack of education campaigns at the national and departmental level to encourage the recognition, ownership and exercise of the relevant rights in the context of promoting equity and good citizenship.

## III. Women and education

INAME coordinates activities with NGOs and with State and public organizations. Although information and awareness-raising campaigns on violence and the psychological, physical and sexual abuse of minors have been launched, larger-scale endeavours are needed. Progress has been made in combating domestic violence. Reference must be made to Act No. 17.514 of 2 August 2002 on that issue. Although domestic violence was made a crime in 1995, the impact of that move was very limited. The new law establishes for the first time the need for a national action plan, which is to be pursued through a special National Advisory Council for combating domestic violence. A number of programmes and projects have been launched as a joint effort to combat domestic violence with increasing involvement by the State and civil society.

Of special importance in this process has been the Family Violence Subprogramme of the Public Safety Programme, which the Ministry of the Interior has been conducting with Inter-American Development Bank (IDB) funding and the main objective of which is to prevent and treat interpersonal violence and to reduce risks and the feeling of insecurity. However, despite its significance, the family violence programme was discontinued, because of lack of domestic funding, once the IDB funds were exhausted. Its results and findings are still being analyzed, and it is clear that the experiment resulted in considerable feedback, knowledge transfer and coordination, providing relevant information and promoting awareness of the issue.

#### *Main problems*

- The low ranking accorded gender issues on public agendas and the lack of consistency in the Government's position on gender mainstreaming in public policies.
- The chronic discontinuity in State activity processes, reflecting a poor record of inter-agency coordination and cooperation.
- The lack of any general policy or guidelines, with the consequence that the activities taken do not cover all the areas indicated in the Beijing Platform and are inadequate to guarantee the rights of the population as a whole.
- The institutional weakness of the specialized agency (INFM) that is responsible for guiding gender policies, preventing it from fulfilling its legally mandated role as lead agency.

### **Venezuela**

#### *1. Women, the economy, poverty and employment*

##### *Mechanisms and implementation of plans and programmes*

In 2002, with support from the United Nations Population Fund (UNFPA), a strategic partnership was forged with the Ministry of Labour, the Women's Development Bank and INAMUJER, to implement the plan for Promotion and Educati

The Vida and Delta projects are also being implemented under the auspices of the Barrio Adentro mission. The Vida project arose from the reorganization and strengthening of the Committee for the Prevention and Control of Maternal and Infant Mortality. The Delta project provides comprehensive care with

Venezuela, the State inaugurated the Robinson Mission in July 2003 with a view to eradicating illiteracy within a short time frame. In view of its success, the Robinson Mission has been proposed by Venezuela for the 2004 UNESCO literacy prize, which has "Literacy and gender equality" as its slogan.

The Ribas Mission, created by the Government of Venezuela in 2003, promotes a new national educational project aiming to ensure that all Venezuelan women complete secondary school.

#### IV. Women and intrafamily violence

##### *Mechanisms and implementation of plans and programmes*

The Office of the National Commissioner for Women supports and assists women in the defence of their rights. The Office is currently implementing a programme on Women's Right of Access to Justice in order to promote compliance with laws, conventions, regulations and provisions relating to women's rights. The programme was set up by presidential decree in October 1999.

The Office of the Special Commissioner for Women, attached to the Public Commissioner's Office, with jurisdiction on women's rights nationwide, was instituted in April 2004.

Acting through INAMUJER with a view to protecting women's human rights, the Venezuelan State formulated and is implementing the National Plan on Care and Prevention of Violence against Women, with the general aim of creating an inter-agency and inter-sectoral intervention system to enable the authorities to deal with, punish and investigate cases of violence against women. Among its activities, the plan includes activities of shelter and protection for women victims of violence along with family members, by creating shelter homes for women whose physical integrity is in





## **Organized presentation of the information submitted by the Governments**

### **Argentina**

#### **Institutional Development**

With regard to national mechanisms for gender mainstreaming, there are at the national government level various units devoted to women's issues. In many cases, however, these mechanisms are marginal, have only skeleton staffing and an insufficient budget and funding, which results in deteriorating effectiveness.

The following mechanisms exist at the national level:

- The National Women 's Council (CNM), created by Presidential Decree 1426/92, in response to recommendations made under the Convention for the Elimination of All Forms of Discrimination against Women (CEDAW).
- At the Ministry of Foreign Affairs, International Trade and Worship: the Special International Office for Women's Affairs and the Ad Hoc Commission to Monitor Application of the Beijing Plan of Action.
- In other ministries: the "Tripartite Commission for Equal Opportunities for and Treatment of Men and Women in the Workplace" at the Ministry of Labour, Employment and Social Security; and the "Coordinating Unit for the Mother and Child and Nutrition Programme" at the Ministry of Health (inter alia).
- At the provincial level, there were, as of December 2003, 21 women's offices at various hierarchical levels; and 133 municipalities have gender offices, which is significant since these units provide gender issues with a broader coverage and ensure an approach that addresses local problems.

#### *The national mechanisms*

Since 2003, CNM has been implementing various programmes and activities to promote gender equality and equity and the empowerment of women. These activities are carried out nationwide through the provincial and municipal women's offices and civil society organizations (CSOs). The National Council also prepares or helps prepare reports for submission to international organizations the Committee on the Elimination of Violence against Women (CEDAW), the Economic Commission for Latin America and the Caribbean (ECLAC), the United Nations Population Fund (UNFPA), the Inter-American Commission of Women (CIM) and the United Nations Committee on Violence against Women. In addition it works with members of the

This main mission of the Special International Office for Women's Affairs in the Ministry of Foreign Affairs, International Trade and Worship is to participate in identifying, preparing and proposing plans, programmes, projects and foreign policy goals, in relation to the condition and status of women, acting in international organizations, entities or special commissions.

The Ad Hoc Commission to Monitor Application of the Beijing Platform for Action, has considered the topic of women and poverty as a key strategic objective in the country and the first stage of the Commission's work was devoted to overcoming that problem. Other issues that have required the Commission's attention are women's education and training, women's health, violence against women, women and the economy, women in power and decision-making, and girls. The relevant critical areas of the Beijing Conference are analyzed extensively by the Commission.

#### *Main obstacles*

- The need to strengthen national mechanisms for the advancement of women, enhance their institutional role and consolidate their hierarchical status.
- Shortcomings in gender statistics and indicators: data with a gender breakdown are scarce. Although in recent years, various State agencies have developed statistical tools to measure gender differences, these efforts remain fragmentary.
- A lack of technical training, which inhibits the management, use or application of this information with concomitant difficulties in accessing statistical data, scant dissemination thereof and failure of such data to circulate among government agencies.

### **Barbados**

#### Institutional Development

##### National mechanisms

##### *Bureau of Gender Affairs*

In 2000, in the response to the 1995 Beijing Platform for Action, the Bureau of Women's Affairs was renamed the Bureau of Gender Affairs and was entrusted with:

- Facilitating gender mainstreaming of national development policies and programmes.
- Advising Government Agencies and non-governmental organizations (NGOs) on policies affecting the status of women and men, and monitoring the impact of these policies.
- Liaising with Regional and International Agencies and NGOs on gender and development issues.
- Implementing, monitoring and evaluating government policies, plans and programmes pertaining to gender and development.
- Participating in a variety of programmes to further the development of gender equity in areas such as public education, legislation reform and human resource development.

The Bureau of Gender Affairs is financed by the Government of Barbados.

##### *National Advisory Council on Gender*

The National Advisory Council on Women was changed to the National Advisory Council on Gender. The re-constitution took place in June 2001. The Council's terms of reference include identifying and monitoring gender-related issues and making appropriate recommendations to the Ministry.



NGOs have constantly offered suggestions and contributions to the Vice-Ministry's planning efforts, promoting gender-equity measures and activities to monitor compliance with the outcome of the World Conference on Women.

#### *Main obstacles*

- Substantial budgetary dependence on international cooperation agencies.
- Problems of coordination between national, departmental, and local planning systems.
- Deficient data standardization systems generating data that are not always broken down by sex.
- Discontinuity and uncertainty regarding status of human resources in the process of being trained.
- Instability resulting from operational difficulties caused by various programme extensions triggered by short-term shifts in Bolivian politics.
- Shortage of specialized, permanent staff and financial resources available for investment in gender equity.
- Political instability and rotation of officers and technical staff in the Vice-Ministry for Women.
- Non-implementation of various gender-related plans that were designed and negotiated.
- Failure to have the gender perspective embedded in government bodies or economic development plans and programmes, especially in relation to the rural areas.
- Insufficient political and civic participation of women, above all because many lack IDs and other documents; and other concerns, such as limited use of health services, the school dropout rate and domestic violence.

### **Costa Rica**

#### Institutional Development

INAMU is an obligatory institutional reference on all issues relating to women. The following progress can be identified within its area of competence:

- Design and implementation of public policy for women in various areas such as:
  - Domestic violence
  - Sexual harassment
  - Access to justice
  - Autonomous life projects for young girls, adolescents and young people
  - Women's work and employment
  - Full and satisfactory sexuality
  - Political participation
  - Rights of rural women
  - Comprehensive health for women
  - Women's education
  - Credit for women
  - Women's citizenship
- Empowerment of women by strengthening their personal and social resources to exercise leadership; promotion of negotiation and social dialogue mechanisms at the local and regional level, to obtain commitments from public institutions based on the needs and interests of women, among other things.



Costa Rica has mechanisms in place to strengthen the exchange of experiences and knowledge, and to improve the scope of public policy to contribute towards gender equality and equity. Such mechanisms are:

- the National Network of Municipal Women's Offices (OFIMs) (set up in 1999)
- Networks for the prevention of intrafamily violence and providing care in that area.

Action to deal with the problem of intrafamily violence in Costa Rica is coordinated by the National Operational System for Intrafamily-violence-related Care and Prevention (PLANOVI System), established by Executive Decree in January 1998.

The National Operational Plan for Intrafamily-violence-related Care and Prevention (PLANOVI) had been designed and implemented in 1994-1998 by the National Centre for the Advancement of Women and the Family (now INAMU) and then developed into a proposal for comprehensively dealing with that problem in Costa Rica. During the process of its construction and implementation, PLANOVI targeted the transformation of institutional culture, promoting coordinated and concerted activities and bringing government closer to society. One of the activities undertaken to achieve this purpose consisted in setting up local networks.

*- Local networks*

The mission of local networks is to construct and consolidate a mechanism of inter-sectoral, inter-agency and civil-society coordination for the development of local policies for detection, care and prevention in relation to intrafamily violence.

*- National network of networks*

The national network of networks was established in early 1999 with a mission to become a mechanism for the coordination, planning and evaluation of processes relating to care and prevention in the area of intrafamily violence.

The General Act for Protection of Teenage Mothers (No. 7735-1998) provides for creation of the Inter-agency Council on Services for Teenage Mothers, consisting of government institutions such as ministries and autonomous bodies, with representation from NGOs. INAMU holds the technical Secretariat of the Council, from which position it monitors compliance with current regulations (the General Act for Protection of Teenage Mothers and the Code on Childhood and Adolescence).

### Statistics

The National Institute of Statistics and Censuses (INEC) is the body responsible for statistical activities in Costa Rica. Despite resource constraints, there is a developed infrastructure and technical level as regards national statistics.

INAMU has developed a strategic partnership with INEC together with public universities in order to establish a pilot study to measure the use of time and quantify the value of the work done by women at home. In addition, specific coordinatio



### Other mechanisms providing support on gender issues

- The Women's Affairs Department Programme, whose chief task is to spread the gender approach across university teaching, research and extramural studies. Established in 1990 at the initiative of the FMC, these departments address gender disparities in education.
- The FMC's Centre for Women's Studies (CEM) carves out and promotes research into the gender approach, methodologically coordinates the work of the women's affairs departments and, jointly with the Ministry of Higher Education, helps to institutionalize the gender approach in university teaching.
- The FMC's Women and Family Counselling Centres, which are linked with the women's affairs departments, provide services, both individual and collective, for women, families and the community. The centres provide spaces for discussion and guidance promoting just and fair relations.
- The National Sex Education Centre (CENESEX) arose out of the continuous need to improve the national education system since it was considered important to include in the curricula various topics related to sex education.
- The FMC coordinates the National Group for the Prevention and Treatment of Violence in the Family and the National Family Group.
- The Cuban Network of Institutions for the Support of Rural Women conducts activities for achieving a correct gender approach in all directions, and from school onwards a continuous scientific effort is made to promote a non-sexist and non-exclusive education through the teaching process, textbooks and extracurricular activities. Eventually this has enabled the school to impress these approaches on the family.

## **Chile**

### Institutional Development

A milestone in demonstrating the political commitment of the national authorities and officials has been the creation of the Council of Ministers on Equal Opportunity, which was established in 2000 by presidential decree. Establishment of this Council has legitimized and consolidated the incorporation of the gender focus into government policies, and it now offers a forum for coordinating strategies in this area among the various ministries. That political commitment finds expression in the Ministerial Commitments for Equal Opportunities made each year by every ministry represented in the Council.

Another significant step forward in promoting gender issues within the government was the decision to incorporate a gender focus into the budgetary instruments of the Ministry of Finance, in particular, the competitively-allocated Incentives Fund, which is a budgetary tool for financing innovative initiatives in government, and the Management Improvement Programme (PMG). The PMG programme embraces a number of systems relating to policy definition in the area of modernizing government activity.



One of the most important features of CONAMU's modus operandi is the composition of its Board of Directors. It includes delegates of the State and of national organizations forming part of the women's movement, thereby setting an example of joint civil society and State responsibility in working out general guidelines for Ecuador's gender equity policies.

The establishment of CONAMU has been accompanied by the creation of other bodies that are also designed to oversee observance of human rights and of the constitutional precepts of equal protection of law and non-discrimination.

One example of the institutional status accorded to gender concerns is the Congressional Commission on Women's Issues, Children and the Family established in 1998 as a Special Commission, then elevated in August of that year, by constitutional mandate, to the rank of Permanent Specialized Legislative Commission, charged with legislating and overseeing compliance with the rights of children, adolescents, women, youth, senior citizens, and persons with disabilities. Also in 1998, a women and children's division was formed in the Office of the Ombudsman as a specialized mechanism to protect the human rights of women. However, its status today is only that of a Directorate.

Mention should be made of the 1998 constitutional amendments which led to amendments to the national legislation and the promotion of changes from the perspective of gender equality and women's rights.

- Reform proposals were put forward for the following areas of legislation: the Social Security Act, the Health Code, the Draft General Law of Education, the Higher Education Act, the Elections Act, the Political Parties Act and the Labour Code. Work was also done on a proposed amendment to the draft Code of Criminal Procedures. In particular, amendments were introduced regarding procedures and proof in cases of rape.
- The Political Participation Forum drafted a set of proposals regarding various pieces of legislation. The only ones passed were those regarding amendments to the Elections Act that, required at least 30 percent participation by women on electoral lists for elective positions, with a formula for gradually raising that participation in increments of 5 percent until parity is reached.
- The Forum on Violence drafted the bill on institutionalizing women's commissariats, their transition to the Judicial Function, the strategy for negotiating with the Executive, and the regulations implementing Act 103.
- The Family Code bill was drafted, incorporating the gender perspective as a cross-cutting theme of its rules and regulations and specially introducing the subject of domestic violence in the chapters on rights and duties, the responsibilities and duties of parents toward their children and grounds for divorce.

Much progress has been made in Ecuador in generating opportunities or mechanisms for inter-agency coordination on gender equity issues. In the various technical areas covered by CONAMU, that strategy has been pursued in order to ensure processes in which the outcomes are the fruit of consensus-building with the key governmental and non-governmental players.

- The various technical areas of CONAMU (Education, Health, Development, the Environment, Decentralization and Violence) have set up coordination mechanisms in the various technical

and political spheres, such as negotiating tables, pro-gender equity networks, gender committees, gender directorates, women's offices and consultations with gender experts on sectoral topics.

- The core of CONAMU's current (2004-2008) strategy is to continue the process of institutionalizing gender in government policies from a cross-cutting and inter-sectoral standpoint.
- The priority items on the Council's current agenda are (49):
  - Drafting the New (2004) Gender Pact, by formulating, designing and executing the new (2004-2008) Equal Opportunities Plan.
  - Helping to forge democratic governance with a gender perspective; in other words, a participatory and inclusive democracy facilitating the political, social, and community-based participation of women. It is essential to strengthen the institutional status of gender at the governmental level in order to increase the chances of having an impact on the government agenda and the National Budget, th

The delegation of El Salvador to the Inter-American Commission for Women of the Organization of American States (OAS) suvs aierd at]TJ-2102 730 TD[.001 Tc0.00043Tw[(Athe Oi)8.4(eplemmention of )he O5.65(pro

## Institutional development

National public-sector mechanisms are as follows:

- Department for the Advancement and Training of Working Women, within the Ministry of Labour and Social Security, created under Ministerial Agreement 11-94.
- National Office for Women's affairs, created under Legislative Agreement 24-06-81 at the Ministry of the Interior.
- Gender Equity Office of the National Civil Police, by general order 04-2002;
- At the Ministry of Public Health and Social Welfare, the Women's Comprehensive Health Consultative Council, created under Ministerial Agreement SP-M-977-201.
- At the Ministry of Environment and Natural Resources, the Gender, Women and Youth Unit.
- At the Ministry of Education, the Girls' Programme under Ministerial Resolution 6607-96, the Women's and Girls' Consultative Council, created under Ministerial Agreement 754-02.
- At the Ministry of Agriculture and Food, the Gender, Women and Rural Youth Unit, under Ministerial Agreement No. 1525-2000.
- At the Ministry of Culture and Sports, the Ethnic and Gender Equality Promotion Unit.
- At the Ministry of Energy and Mines, the Gender Unit.
- At the Public Prosecutor's Office, the Women's Section, under Legislative Agreement No. 37-87 on the Public Prosecutor's Office (Organization) Act.
- At the First Lady's Social Work Secretariat, under Agreement No. 893-91, the Programme for the Advancement of Rural Women under Legislative Agreement No. 356-96 and the Programme for the Prevention and Eradication of Domestic Violence under Legislative Agreement No. 929-29.
- At the Peace Secretariat, the Coordinating Commission for the Women's Forum under Legislative Agreement No. 744-97 and the National Women's Forum under Legislative Agreement No. 105-98.
- At the Presidential Secretariat for Planning, the Women's Consultative Council, under Internal agreement No. 088-2002.
- At the Presidential Secretariat for Executive Coordination, the Presidential Secretariat for Women under Legislative Agreement No. 200-2000 and the National Coordinating Office for the Prevention of Domestic Violence and Violence against Women under Legislative Agreement 868-2000.
- At the Presidential Coordinating Office for Human Rights Policy, the Office for the Defence of Indigenous Women's Rights, under Legislative Agreement No. 525-99.
- At the Departmental Administration of Guatemala, Women's Area, under Internal Agreement No. 02-2002.
- At the Guatemalan Fund for Indigenous Development, the Women's Unit of the Guatemalan Fund for Indigenous Development, under Founding Agreement No. 01-2001.
- At the Land Trust Fund, the Rural Women's Unit (in the process of being created).
- At the Social Investment Fund (in operation, pending the publication of the Founding Agreement).
- At the Universidad San Carlos de Guatemala, the university gender-studies programme, under the base document for the creation of the Department of Research programme 23/06/1,994.
- At the Office of the Human Rights Procurator, the Office for the Defence of Women's Human Rights, under Agreement SG-04-9f.
- At the Office of the Procurator-General, the Women's Unit, under Decree No. 97-96; and the National Women's Platform (pending officialization), made up of the three branches of government (Executive, Legislature and Judiciary) and the Presidential Commission to Combat Discrimination and Racism under Legislative Agreement 6-2003.

Each of these mechanisms has different functions depending on its sector, and all work together, since they make up SEPREM's Advisory Board. Various projects, plans and programmes have been implemented in support of ethnic and gender equality in the respective political, technical, administrative and service processes of the particular mechanisms. Not all of them are decision-making bodies, but those that are high up in the structure, near the chief authority, have greater influence on the development of plans. Their resources, both human and financial, vary.

No measurement processes are provided. However, there are mechanisms whereby, in developing plans, action has been taken to introduce a gender perspective. The following are worthy of mention:

- In 2002, the National Office for Women's Affairs carried out the following seven projects:
  - (1) Strengthening the National Office for Women's Affairs
  - (2) Supporting public policies relating to women
  - (3) Activities on women and peace-building, democracy and development
  - (4) Activities on women and legal reforms
  - (5) Teaching rural women about current agricultural legislation
  - (6) Labour reforms relating to women
  - (7) Activities on the importance of participation in the national dialogue.

In 2003, three projects were carried out:

- (1) Proposed amendments to the Labour Code relating to women
  - (2) Helping boys and girls to know their rights
  - (3) Eradicating domestic child labour.
- The Department for the Advancement and Training of Working Women of the Ministry of Labour and Social Security is working on a project for the promotion about rights

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- The Gender and Armed Forces Project in the Ministry of Defence promotes and formulates discussion, analysis and consultation on mainstreaming a gender perspective within the various branches of the military.
- The Unit on Promotion and Ethnic and Gender Equity in Cultural Diversity at the Ministry of Culture and Sports promotes ethnic and gender equity in all services that the Ministry provides.
- The Gender Unit of the Ministry of Economic Affairs Activities has undertaken activities to benefit small and medium enterprises, a sector in which women are strongly represented.
- The Social Investment Fund, an autonomous State agency, has defined a strategic focus for the purpose of gender mainstreaming in the investment processes implemented by the Fund.
- The Women's Advisory Board in the Presidential (General) Secretariat for Planning and Programming (SEGEPLAN) was established in 2003. The Presidential Secretariat for Women has managed to incorporate a gender-based classification into the system of financial administration in 2003. In the current year, that classification will be adopted by the municipalities of the Republic.
- The Women's Consultative Council in the Ministry of Education promotes activities to raise awareness of gender equity among the central and departmental authorities of the Ministry. It has managed to have the target of gender equity incorporated in the curriculum outlines.

Proposals have been presented for the National Public Investment System] and the National Investment Funding System providing for the inclusion of the gender perspective in government projects.

The Presidential Secretariat for Women has developed 101 indicators on the status of women, corresponding to the thrusts of the National Policy for the Advancement and Development of Guatemalan Women and the Equal Opportunities Plan (2001-2006). In formulating these, SEPREM obtained information from each of the local administrations, which generated statistical data disaggregated by sex. INE's limitation in this context has been its weak innovative capacity. The process has been carried out with the participation



State's responsibility for formulating and executing public policies in the fields of health, education, environment, culture, communication, employment and social see

The 2001-2006 National Development Plan (PND) defines equity as a primary concern of the current Government, and as one of the guiding principles on which federal government action is founded. It also provides for creation of the National Institute of Women (INMUJERES) with a mandate, under criteria of gender mainstreaming in public policies, to develop programmes and activities that strengthen the links with legislative and judicial powers at both federal and state level (xx).

The fact that INMUJERES forms part of the federal government's broader cabinet made it possible to reach inter-ministerial consensus on the National Agreement on Equity, in which ministries undertake to fulfil the objectives of PROEQUIDAD and build them into their programmes and policies. Given the characteristics of PROEQUIDAD, the national mechanism established the Inter-agency Board for Gender Dialogue.

Other mechanisms have also facilitated the promotion of equality between men and women. They include the Commissions on Equity and Gender in both chambers of the National Congress. At the local level, all states of the Republic (31 states and the Federal District) have an Equity and Gender Commission, or a similar body, in their respective congresses.

In terms of supervision and accountability mechanisms, in June 2002 the Federal Act on Transparency and Access to Public Government Information entered into force.

At the organizational structure level, activities have been carried out by the Gender Units of the Ministries of Economic Affairs, Foreign Affairs, Social Development, Labour and Social Security, Health, and Environment and Natural Resources.

Other coordination arrangements implemented by the national mechanism include: the National Coordination of Documentation Centres Specializing in Women and Gender Issues; the National Coordination of Former Municipal Presidents; the Coordination of Mechanisms for the Advancement of Women in the 0 TD0.0aHJ-geT,

underpin decision-making and the design of public policies for the development and welfare of the population.

The national mechanism is responsible for a periodic and systematic evaluation of the implementation of PROEQUIDAD, and has authority to commission studies and research aimed at implementing systems of information, promoting the creation of various measurement systems and mechanisms.

INMUJERES signed a framework agreement with INEGI in June 2001 for the preparation and execution of programmes and projects to facilitate continuous development of statistics with a gender perspective, within the national statistical information system.

Work on statistics with a gender perspective has yielded various results, including:

- Civil society has played a far-reaching role in consolidating the Family Planning Programme in Mexico. In this framework, the National Centre for Gender Equity and Reproductive Health supports readjustment projects, especially on the prevention of domestic violence and providing care services to the victims.
- SEMARNAT and the Ministry of Foreign Affairs (SRE) also have mechanisms facilitating participation and institutional communication with civil society.

The legal framework of the national mechanism for the advancement of women ensures participation by organized civil society through its consultative and social councils, in which CSOs participate with voice and vote on the Board of Directors.

The Commission on Government Human Rights Policy, established in 2002 under the auspices of the Ministry of the Interior (SEGOB) to coordinate all APF human rights activities, has CSO participation through thematic dialogue boards.

The National Women's Assembly, created in 1998 as a bicameral commission of female legislators from the Senate of the Republic and the Federal Chamber of Deputies, is a mechanism for analysis and exchange of experiences to promote and integrate a national legislative agenda aimed at eliminating all forms of gender-based discrimination.

In terms of financing for productive and social projects, mention should be made of the National Microenterprise Finance Programme (PRONAFIM), the Rural Women's Microfinance Fund (FOMMUR), the National Fund for the Support of Social Enterprises (FONAES), attached to the Ministry of Economic Affairs (xxiii), the Agrarian Sector Women's Programme (PROMUSAG) and the National Communal Land Trust Fund (FIFONAFE), through the programme to finance agrarian development aimed at indigenous peasant women's groups, both attached to the Ministry of Agrarian Reform.

## **Nicaragua**

### Institutional Development

The Nicaraguan Institute for Women (INIM) was created by Decree 293 of 22 December 1987, as a body attached to the Office of the President of the Republic. In 1993, the INIM Organic Law was approved through Decree 36-93, defining this institution as a decentralized body of indefinite duration, with legal status, its own assets, full capacity to acquire rights and enter into obligations, and technical-functional autonomy.

Pursuant to its Organic Law, INIM has defined its mission as "to guide the formulation, promotion, implementation and evaluation of policies, programmes and projects to promote gender equity in Nicaraguan society."

Activities carried out by INIM in the last few years include the following:

- Creation of the Inter-Institutional Commission for Women and Rural Development (CIMYDR)
- Coordination of the process of formulating the Policy Declaration on Gender Equity and Action Plans in the majority of public agriculture-sector institutions
- Formulation of the National Plan for the Prevention of Intrafamily and Sexual Violence, 2001-2006, in follow-up to the National Commission on Violence
- Formulation of the 2002-2006 Strategic Plan of the Nicaraguan Institute for Women

- Participation on various inter-sectoral commissions to promote and facilitate equal opportunities between women and men
- Through INIM, implementation of a process to build awareness on gender mainstreaming in decision-making as an indicator of democracy, for senior management in political and business organizations, labour unions, trade associations, NGOs and civil servants.

INIM, which is responsible for gender mainstreaming in the National Development Plan (PND) and public policies, and for working toward the reduction of gender inequalities, has promoted an institutional strengthening process and defined a strategic framework for 2007 targeting the following outcomes:

- Strengthening of women's capacities, and those of local and municipal decision-making mechanisms.
- Supporting changes in legal and administrative regulations aimed at strengthening gender equity
- Strengthening coordination with the National Institute of Statistics and Censuses (INEC) in generating and disseminating gender-sensitive official statistics
- Promoting gender mainstreaming in public policies and institutionalization processes nationally and locally.
- Promoting synergy between national efforts and international cooperation on public policies conducive to gender equity.

The following outcomes have been achieved by INIM in the framework of the project entitled "Support for the implementation of public policies with a gender perspective":

- Establishment of roundtables on priority topics (health, violence, education, poverty and the economy) at national level
- Organization of a postgraduate course on "Gender in Statistics"
- Heading a national task force to produce a profile of the Nicaraguan economy in the process of liberalization and free trade agreements, as part of the regional project prompted by the United Nations Development Fund for Women (UNIFEM). This will serve as an input for the work of the recently established Council of Central American Women Ministers, and its positioning vis-à-vis the Central American Integration System (SICA) and the Permanent Secretariat of the General "Treaty on Central American Economic Integration (SIECA).

## **Paraguay**

### Institutional development

As regards institutional mechanisms promoting gender equity, mention must be made of the Women's Bureau of the Office of the President of the Republic: it is the State body responsible for coordinating policies on gender equality.

The creation of other public bodies that have gender equity among their main aims is a sign of consolidating the institutional status of gender in the State. Such bodies include the Senate Commission on Equity, Gender and Development, the Gender and Social Equity Commission of the Chamber of Deputies, the Gender Office of the Supreme Court, and the Advisory Gender and Equity Commission in the Municipality of Asuncion. There are also Women's Bureaus in the country's 17 departments; and, increasingly, municipalities are establishing mechanisms of the type at the local level.

## **Puerto Rico**

### Institutional development

For the first time in the history of Puerto Rico, a woman, Sila María Calderón, holds the office of Governor and is the highest official in the country. Furthermore, she has appointed a woman to be Chief Justice of the Supreme Court of Puerto Rico. Currently, the country has women representatives in city councils, the legislature and the Chamber of Deputies.

The Office of the Procurator for Women was established with the adoption of Act No. 20 of 11 April 2001 and it was given investigative, prosecutorial and quasi-judicial powers to implement the government policy guaranteeing the full development and observance of the human rights of women in the exercise of their fundamental freedoms. That law replaced the law that had established the Commission for Women's Affairs in 1973, and transferred the Commission's funds, equipment and personnel to the new Office of the Procurator. It should be noted that the establishment of this agency was the result of coordinated work with the country's non-governmental organizations (NGOs) and that the recommendations in the NGO Plan of Action for the Fourth World Conference on Women served as the basis.

Since no national plan of action was drawn up, this area has been addressed thanks to the support and the collaborative efforts of NGOs and the women's movement in the private sector. Since the establishment of the Office of the Procurator for Women and its Advisory Council comprising various community representatives, a dialogue and ongoing consultations have been initiated on the different situations that affect the development of women in Puerto Rico. There are currently about 25 NGOs that have programmes for women.

The main institutional development mechanisms are:

- Women's Affairs Offices in the cities
- the Office of the Procurator for Women.

The implementation and monitoring of established government policies, inter alia, are funded by the Free Associated State of Puerto Rico and the United States Government.

## **Dominican Republic**

### Institutional development

The most important institutional mechanism set up to promote equality between the sexes and empower women in the Dominican Republic has been the State Secretariat for Women, which was established by the promulgation of Act No. 86-99 of 11 August 1999. The State Secretariat for Women is the organization responsible for establishing standards and coordinating the implementation of policies, plans and programmes for the achievement of gender equity and the exercise of full citizenship by women

As regards support for the follow-up to the implementation of the Platform for Action of the twenty-third special session of the General Assembly (Beijing +5), the Secretariat's functions are as follows:

- To coordinate and carry out activities between sectors and in conjunction with civil society to give effect to the Dominican Republic's international agreements and commitments, which aim to put in place the necessary conditions for empowerment of women in society and in all spheres of public and private life through full and equal participation.
- To monitor, evaluate and report to national and international bodies on progress in and obstacles to the fulfilment of the said agreements and commitments by the Dominican Republic.
- To make the appropriate recommendations and do the requisite coordination for the fulfilment of the Dominican Republic's international agreements and commitments.

The State Secretariat for Women has provincial and municipal offices for women (OPMs and OPMMs) throughout the Republic.

In 2001, Gender Equity and Development Offices were set up. Their mission is to ensure gender mainstreaming in public policies in each of the State bodies where they operate, and to implement the requisite mechanisms for the monitoring and follow-up of that mission.

Other valuable inter-sectoral mechanisms are:

- The Sectoral Council, made up of all State Secretaries
- The Consultative Council, made up of representatives of the public sector and civil society
- The Linkage Council: a forum for participation by women's organizations and the State Secretariat for Women (SEM), with a representative of the former directors of the Department for the Advancement of Women (DGPM) and the former Secretaries.

Act No. 86-99 provides that SEM shall operate with resources from the Income Budget and the Law

- Labour, Technological Development and Environmental Natural Resources
- Regional Development
- Social Affairs and Housing (essentially providing subsidies and financial support for the implementation of plans and programmes)
- Education and Community Development
- Defence
- Trade and Industry.

These ministries have participated in the development of various specific activities in order to promote gender equity through:

- Participation in training and information workshops
- Monitoring and review of the technical and administrative procedures in force and evaluating the activities undertaken.

A regional program established for the Dutch speaking Caribbean was implemented in 1996 to develop research in the area of vocational training and undertake some activities on violence against women

In 1998 the Government established the National Bureau of Gender Policy

In 2003, a steering committee subordinate to the General Bureau of Statistics was set up. Made up of representatives of various ministries and representatives of NGOs offering to develop methods for building gender indicators and compiling sex-disaggregated statistics, it focuses on devising indicators for attaining the Millennium Development Goals. A set of indicators is currently implemented and will be presented in a report to CARICOM

The Government of Suriname is drawing up a national action plan for implementation in the next five years 2000-2005 and includes gender mainstreaming as an essential component cutting across the development policy of the Government and based on the strategic points identified under the Integral Gender Action Plan.

The Government of Suriname is committed to implementing specific programmes aimed at eradicating poverty.

#### *Lines of action*

- Research and social exploitation of information with a view to gaining insights into gender issues, particularly violence against women, in partnership with the Ministry of Education, Development Cooperation and Social Affairs and in close coordination with the representatives of international organizations in Suriname.

It should be noted that, while the development of the plans and programmes necessitates joint action by the various ministries, the coordination of gender policy as a whole is mainly carried out by the Ministry of Home Affairs, which provides most of the funding.

- Implementation of the Integral Gender Action Plan. That is the main strategic activity of the Government. The implementation of the plan involves the various ministries, financial support for the development of activities and the definition of tools and mechanisms under the responsibility of the Ministry of the Interior. Mention should be made of the contribution of the Canada Caribbean Gender Equity Fund (CCGEF) as a donor.



## **Uruguay**

### **Institutional Development**

Among Uruguay's institutional mechanisms are the National Institute for Women and the Family (INFAM), which was created initially as the National Institute for Women (Act No. 16.226 of October 1991) and was given its current name by Act No. 16.320 of November 1992. From the outset it has functioned as a dependency of the General Directorate of the Ministry of Education and Culture and conducts decentralized activities through agreements with its departmental







dialogue and ongoing consultation procedures on the various issues affecting women's development.

Goals:

1. Institutionalizing and mainstreaming the gender perspective in public policies and plans, and

**Organized presentation of the information submitted by the Governments**

### Main challenges and measures taken to address them

The Government of Barbados has acknowledged the critical role of women to national development and consequently established a national machinery for the advancement of women, namely the Bureau of Women's Affairs, currently the Bureau of Gender Affairs.

In 1993 the Government of Barbados received support from the Inter-American Development Bank (IDB) for building the capacities of the Bureau, ensuring policy and programme coordination and monitoring and evaluating gender-based sectoral programmes. The expansion of the Bureau's research and data collection capacity and engaging the full participation of

Main challenges and measures taken to address them

The INAMU agenda prioritizes th



Despite that situation, which has been further aggravated by the still serious repercussions of the collapse of the socialist bloc in Eastern Europe and the current difficult and complex international economic climate, Cuba continues to apply its survival, resistance and development strategy, in every area of economic, political and social life. There has been further progress with the restructuring of the economy, and new ways and means of mitigating the adverse effects, optimizing the use of material, financial and human resources and safeguarding what has been achieved have been devised.

The country is still faced with the challenge of working to change people's attitudes the roles of men and women in society. This is a process, taking place at both public and private levels, in which education and everyday practice play a decisive part and all the social factors are involved.

Work is also proceeding on the introduction of ever more comprehensive indicators and statistics in order to make it possible to establish the precise situation of women in and particular place and at any particular time. Continuing efforts are being made to improve women's access to managerial positions in order further to extend their participation in and influence on decision-making.

The country also wants to go on working with the United Nations and the international community to promote the social advancement of women, as called for at the Beijing Conference and other summits and meetings.

## **Chile**

### Main challenges and measures taken to address them

Priority areas for government action in coming years:

- The Equal Opportunities Plan for Women, 2000-2010 is the key instrument of gender equity policies. In setting out the principal guidelines for action during the decade, it gives priority to the following six areas:
  - Promoting a culture of equality
  - Promoting women's rights and ensuring their full exercise
  - Ensuring women's participation in power structures and decision-making processes
  - Ensuring the economic independence for women and reducing poverty
  - Improving the day-to-day well-being and the quality of life
  - Introducing the gender perspective in public policies
  
- For the years 2004-2006 in particular, SERNAM will pursue the following lines of action:
  - Institutionalizing the gender focus in public policies.
  - Strengthening women's participation in civic affairs and in relations with the State.
  - Promoting women's participation in politics and decision-making.
  - Making women participating in social organizations aware of their rights relating to sexual and reproductive health, and the prevention of family violence.
  - In relation to legal reforms, monitoring progress of draft bills, in particular those on Sexual Harassment in the Workplace, Family Courts, Intrafamily Violence, Mothers' Allowances, Quotas, the CEDAW Optional Protocol, the Social Insurance System for Seasonal Workers; and publication and dissemination of new legal regulations.
  - In relation to national policy on women and work, promoting policies, measures and coordinated activities to improve working conditions.

- In relation to intrafamily violence, providing for Prevention and Care Centres for Victims of Family Violence; and promoting coordination of government, private and civil society efforts to prevent intrafamily violence.
- The commitments assumed by the Government under the Millennium Development Goals for 2015 (MDGs), as they relate to promoting gender equality and empowering women, are reflected in the following priorities:
  - Ensuring equitable access for women and men to decision-making positions, in Parliament and in local government.
  - Increasing the labour market participation rate of - especially lower-income - women.
  - Increasing the coverage of pre-school services for the children of working women.
  - Improving the quality indices for female employment.
  - Ensuring equitable access for women and men at all levels of schooling.

## **Dominica**

### Main challenges and measures taken to address them

Priority challenges requiring government action:

- Limited financial resources for carrying out research and implementing programmes in various areas for the implementation of the Platform for Action.
- Lack of training, promotion and support programmes for the formulation, design and implementation of gender policies in various areas and for drawing up a National Gender Program in relation to regulatory, ins

## Main challenges and measures taken to address them

### *The new Equal Opportunities Plan:*

The first (1995-2000) Equal Opportunities Plan (PIO) was based on the eleven critical areas of concern of Beijing as a viable platform for initiating the process of institutionalizing government policies for the protection of women's rights. The PIO currently proposed aims to take a trans-sectoral and integral approach to the problems Ecuadorian women face, which involves influencing the whole set of government policies.

The proposed PIO envisages drawing up an agenda to cover the whole gamut of Ecuadorian

To that end, CONAMU must continue pushing for the inclusion of gender indicators in public investment projects, to raise the awareness of - and train - the technical and executive staff inside the institutions responsible for fiscal management, such as the Ministry of Economy and Finance

- Promoting legal reforms to ensure a timely flow of resources and to establish punishments for those who charge for services that are free under the law. Accordingly, it is necessary to repeal or amend the Executive Decree issued after the Act was promulgated that arbitrarily allows charging for benefits already determined to be cost-free.
- Reaching national agreement on whether the State should finance sexual and reproductive health care and basic health care for children under five, or whether women should be charged directly for these services.
- Fostering a debate and national agreements on the role of municipalities in the provision of health services.
- Putting forward - through CONAMU's technical team and in coordination with the Ministry of Health - proposals for amendments to the Health Code that would introduce the gender perspective.
- Achieving the signing of an Agreement with the peasant worker social security regime to extend coverage to persons who are not affiliated; and broadening the social base of the Free Maternity Act to include families affiliated to that regime and indigenous women, including traditional midwives.
- Include traditional medicine practitioners for referral of pregnant patients, in childbirth and post-partum work, and health care for children under five, all at low cost, and thereby initiate coordination between formal and informal health care services.
- Establishing resource transfer mechanisms, procedural protocols and other instruments that might enable agreements to be reached with the Izquieta Perez Institute, Health Ministry laboratories and the Red Cross.
- Promoting research into women's health issues and enhancing the quality of data and their timeliness and dissemination. CONAMU is currently negotiating the inclusion of key questions on the situation and status of women in various information-gathering survey questionnaires.
- Supporting and strengthening user committees and other surveillance and monitoring mechanisms to cover health services and the handling of resources by the competent authorities, so as to contribute to the formation of a "healthy citizenry".

### *Education*

- Gender mainstreaming in educational policies.
- Drawing up large-scale, low-cost educational plans and programmes in the short term that incorporate gender, the rights of women and girls, and life-cycle perspectives.
- Drawing up coeducation proposals in conjunction with the Ministry of Education and other institutions specializing in that area and implementing them through pilot projects.
- Establishing operating units for activities addressing gender concerns within the Ministry of Education and endowing them with the necessary human and financial resources, so that they can coordinate government and private initiatives.
- Producing materials on a large-scale, low-cost scale for disseminating ideas that promote equity and the rights of children and adolescents.
- Supporting the organization of girls, youth, women teachers and mothers to defend their rights and to monitor observance of the principle of non-discrimination in education, particularly cases in which women and girls are expelled or rejected because they are pregnant.
- Backing medium and long-term programmes and projects designed to bring about cultural changes.
- Incorporating interculturality as a key element in educational policies.

### *Violence*

- Involving local and provincial governments in the domestic violence issue in order to formulate public policies at those levels.
- Continuing to support the development of pilot projects, in order to detect, *inter alia*, domestic violence, maltreatment, and sexual offences outside the family, timely treatment mechanisms to put an end to the aggressions and intervention to help victims recover, with a view to formulating local and national policies in this area.
- Achieving implementation in the judiciary of the family courts model and other conventional mechanisms for addressing violence.
- Achieving publication of the regulations implementing the Act on Violence against Women and the Family and the Manual of Procedures for standardizing enforcement of the law in the judicial bodies responsible for enforcing it. Achieving also full incorporation of amendments regarding women's rights in the Family Code and the Criminal Code.
- Institutionalizing the Monitoring Unit on the right of women and girls to a life free from violence, in coordination with the various entities responsible for reinforcing the institutional status of gender.
- As regards women in situations of risk: (a) conducting studies with a gender perspective on the impacts of migration on women and their fa

The concern for Guatemala to have a national mechanism at the highest level of the State was expressed by groups of women in various government offices, such as the National Office for Women's Affairs at the Ministry of Labour and Social Security, who presented an initiative that would have seen the creation of a National Institute for Women (IMAM). They lobbied the presidential candidates in 1999, but, once elected, the Government was unable to keep its promise and, instead of creating the Institute, the Congress recommended that the President of the Republic set up the Presidential Secretariat for Women, reporting to the executive branch. Accordingly, the





new measures and initiatives that facilitate full a

national programme against violence against women a national system of indicators with a gender perspective on violence in Mexico (December 2004).

- Objective: To ensure that women have access to and participate fully, on an equal footing with men, in the structures of power and decision making. Achieve a balance of 35 to 65 percent between men and women at decision-making levels in the three branches of government, as recommended internationally.
- Objective: To promote an objective image of women, recognizing differences among people and free from stereotypes in the cultural area, sports and the media. Consolidate women's participation and initiatives in cultural development, the arts and sport by 2006.

## **Nicaragua**

### Main challenges and measures taken to address them

Poverty remains one of the main obstacles to development in Nicaragua, and therefore holds back the advancement of women.

Coordination difficulties persist (both inter- and intra-institutional) compounded by a lack of monitoring and follow-up of the enforcement of laws and regulations.

These problems need to be addressed through training and awareness-raising activities at all levels in order to raise awareness with a view to carrying out activities and programmes favourable to women and formulating a National Gender Programme.

## **Paraguay**

### Main challenges and measures taken to address them

The Secretariat for Women of the Office of the President of the Republic (SMPR) has succeeded in introducing gender issues in the public agenda, but it is still necessary to insist on the need for gender mainstreaming in all government agencies. A law institutionalising the gender perspective is necessary.

Main impediments to an optimal implementation of the National Plan for Equality as an efficient tool for resolving gender disparities:

- Lack of a budget - a fundamental obstacle that undermines the effectiveness of public institutions in preparing, implementing and evaluating their projects.
- Lack of a comprehensive vision encompassing public policies, the fact that gender issues concern vulnerable groups and the particular requirements for addressing those issues from a system perspective.
- Lack of a system in the Paraguayan State for evaluating policies and of any effective accountability mechanisms: consequently it is impossible to directly gauge the impact of existing gender initiatives on women and men.
- Persisting discrimination against women in various areas.
- Some subjects of concern:

- a high maternal mortality rate
- acts of violence against women
- low levels of political participation
- high rate of female unemployment

The above problems are those that need to be addressed with the greatest urgency.

## **Puerto Rico**

### Main challenges and measures taken to address them

- The change of Administration every four years is one of the obstacles that postpone or hold back any work undertaken.
- The sexist attitudes of the personnel responsible for the application of government policies is one of the challenges regularly faced.
- Financial resources often do not cover the requirements for implementing the programmes called for in application of the government policies in the various areas.

## **Dominican Republic**

### Main challenges and measures taken to address them

The State Secretariat for Women will in the coming months of 2004 conduct a review of the National Gender Equity Plan (PLANEG), a working instrument that embodies many of the commitments made by the Dominican Government under the Platform for Action of the Fourth World Conference on Women and which will set out guidelines for the full implementation of the Platform in the future.

However, reference may be made to a few of the areas where the State Secretariat for Women is developing initiatives: With a view to consolidating the violence-against-women area and enhancing the efficiency of the implementation and fulfilment of Act No. 24-97 on Intrafamily Violence, the State Secretariat for Women has taken various steps, including development of a National Model for Care and Prevention in the Field of Domestic Violence and the 2002 National Standards for dealing with violence in the health sector. The standards were developed in cooperation with the State Secretariat of Public Health and Social Welfare (SESPAS) with the support of the Commission for the Reform of the Health Sector, the Inter-American Development Bank (IDB) and the United Nations Children's Fund (UNICEF).

It is planned to establish an organizational structure that facilitates linkage and interrelation between the Model's various implementation levels, and to monitor its implementation. Three activity levels have been identified: national/regulatory, institutional and local/community

SEM is setting up new Gender Equity and Development Offices and strengthening those that already exist.

The State Secretariat for Women has formulated a proposal for a Criminal Code reform, which was submitted to the Chamber of Deputies in April. The proposed amendments to the Criminal Code are to be developed with a view to ensuring consistency between the Dominican Republic's criminal law and the international regulatory instruments that it has ratified.



Significant progress has been made in raising the profile of some of the key themes of the Beijing platform. There have been recent debates in Parliament on legislative initiatives such as assisted childbirth, domestic violence, gender parity in electoral lists and sexual and reproductive health.

The process of harmonizing national statistics for gender information purposes is still encountering difficulties in some sectors of the national statistics system. Nevertheless, mention can be made of efforts to standardize methodologies, procedures and classifications, which have produced advances in the system, although much remains to be done before an integrated system of gender indicators is available.

Finally, it must be noted that the monitoring of gender policies has been left almost exclusively to civil society organizations (CSOs). The measures taken by various government bodies do not amount to a State policy that would transcend the action of specific governments, since those



supervision of pesticide use, health examinations, information on health rights and training.

(22) Decree No. 1907, published on 3 March 1999.

(23) Act No. 19.670.

(24) Its Regulations, contained in Supreme Decree No. 102, were published in the Official

- (40) Survey on Social Security in Honduras. A Study on Minimum Legal Wages. Poverty in Honduras.
  - (41) Jorge Irías, Rosibel Garay and others. General Survey on Child Labour in Honduras. National Commission for the Gradual and Progressive Eradication of Child Labour. IPEC, ILO, UNICEF and Save Children Britannic.
  - (42) A body set up in 1999 by a Special Act as a forum to discuss and suggest solutions to the country's problems and formulate a national project, which will include gender equity and equality as the focus for educational and social development.
  - (43) *El Heraldo* and the National Autonomous University (UNAH) established reading comprehension centres. *El Heraldo*, 24 April 2004, pp. 2 and 3.
  - (44) See the summary in the annexes.
  - (45) The Gender Perspective in the Modernization of Police Institutions and in Law and Order. Prevention Policy of Honduras, 2003.
  - (46) Espinoza Isolda, Gender Profile of the Nicaraguan Economy.
  - (47) ILO, Gender and the Labour Market.
  - (48) "Chilean Women: Statistics for the New Century", National Office of Women's Affairs, SERNAM, and National Statistics Institute, INE. 2001.  
"Chilean Women. Trends of the Last Decade", Census 1992-2002, National Office of Women's Affairs, SERNAM, and National Statistics Institute, INE. March 2004.
  - (49) Taken from CONAMU's institutional presentation. Rocío Rosero G. (Sociologist), Executive Director, October 2003.
  - (50) Mariela Arce and Nard Meléndez. Review of the institutional framework on gender issues. Presidential Commission on Modernization of the State, April 2002.
- i. Document containing responses to the issues raised by the CEDAW Committee of Experts for consideration of the Fifth Periodic Report of Mexico (2002).
  - ii. Ibid.
  - iii. Country paper prepared for the Twenty-Thi



- xviii. See the response to issue 14 raised by the CEDAW Committee of Experts considering the Fifth Periodic Report of Mexico (2002).
- xix. See the response to issue 23 raised by the CEDAW Committee of Experts considering the Fifth Periodic Report of Mexico (2002).
- xx. For more detailed information on INMUJERES, see the document containing Mexico's replies to the issues raised by the CEDAW CEDAW Committee of Experts considering the Fifth Periodic Report of Mexico (2002).
- xxi. Fifth Periodic Report of Mexico on the implementation of the Convention (2002).
- xxii. Document containing Mexico's replies to the issues raised by the CEDAW CEDAW Committee of Experts considering the Fifth Periodic Report of Mexico (2002).
- xxiii. See the response to issue 26 raised by the CEDAW Committee of Experts considering the Fifth Periodic Report of Mexico (2002).