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## **DIVISION FOR GENDER AFFAIRS**

### **REVIEW OF THE IMPLEMENTATION OF THE BEIJING DECLARATION AND PLATFORM FOR ACTION AND THE OUTCOME OF THE TWENTY-THIRD SPECIAL SESSION OF THE GENERAL ASSEMBLY IN LATIN AMERICAN AND CARIBBEAN COUNTRIES**

*This document reports on the progress made in Latin America and the Caribbean in the 15 years that have elapsed since the adoption of the Platform for Action of the Fourth World Conference on Women, Beijing (1995), and in the five years since publication of the document issued by the twenty-third special session of the General Assembly (2000). While highlighting the progress made over the last five years, it sets the review period in the context of the 15 years that have elapsed since the Platform for Action was adopted.*

*The analysis is based on replies provided by national mechanisms to the questionnaire prepared by the United Nations Division for the Advancement of Women.<sup>1</sup>*

*Although the document analyses the progress made generally over the last 15 years, special emphasis is placed on achievements in terms of women's access to education. By 2005, against a backdrop of persistent social inequality, the region had attained parity in education, and there was evidence of significant achievements such as the adoption of equal legal frameworks, the construction and strengthening of mechanisms for the advancement of women, the design of plans and programmes for gender equality especially in the social sector, and progress on legislation to sanction domestic violence and guarantee women's human rights.*

*During the period covered by this review, there were problems relating to the regulation of laws passed and their implementation, lack of statistical information and weak management and monitoring capacity in many Governments to translate those laws into programmes and policies that were sustainable from the political, technical, and financial standpoints. Over the last few years, the fight against trafficking and smuggling of persons and against sexual exploitation for commercial purposes has emerged as a major issue, drawing support from both Governments and civil society.*

*Over the last 10 years, significant progress has been made in defining and implementing national plans and equal opportunities in at least 14 of the region's countries. Various areas of government, multilateral organizations and civil society have contributed to these processes in an active and coordinated manner.*

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<sup>1</sup> The questionnaire was sent in December 2008 to the national mechanisms for the advancement of women in Ibero-American and Caribbean countries by the ECLAC Division for Gender Affairs, with a reply deadline expiring on 31 March 2009. As of July 2009, replies had been received from 26 Ibero-American and Caribbean countries and territories. The full list of countries by region is as follows: (a) Latin America: Argentina, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay, Peru, Plurinational State of Bolivia, and Uruguay; (b) Caribbean: Barbados, Belize, Cayman Islands, Dominica, Haiti, Jamaica, Suriname and Trinidad and Tobago; (c) Iberian Peninsular: Portugal and Spain. The annex to this document provides details of the main achievements and challenges identified for each country.

*Nonetheless, the various areas of the Platform for Action have progressed at different speeds, and some areas have been relatively neglected, such as the relationship between women and the environment and between women and the communications media. The areas advancing most strongly include the growing presence of women in decision-making positions, poverty reduction and policies to eradicate violence. The increasing participation of women in the economically active population (EAP) has not been supported by policies aimed at eradicating discrimination in the labour market, while social security, access to health services — including reproductive health — and the quality of education remain pending issues.*

*The challenges posed in Beijing have been joined by others such as those arising from the International Conference on Population and Development (Cairo, 1994) and the Millennium Development Goals (New York, 2000); and the interaction between them has produced major synergies.*

*Lastly, as noted above, an additional difficulty arises when measuring progress in implementing the Beijing Platform for Action, owing to the still deficient systems of gender indicators and statistics.*

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## Introduction

The Declaration and Platform for Action of the Fourth World Conference on Women (Beijing, 1995) represents a road map for countries when designing policies and actions to achieve gender equality. Despite different levels of development and the heterogeneity that distinguishes the countries of Latin America and the Caribbean, inequality between men and women is currently one of the structural features of the region. Changing that situation is becoming possible by mainstreaming the gender

perspective in public policies and initiatives for exchanging experiences undertaken mainly through mechanisms for the advancement of women.

A review of progress made since the Beijing Conference reveals significant milestones that deserve mention. Women's political participation has grown, and the fact that three of the region's countries (Argentina, Chile and Jamaica) have been governed by women in the last five years is an outstanding achievement that testifies to women's capacity to contribute to democratic change in societies, giving visibility and contributing to symbolic cultural change and empowerment. It is also worth noting women's increased participation in government cabinets, particularly in non-traditional ministries such as defence and economic affairs, and the slow but perceptible growth in their participation in parliament.

Over the last 15 years, progress has been made in setting up institutions for the advancement of women in the region, and this has coincided with the restoration of democratic freedoms in many countries. Progress in terms of institutional development is fragile, however; for while one third of Latin American countries have a ministry responsible for gender equality policies, most still have mechanisms at subordinate levels, while others, particularly in the Caribbean, still have no mechanism for dealing with gender issues. Moreover, in some countries there are still many government entities and services that do not incorporate or mainstream the gender perspective.

Poverty and indigence retreated over the last 15 years, until the outbreak of the global crisis. As a result of a coordinated set of public policies, poverty rates have fallen by nearly 10 percentage points regionwide. This remains a critical issue, however, and eradicating persistent poverty has become a key focus of government strategies in most countries.

In this regard, recent crises have shown that women are the first to feel the effects of global economic slowdowns, such as the one currently affecting the region, which compounds the effects of longstanding poverty. The impact of the global crisis is weakening the labour market, reducing job opportunities for women and worsening their working conditions. It is also becoming harder to provide food for the family group, take care of its health and gain access to education; in addition to the impact on women's lives of less social investment in the supply of and access to services that form the key pillars of well-being, namely health, education and housing.

The inclusion of women in the various types of poverty reduction programme highlights the leading role they play in households and the family economy. Nonetheless, despite including women, not all programmes are designed with a gender perspective. Countries such as Brazil and Mexico are implementing initiatives aimed at empowering women and encouraging men and women to share care responsibilities and reproductive health decisions. In most of the other programmes, women are designated as the benefit receivers which, in some cases, increases their responsibilities and the amount of time they must devote to care tasks such as health checkups and education for the family's children.

Raising the profile of the problems that affect women, and measuring the progress made over the last 15 years, has not been an easy task for most of the region's countries, especially those in the Caribbean, owing to the low development level of statistics production systems and, in particular to the lack of indicators to measure inequality between men and women. On this point, mention should be made of work done by the United Nations System and the Division for Gender Affairs of ELCAC to help the region produce gender statistics and indicators, and of the technical assistance provided to individual countries. It should also be noted that, in fulfilment of the Quito Consensus (2007), ECLAC, in conjunction with other agencies of the United Nations System set up the Gender Equality Observatory for Latin America and the Caribbean.<sup>2</sup>

The backdrop described above includes an uneven implementation of international commitments such as the Convention on the Elimination of All Forms of Discrimination against Women and its Optional

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<sup>2</sup> See [online] <http://www.cepal.org/oig>

Protocol; the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women; the Convention of Belém do Pará; the International Conference on Population and Development (Cairo, 1994) and the Millennium Development Goals (New York, 2000).

In the process of reviewing the Beijing Platform for Action after 15 years, the women's movement has been an ever present actor, and in some countries a protagonist, supporting the implementation of policies and programmes with constructive proposals. To some extent, the variety of mechanisms for the advancement of women that exist throughout the region is a reflection of the strengths and weaknesses of women's organizations. In many of the region's countries, the movement has participated actively in the institutionalization of national mechanisms for the advancement of women, and this has helped to achieve significant progress.

The main problems affecting women, and the responses made to them, such as those formulated in the 12 critical areas of concern of the Platform for Action, have been addressed by countries in different ways: through multiple plans and programmes forming a framework for action, but which encounter persistent implementation problems such as the lack of technical and financial resources. Only one third of countries have significant public budgets, whereas all face the challenge of expanding the actions they have designed.

Women living in poverty, who are the worst affected by gender inequality and discrimination in access to employment, as shown by vertical and horizontal segmentation and persistent pay differentials to the detriment of women, often find it difficult to remain in the education system beyond secondary school; and when they do enter university they tend to concentrate in the less prestigious courses. In addition, poor women are more frequently exposed to undesired pregnancy, HIV/AIDS and other sexually transmitted diseases (STDs). They also become involved in situations in which they cannot exercise economic autonomy because they do not have their own income; and, in some cases, they even face opposition from their partners to exercising their sexual and reproductive rights. All of these situations are aggravated by the constant increase in sexual, physical and psychological violence, which, while affecting all social strata, has more intensive and lasting effects on the lives of the most vulnerable.

Looking to the future, many outstanding issues remain on the agenda for the advancement of women and the achievement of equality. Dealing with these issues requires, among other things, greater political commitment and will to implement actions, the creation of gender mechanisms at the highest level of the State, larger and more broadly distributed budgets, and the development of accountability mechanisms that allow permanent monitoring of the degree to which countries fulfil their commitments under the Beijing Platform for Action.

## **I. Achievements and challenges in implementing the Beijing Platform for Action**

### **A. Women and poverty**

*Achievements:* In 1994, 45.7% of the Latin American population were classified as poor, but by 2007 the figure had dropped to 34.1%;<sup>3</sup> this trend has not been matched in the case of inequality, however. National plans and programmes have also been implemented to alleviate and overcome poverty, including actions in areas such as income transfers and pensions; access to food, education and health; and incentives for women entrepreneurs through training and access to credit. Moreover, while the number of families headed by women has increased in absolute terms, poverty in such households has decreased, possibly as a result of the impact of public policies. While 35.4% of all urban households headed by women were poor in 1994, by 2007 the figure had dropped to 29.2%; but this still means

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<sup>3</sup> According to figures from the Economic Commission for Latin America and the Caribbean (ECLAC), on the basis of special tabulations of data from household surveys conducted in the relevant countries. There are no available data on poverty for the Caribbean countries.

that one third of urban households headed by women are living in poverty.<sup>4</sup> The persistent gender gap in terms of labour income in Latin America improved somewhat between 1994 and 2007: while in 1994, women received the equivalent of 65% of the income earned by men, in 2007 the situation had improved to 70%.<sup>5</sup> Nonetheless, the fact that the gap has narrowed by less than one percentage point per year over 13 years shows that this is a slow process.

*Challenges:* Most Governments recognize the centrality of poverty reduction, economic growth and social inequality. The global economic crisis is challenging Governments to innovate in terms of public policies to mitigate impacts on women.

1. While poverty is declining in the countries of the region, the rate of reduction in families headed by women has been slower; and another type of interagency work is required, combining support, incentives and policies to improve women's employability.
2. Over the last decade, many of the region's Governments have implemented conditional income-transfer programmes that prioritize women as beneficiaries and transfer recipients. Countries introducing such programmes include: Argentina, Brazil, Colombia, Dominican Republic, Ecuador, El Salvador, Guatemala, Jamaica, Mexico, Panama, Paraguay and Peru. Nonetheless, these programmes have proven variable in terms of both coverage and results. In all cases, the income transfer is positive, ensuring a minimum income floor for the family; and, in some cases, its implementation has helped to reduce poverty without yet attaining the goals set by the countries in question. The most successful experiences of this type include the *Bolsa Família* programme being implemented by the Federal Government of Brazil, and the *Oportunidades* programme in Mexico.
3. Women's over-representation amongst the poor, and their greater vulnerability, can also be seen among those old enough to retire from the labour market. The case of older women who have not paid into the pension system and reach the age of retirement (60 or over) with no guarantee of receiving any retirement pension is a cause for special concern, as is the case of those who will have access to a retirement pension, but one that is precarious and thus increases their vulnerability. At least three types of policy have been developed to address this issue: (a) non-contributory pensions (Argentina, Barbados, Chile, Mexico and Suriname); (b) subsidies for older adults, as in the case of Colombia (60% of the beneficiaries are women); and (c) the universal income programme for older persons ("dignity income") being implemented by the Plurinational State of Bolivia.
4. A significant achievement is the fact that Belize and Haiti for the first time are undertaking studies with a gender perspective to identify the characteristics of poverty in their countries, while also setting guidelines for the design of plans and programmes to reduce poverty and indigence.
5. In the design of policies to eliminate poverty and inequality, which, as noted above, affects millions of women, it is not clear whether mechanisms for the advancement of women have played, or are playing, a specific role, either in an advisory capacity or by introducing the gender perspective. Clearly, promoting this type of dialogue within the Government would be likely to improve State interventions.

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<sup>4</sup> Poverty distribution of households headed by women, urban areas. Simple average of 12 Latin American countries (Argentina, Brazil, Chile, Costa Rica, Ecuador, Honduras, Mexico, Nicaragua, Panama, Paraguay, Plurinational State of Bolivia and Uruguay), published by the Economic Commission for Latin America and the Caribbean (ECLAC), on the basis of special tabulations of data from household surveys conducted in the relevant countries.

<sup>5</sup> Average labour income of women, compared to that of men, urban zones. Simple average of 15 Latin American countries (Argentina, Bolivarian Republic of Venezuela, Brazil, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Honduras, Mexico, Nicaragua, Panama, Paraguay, Plurinational State of Bolivia and Uruguay). Source: Economic Commission for Latin America and the Caribbean (ECLAC), on the basis of special tabulations of data from household surveys conducted in the relevant countries.

**Brazil:** The Bolsa Família (2003) conditional transfer programme is one of the main initiatives introduced by the Government of Brazil to eradicate poverty. It works through direct monthly transfers, indexed to the minimum wage, and includes health care and education conditionalities. At the present time, the programme serves over 11 million families, representing over 40 million people, thus making it the largest programme of this type in the world. Women account for 94% of the programme's recipients, and 69% of beneficiaries are black or mixed-race families. As a result of this and other programmes, poverty fell by 10 percentage points between 2002 and 2007.

**Mexico:** The Oportunidades human development programme has been running since 2002, when the Education, Health and Nutrition Programme (PROGRESA) was redesigned. Oportunidades is a programme for monetary transfer with joint responsibilities (a concept invented by the programme) in education, health care and food, targeting population groups living in extreme poverty. It currently covers 5 million families, 99.4% of whom live in rural and semiurban zones, and has helped to reduce poverty levels; between 2002 and 2006 rural poverty retreated by 11 percentage points.

**Peru:** The Peruvian national programme to provide direct support to the most poor (JUNTOS) (2005) is a direct transfer programme targeting the poorest families. It provides benefits in terms of health care, nutrition, education, and registration and identification. The fact that women are designated as the recipients of the benefit enhances their possibilities for negotiation, resource use and distribution of tasks. Implementation of the programme has led to changes in the dynamic of the relation between men and women. The demands on women made by the programme limit the time that men can devote to other activities and, for the first time, many are taking on household chores.

## **B. Education and training for women**

**Achievements:** Most countries now record higher rates of completion of primary school education and access to the secondary, tertiary and the university levels, especially for women. In the countries that are implementing income-transfer programmes with education conditionalities, such programmes have provided school utensils, free transport and scholarships that have helped keep children in school.

**Challenges:** Groups of women, especially those at the two ends of the school spectrum are a cause for concern: firstly, women over 45 who are of productive and reproductive age but have never had access to basic education, many of whom are functionally illiterate or uneducated; secondly, the need to encourage women into non-traditional knowledge areas, such as technology. Women as a whole lag men by 2% in terms of Internet use, but in the first income quintile only 5.8% of women access the Internet, compared to 44.1% in the fifth quintile. The incorporation of new technologies and access to digital literacy poses a challenge for all women, particularly the most poor.

1. While literacy rates have improved in all of the region's countries, important issues still remain unresolved, such as access to quality education. The quantity of initial education services and those providing bilingual intercultural education are another special cause for concern, for example in Panama, where there have been reports of discrimination in access to the intercultural education modality.
2. Compulsory education has been extended by law to the secondary level or 16 years of age in most countries during the period under review. In higher education, women easily outweigh men in terms of the percentage of graduates in most Ibero-American countries and some parts of the Caribbean. In 1994, 10.5% of young women and 9.6% of young men had at least 13 years of education. By 2007, the equivalent figures had risen to 17% in the case of women, and 13.4% among men,<sup>6</sup> which shows that women tend to stay in school longer. Nonetheless,

<sup>6</sup> Population of 15-24 years of age, by years of schooling, urban areas. Simple average of 14 Latin American countries (Bolivarian Republic of Venezuela, Brazil, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Honduras, Mexico, Nicaragua, Panama, Paraguay, Plurinational State of Bolivia and Uruguay). Economic Commission for Latin America

for many women achieving a higher level of education than men does not lead to quality jobs or better pay. Although women's access to higher education is growing, they still tend to enter courses associated with health and education, thus prolonging domestic roles of caring for others, which are less valued in the labour market. A key challenge is to encourage women into non-traditional careers such as the scientific professions and technical occupations. In this regard, Jamaica reports a significant increase in women's access to technological careers and other non-traditional areas. In Mexico since 2007, women have been admitted to careers and specialties in the military previously reserved for male personnel.

3. Information submitted by some countries shows that boys are more likely to drop out of school at the secondary level. In 1994, girls in Latin America already outweighed boys in secondary school, and that was still the case in 2007.<sup>7</sup> Thus, the incentive of awarding monetary scholarships to keep children in school has helped ensure that the poorest adolescents remain in the education system. In some sectors of the population, adolescents are forced to drop out of school to take on family responsibilities and care tasks in the home. Dropout among this group can be associated with a shortage of user-free crèches and kindergartens in most of the region's countries. To discourage girls from abandoning school, Mexico decided to offer them higher education scholarships than boys as from the first year of secondary school.
4. In at least two Caribbean countries, innovative initiatives have been developed in terms of training women in order to guarantee their access to the labour market. Belize and Trinidad and Tobago provide training for non-traditional jobs such as ceramic tile fitting and the repair of automobiles or air-conditioning equipment.
5. Sex education is a topic that is absent from the curriculum in most countries. Although legislation encouraging teenage mothers to remain in education is widespread, this does not prevent pregnant teenagers from abandoning school, either because they feel uncomfortable in their new situation or because they are discriminated against or expelled, or lose regular student status because of cumulative absences. Some countries have taken steps to respond to these situations: in 2002 Panama passed a law guaranteeing health care and education for pregnant teenagers. Argentina has two laws: the first authorizes absences for pregnant students (Law 25273 of 2000), while the second prohibits the implementation of measures against them (Law 25808, of 2003). Mexico has a scholarship programme targeting young and expectant mothers, while Suriname has a counselling mechanism for teenage mothers. In contrast, in 2003 in Paraguay, five pregnant teenagers were expelled from school and not readmitted despite intervention by the Ministry of Education and Culture.
6. Domestic violence, and violence at school and in the classroom, has given rise to initiatives aimed at including this topic in the school curriculum. Countries such as Barbados, the Dominican Republic, Ecuador, Jamaica and Mexico have all designed programmes dealing with the prevention of violence and promoting peaceful coexistence in school.
7. In 2005 Brazil introduced an innovative programme, entitled Gender and Diversity in School, to overcome gender stereotyping in school, associated with race and sexual orientation. This provided training for public school teachers and administrators to deal with situations of discrimination on the basis of race, gender and sexual orientation.

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and the Caribbean (ECLAC), on the basis of special tabulations of data from household surveys conducted in the relevant countries.

<sup>7</sup> Ibid.

**Belize:** Over the last few years the Women's Department in Belize has provided training for women in non-traditional areas such as automotive mechanics or ceramic tile fitting. In some communities, the supply of training raised doubts among women, and efforts were made to raise awareness and overcome gender prejudices and stereotypes, to encourage them to participate.

**Trinidad and Tobago:** Training programmes for women aim to improve their employability in traditionally masculine areas such as the repair of automobiles, air-conditioning and refrigeration equipment. Programmes also include furniture construction and painting.

### **C. Women and health**

**Achievements:** Most countries in the region have made progress in terms of improving women's access to health systems, and in coordinating reproductive health care systems (pregnancy, childbirth and puerperium, pre-and post-abortion care, contraception and the prevention of sexually transmitted diseases).

**Challenges:** The key challenges continue to be the reduction of maternal mortality caused by complications arising during childbirth and induced abortion; transmission and treatment of HIV/AIDS; and the removal of economic barriers to access to the health system. In 2005, the number of maternal deaths in Latin America and Caribbean countries ranged between 16 and 670 deaths per 100,000 live births.

1. Women use the health system more frequently than men, owing to needs associated with the reproductive cycle and their role in caring for others. Despite this, mortality from preventable causes remains high: maternity, cancer, deaths from violence, and HIV/AIDS and sexually transmitted diseases (STDs). Although changes have been made in health systems, access barriers still persist in some countries, such as the payment of fees which, while not eliminated, in some cases are included among the benefits of social protection programmes. Chile reports that the health plans offered to women by private health insurance institutions (ISAPREs) sometimes cost up to three times more than men's plans.
2. Available estimates show that the maternal mortality rate did not change significantly in Latin America and the Caribbean between 1995 and 2006 (ECLAC, 2007). The virtual stagnation of maternal mortality rates and the absolute number of maternal deaths in the region is a cause for concern among Governments, since target 5A of the Millennium Development Goals (to reduce by three quarters the maternal mortality by 2015), is proving hard to achieve. Various initiatives have been developed with a view to achieving this target in Belize, Brazil, Dominican Republic, El Salvador, Plurinational State of Bolivia and Suriname.
3. Strategies to reduce maternal mortality are directly associated with a larger number of checkups during pregnancy and improving the quality of care for mothers during pregnancy and at the time of delivery. Innovative programmes to increase the number of pregnancy checkups and promote institutional childbirth have been developed in various countries, including El Salvador and Peru. In Peru, childbirth waiting homes have been set up — a strategy that required cultural adaptation and a delivery services infrastructure, accompanied by mapping and radar of pregnant and nursing mothers — as well as Gestaclub, which is a strategy developed to increase the prevalence of institutional childbirth. El Salvador is implementing the "maternal waiting room" strategy, the main purpose of which is to reduce maternal and infant morbi-mortality. In 2007, Paraguay passed a law guaranteeing free pregnancy care and childbirth, including caesarean section.
4. Significant progress has been made in the area of reproductive health since Beijing, although there have been a number of setbacks in recent years. Some of the countries in the region — including Argentina, Brazil, Jamaica, Mexico and Suriname —, have improved the availability of contraceptive methods the contraceptive pill, condoms, inter-uterine devices,



and emergency hormonal contraceptive while also encouraging the spacing of pregnancies. In Argentina and Brazil, the law guarantees the free access to tubal ligation and vasectomy. Over the last five years, maternal mortality and fatalities arising from induced abortion have caused a number of countries (Colombia, Spain, Mexico (Mexico City) and Portugal) to amend their laws, expanding the range of grounds for which abortion is not punishable or legalizing access to safe abortion. Other countries are studying this issue; Brazil is considering the possibility of expanding abortion permits in the case of anencephaly, and Jamaica and Haiti are discussing a legislative amendment to decriminalize abortion altogether. Chile has been unable to make progress in passing the draft framework law on sexual and reproductive rights; and, in Costa Rica, reform of the general health law is generating widespread debate over the wording of the chapter on sexual and reproductive rights. This legal impasse makes it impossible to move forward in terms of comprehensive and inter-sector measures on sexual and reproductive health. It should be noted that the most "neglected" group, in terms of the absence of State policy, are adolescents of both sexes. Lastly, two of the region's countries, Mexico and Suriname, report implementation of a human papilloma virus immunization programme for adolescent girls.

5. Progress, albeit insufficient, has been made on AIDS, in terms of the testing of pregnant women and HIV-positive individuals, and in the distribution of antiretroviral drugs (Argentina, Brazil, Dominican Republic, Paraguay, Suriname and Trinidad and Tobago). While Paraguay has legislation on this issue, it is not being enforced owing to lack of resources.
6. In Brazil, progress has been made in providing health care specific responses for women in population groups identified as having special needs: indigenous, black, lesbian and bisexual, adolescents, young people and adults, persons deprived of their freedom, rural residents, persons living in situations of violence and with HIV/AIDS.
7. Although still incipient, there are also civil society initiatives to provide reproductive health care actions targeting the leading role played by men. Other countries, such as Cuba, are promoting responsible parenthood policies.

**Brazil:** *Although the maternal mortality index fell by 12.7% between 1997 and 2005, the country suffers from underreporting of maternal mortality and it needs to improve the identification of causes to improve policies. For that reason, between 2001 and 2005, the number of maternal mortality committees, which are agencies responsible for the task, increased by 92%. Implementation of the National Pact for the Reduction of Maternal Mortality helped to avoid 232 maternal deaths and 5,920 neonatal deaths in the period 2003-2006.*

**El Salvador:** *Maternal mortality generally affects young mothers, from the rural area, who are either illiterate or have incomplete primary education. As a response to this situation, the "maternal waiting room" strategy has been implemented, the main purpose of which is to reduce maternal and infant morbi-mortality. Various social risk factors, such as accessibility and culture are assessed and serve as a basis for admitting pregnant women into these "waiting rooms" until they are in labour and able to enter hospital. There are currently two in operation, and a further six projected.*

**Peru:** *In 2007, the Ministry of Health reported the existence of 390 waiting homes for pregnant women living in rural areas far from a health centre. These accommodate women in the final days of pregnancy, and are located strategically close to maternity hospitals.*

#### **D. Violence against women**

**Achievements:** The appearance of a third generation of laws against gender violence is an indicator of social importance of the issue in the region. These new laws on violence against women, take account

of lessons learned in previous stages, including the criminalization of new offences that recognize situations that occur both inside and outside the home, such as femicide. For example, Brazil today has the *María da Penha* Law, one of the three most advanced in the region, along with the law in Spain. In both Costa Rica and Guatemala femicide and sexual violence are recognized as crimes; Argentina and Mexico have adopted comprehensive laws to prevent, punish and eradicate violence. In the framework of the United Nations Secretary-General's Campaign "UNite to End Violence against Women", awareness-raising has been boosted in countries in many cases led by the country's high-level authorities, or even the President, as in the case of Brazil.

*Challenges:* The key challenge concerns access to justice and the need to dispense timely and suitable punishment for violence. Some countries have yet to implement national plans and programmes for the prevention of violence and care for victims, to raise the currently low level of impact on selected population groups. Other major challenges involve addressing the special needs of indigenous and Afro-descendant women, and a lack of independence among certain judiciaries, which ignore complaints or delay their processing.

1. The fact that national laws against violence and current penal codes have not yet been brought in line with international legal frameworks, such as the Convention on the Elimination of All Forms of Discrimination against Women and the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, which was signed by the Organization of American States (OAS) in 1994 and ratified by all countries of the region, and the Rome Statute of the International Criminal Court.
2. Many countries passed laws in the 1990s but have implementation issues that are still pending, because they have not developed the necessary institutional mechanisms, including those relating to access to justice or human resource training.
3. It is going difficult to enforce laws on domestic violence ongoing to lack of training for police forces and agents of the justice system, together with resistance to change in the judiciary, compounded by a lack of training and low budgetary appropriations.
4. The conjunction of these obstacles means that women face justice access barriers, and suffer from revictimization and ignorance of their rights and the mechanisms that exist to support them in the process when they decide to file a complaint. In the Plurinational State of Bolivia impunity has engendered a climate of naturalization of violence against women.
5. Situations in which women are economically dependent on their partners often prevents them from breaking free from the daily cycle of violence.
6. Most countries have set up help lines for victims of violence and shelters for women victims and their children, either attached to mechanisms for the advancement of women or run by civil society institutions. It should be noted that integrated systems for referral and monitoring in all cases have not yet been developed.
7. Five Caribbean countries or territories (Barbados, Belize, Cayman Islands, Dominican Republic and Jamaica) report activities in the framework of the campaign "16 Days of Activism to End Violence against Women". In the Dominican Republic, this campaign was approved by Law 46 (2007).
8. Special mention needs to be made of femicide in Ciudad Juárez, Mexico. The visibility obtained by cases of violence against women has led the Federal Government to design and implement specific public policies, including the establishment of the Special Prosecutor's Office for Crimes of Violence against Women and Trafficking in Persons (FEVIMTRA). In 2007, organized civil society set up the National Citizen Femicide Observatory.
9. In Spain and Portugal, laws have been passed to prohibit female genital mutilation — a practice that is common among a number of migrant cultures. In 2005, Spain passed a law

making it possible to institute legal proceedings in cases of female genital mutilation perpetrated outside its own territory.

**El Salvador:** *The Salvadoran Institute for the Development of Women has trained over 8,000 members of the National Civil Police, Magistrates Court and Family Proceedings Court, the Offices of the Attorney General and Prosecutor General of the Republic (Fiscalía General de la República, Procuraduría General de la República respectively). Education is provided on gender, domestic violence, sexual aggression, and the contents of the law against domestic violence, among other issues. The Programme to Improve Family Relations provides psychological assistance to men who perpetrate domestic violence and voluntarily attend the programme's support groups, or when they are sentenced to psychological therapy by the family proceedings courts and Magistrates Court. Since 2005, a total of 13,257 men who have perpetrated acts of violence have been attended by the programme.*

**Panama:** *The National Police Office of Services against Family Violence, created in 2005, provides information to victims on the legal benefits to which they are entitled and the services they can access. It also processes complaints filed with the competent authority and implements the relevant protection measures. The aim of the service is to care for victims and reduce the number of cases of family violence. It provides psychological and social assistance, disseminates information and conducts campaigns to eradicate domestic violence.*

**Portugal:** *In 2007, the Penal Code was amended to punish the crime of genital mutilation. Following this, the National Action Plan to Eradicate Female Genital Mutilation began in early 2009, with four areas of action: (a) awareness-raising, prevention and support; (b) training; (c) research; and (d) advocacy.*

### **E. Women and armed conflicts**

**Achievements:** Colombia and Peru have both adopted various measures in this field in recent years; in the first case, by embarking on a demobilization policy; and in the second through the Truth and Reconciliation Commission, by implementing a policy of compensation. In addition, increasing numbers of women are participating in peace agencies and joining the armed forces through the professionalization process.

**Challenges:** To guarantee a peaceful demobilization process in countries living through this situation, in the light of the following:

1. Reparation processes in the region are ongoing in Colombia and Peru; similar processes are still only partially in force, in countries such as Guatemala, where commitments remain to be implemented from the Peace Agreements signed in 1996.
2. Colombia has used media campaigns to invite all women linked to the guerrilla movement to demobilize.
3. In recent years, women's access to and participation in the armed forces have increased. This has required the institutions in question to adapt in physical and regulatory terms and to resolve disputes, thereby forcing changes in an historically masculine culture. In 2005, Peru regulated the use of pre- and post-natal leave for female personnel in the armed forces and police. Along the same lines, Mexico was to have implemented measures to support women during the breast-feeding period.
4. Argentina and Spain have introduced initiatives to monitor women's participation in the armed forces.
5. Women's growing presence in the armed forces has led to their greater participation in United Nations peacekeeping bodies and missions.

6. A number of countries, including Argentina, Chile, Colombia, Spain, Jamaica and Portugal, adopted Security Council Resolution 1325 (2000) of 31 October 2000, on Women and Peace and Security. In that context, Argentina set up an inter-ministerial group to implement the Resolution. This consists of the Special Representative for Women's Issues in the International Sphere — a focus point on this subject — and the Department of International Organizations of the Foreign Ministry, the White Berets Commission, National Council of Women, Domestic Security Secretariat of the Ministry of Justice, Security and Human Rights, and the Ministry of Defence. In 2007, Spain presented the National Platform for Action to implement Security Council Resolution 1325 (2000).

***Jamaica:** Since the adoption of Security Council Resolution 1325 (2000), Jamaica has incorporated women in large numbers (in relation to the size of its armed forces), into United Nation's peace-keeping missions. Currently, men and women have almost equal representation in its contingents. Women are present in six of the seven missions in which the country is participating, some of them holding important posts in critical zones, including a woman Commandant of the contingent in Liberia and Darfur.*

***Argentina** created the Observatory on Women's Integration in the Armed Forces through Resolution 213 (2007), which aims to monitor and evaluate women's participation in the military. The Observatory implemented a voluntary and anonymous survey which was replied to by 700 women officers, complemented by in-depth interviews. It also created the Council on Gender Policies with participation from academics of both sexes, women's organizations, officers and sub-officers of the armed forces, the Human Rights Secretariat, and the National Council of Women.*

***Spain** has the Observatory of Women in the Armed Forces, which holds courses on women and armed conflicts, is working to mainstream the gender approach in military training, and collaborates with the Committee on Women in the NATO Forces. Spanish international cooperation has developed the Action Plan on Women and Peacebuilding by Spanish Co-operation.*

## **F. Women and the economy**

***Achievements:*** Although the female economically active population has not yet matched the economic participation levels of men, it is growing. As a result there are relatively fewer women engaged in unpaid domestic work — work that despite going unrecognized and is marginal, has a very important value for society. According to ECLAC data, 43.6% of women living in urban zones in 13 Latin American countries did not have their own income in 1994; the figure had fallen to 39.5% in 1999 and 32.5% by 2007,<sup>8</sup> in other words, an 11.1 percentage point reduction in 13 years. This reduction of over 10 percentage points in the proportion of women without their own income is consistent with the reduction of poverty noted above. In addition to the data quoted, there has also been an improvement in access to credit for women microentrepreneurs, a positive impact from pension reform policies, and recognition of the rights of women workers.

***Challenges:*** To achieve higher levels of formal employment for women and implement equal employment and equal pay policies, bearing in mind that:

1. The global crisis and economic slowdown will have repercussions in the form of smaller external income flows associated with family remittances, tourism and foreign direct investment, which could reduce the availability of funds for bank lending to the private

<sup>8</sup> Urban population without own income. Simple average of 13 Latin American countries (Argentina, Bolivarian Republic of Venezuela, Brazil, Chile, Costa Rica, Ecuador, El Salvador, Honduras, Mexico, Panama, Paraguay, Plurinational State of Bolivia and Uruguay), on the basis of special tabulations of data from national household surveys, prepared by the Economic Commission for Latin America and the Caribbean (ECLAC).

sector. In this regard, Belize, Costa Rica and Peru have developed specific proposals to cushion the impact on jobs. In Belize, the Women's Department is promoting development opportunities through the economic empowerment of women.

2. The cutback in lending will particularly affect women entrepreneurs, who already find it hard to obtain financing, even under stable economic conditions. Despite this, women's access to credit has become easier over the last few years in countries such as Argentina, Belize, Brazil, Colombia, Costa Rica, El Salvador and Guatemala.
3. The pay differential between women and men – which exceeds 30% in many countries – means that women earn less even when they perform the same tasks and have the same training. Legislation has been introduced to eliminate this type of discrimination in some countries, including Chile, Cuba, Portugal and Spain.
4. The situation of women workers in private homes has improved over the last few years in some countries. In Argentina, amendment of the autonomous workers regime through Decree 1454 (2005) enabled 1,250,000 women (housewives, domestic or informal employees) to enter the pension system from which they were previously excluded owing to their lack of contributions. Similar reforms on a smaller scale have been introduced in Chile and Costa Rica. In other cases, such as Guatemala, this remains a pending issue as noted above.
5. Over the last few years, certification and good gender practice initiatives have been undertaken in public and private enterprises, in Brazil and Mexico particularly.
6. One of the problems facing women who work outside the home is how to look after their children who have not reached compulsory school age. In response to this need, Mexico has developed a programme entitled "Child Care Centre and Nursery Programme to Support Working Mothers" and the Plurinational State of Bolivia is proposing a redistribution of care tasks in families through its public policy on equal opportunities.

*Chile passed a Law 20.255 (2008) reforming the pension system and recognizing the historical gender inequalities of the previous system. It grants a basic solidarity pension to those who previously did not have access; and it also recognizes the value of maternity by including a subsidy for each live-born child, which is paid into the capitalization fund (Law 20.360). It also passed Law 20.348 (2009), which amends the Labour Code prohibiting employers from discriminating on gender grounds.*

*Costa Rica has developed a social protection and economic stimulus plan known as "Plan Escudo", which was unveiled by the Government in January 2009. The benefits for women are indirect and all within the family framework. As a result, the National Institute of Women drafted a proposal to strengthen the plan, taking account of the specific characteristics, needs and interests of women, and the particular ways in which they are affected by the crisis.*

### **G. Women in positions of power and decision-making**

*Achievements:* Women's political participation in government posts and leadership positions, particularly of second rank, has increased in several countries. Their participation has also increased in elected posts regionwide, as result of the implementation of the quotas law.

*Challenges:* In most countries, the challenge remains to achieve minimum participation levels established in the regulations, for there is little application of the sanctions provided for in the legislation. Women's participation in the leadership bodies of political parties and unions needs to be promoted, along with access to financing to enable them to run their own political campaigns.

1. Women's participation in decision-making mechanisms has increased in the region throughout the last five years; and for the first time three women have been elected presidents of their countries: in Argentina, Chile and Jamaica.
2. In most of the region's countries, women's participation in government is greater the lower the hierarchical level of the posts in question. Chile and Ecuador have implemented a gender parity policy in the government cabinet, by presidential decision. In other countries, such as Argentina, Brazil, Chile and Ecuador, women have attained ministerial rank in non-traditional areas such as defence and the economy.
3. Women's participation in the lower houses of parliament is growing thanks to implementation of quotas mechanisms. Nonetheless, they have not yet attained parity, or even a 30% share, as indicated in the legislation on quotas in force in several countries (Brazil, Dominican Republic, Honduras, Jamaica, Mexico, Panama, Paraguay, Plurinational State of Bolivia, and Uruguay). Cuba is one of the world leaders in terms of women's representation in parliament, which stands at 43.32%.
4. Commitments on women's participation in the leadership bodies of political parties and unions, included in the quota laws, remain unfulfilled. Moreover, in countries that provide for economic sanctions, these are not being applied.
5. Innovative national initiatives on political training for women have been introduced in Colombia, El Salvador, Honduras and Mexico.
6. Over the last few years there has been significant growth in women's participation in university governance. Their participation in business organizations remains very low.

**Colombia:** *The Pact for the Effective Inclusion of Women in Politics was signed in 2005 by political parties and movements. It makes a commitment to empower the role of women in democracy and effectively include them in formal power mechanisms. The Pact contains political, economic, communicative, strategic and education and training strategy guidelines. Implementation of the corresponding strategies is monitored by the Gender Liaison Desk (Mesa de Enlaces de Género).*

**Mexico:** *Between 2005 and 2007, the National Women's Institute implemented a programme to promote women's political participation at the local level, under which various training and professionalization activities were undertaken with some 1,000 women leaders of political parties in 22 of the country's 32 federative entities. In 2008, the Institute designed a programme to promote women's political participation, entitled "Strategic Platform for Political Equality".*

**Uruguay:** *Women hold about 10% of seats in parliament. In view of this low level of participation, Law 18.476 was passed in 2009, requiring every elective-post candidacy list to include individuals of both sexes. This will be implemented in two stages, for the authorities of political parties in June 2009, and for national and departmental elections as from 2014.*

#### **H. Institutional mechanisms for the advancement of women**

*Achievements:* Women's mechanisms have improved their position within the government structure, following the emergence of gender areas in other government agencies, appropriation of international commitments, design and implementation of plans and programmes, and coordination with other areas of government and civil society. The most important achievement, albeit in only a few countries, is the harmonization between plans, policies and political commitment at the highest level. As noted in the Platform for Action of the Fourth World Conference on Women, this is the key factor for progress. When the highest level government authorities are committed, progress accelerates, whereas the opposite happens when heads of State do not consider the gender issue as a priority.

*Challenges:* The main challenges are to strengthen social and political networks and alliances to give the mechanisms political, technical and financial sustainability. Steps must be taken to increase the level of budgetary appropriations and strengthen the capacity of mechanisms for the advancement of women to interact with other government areas, and technical-political capacities in order to achieve gender mainstreaming.

1. In the 15 years since the Beijing Conference, mechanisms for the advancement of women have achieved significant progress. The process of institutionalizing such mechanisms, which occurred both before and after Beijing, has gathered pace over the years in Latin America. In Caribbean countries, the process has been slower and is still a pending issue characterized by the turnover in responsibility for women's issues within the Government. In the case of Jamaica, the mechanism has come under seven different ministries. The Government of the Cayman Islands is negotiating a cooperation agreement with the United Nations Population Fund (UNFPA), to enable it to deepen its knowledge of the mechanisms, to strengthen the institution. According to data from the Latin Americas and Caribbean Observatory on Gender Equality,<sup>9</sup> at the present time 40% of mechanisms have ministerial rank, another 20% are entities attached to the Office of the President, and 40% depend on another ministry, in most cases associated with social policies.<sup>10</sup>
2. In some Central American countries, mechanisms for the advancement of women to some extent share agendas and activities with the Offices of the First Lady. This causes problems when establishing the gender perspective and separating this from the maternal and family role.
3. Over the last few years, new mechanisms have been created in other areas, such as the Special Women's Bench in the Honourable Chamber of Senators of Argentina (2008) or the Women Parliamentarians Group in the Legislative Assembly of El Salvador (2006), the Forum of Women Parliamentarians and the Association of Women Judges and Magistrates in Ecuador. Institutional mechanisms have also been set up that monitor women's issues and introduce the gender perspective in foreign ministries (Argentina) and Ombudsman Offices (Costa Rica and Peru).
4. Irrespective of their hierarchical rank, in most cases these mechanisms face budgetary and human resourcing problems. Budgetary shortages are compounded by a lack of a gender perspective in the budgets of other areas. Some countries have made progress on gender budgets and item earmarking. In terms of human resources, some countries mentioned difficulties caused by high staff turnover compounded by low qualifications or ignorance of gender problems, and in one case resistance to working in offices of the civil service that deal with women's issues.
5. Mechanisms for the advancement of women encounter difficulties when assuming the role of governing body on gender policies and in some cases, intervene in low-impact actions (training, pilot projects, impact campaigns).
6. Although gender focus points have been formally set up in various areas of the Government in, their roles and functions need to better defined, and technical capacities require strengthening.
7. The production of indicators seems to be a priority for most country mechanisms, which display different levels of progress. The Division for Gender Affairs of ECLAC is providing technical support to mechanisms for the advancement of women in the production of statistical information with a gender focus.

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<sup>9</sup> See [www.cepal.org/oig/](http://www.cepal.org/oig/)

<sup>10</sup> The Cayman Islands and Panama altered their national mechanisms while this report was being written.

8. Over the last few years, thematic observatories with a gender perspective have also been implemented in Argentina, Brazil, Colombia, Spain, Honduras, Mexico, Panama and Portugal.
9. Time-use surveys have been conducted in Colombia, Costa Rica, Cuba, Ecuador, Guatemala, Mexico, Nicaragua, Plurinational State of Bolivia and Uruguay. Brazil and Peru are also working to undertake this type of study.

**Colombia:** *The Presidential Advisory Office on Gender Equity created the Observatory for Gender Issues in 2004. This is a mechanism for gender monitoring of compliance with current domestic and international laws relating to equity for women and the gender equity; it also monitors public policies, plans and programmes to ascertain the differential impact they have on men and women. The purpose of this Observatory is to make recommendations to help eliminate discrimination and overcome the gender equities that still persist in the country.*

**Paraguay:** *By virtue of Resolution 130 (2009), the High Court of Electoral Justice created the Gender Unit, whose purpose is to produce and analyse data with a gender perspective, in the framework of support for national and international institutions that implement programmes and projects on women's political participation.*

### **I. Women's human rights**

**Achievements:** Over the years, countries have introduced laws and public policies to guarantee quality between men and women.

**Challenges:** The challenges concern how to guarantee equal rights as proclaimed in national constitutions.

1. Latin America has moved forward uniformly in ratifying international commitments that promote women's rights. The process is still incipient in the Caribbean, however, and requires specific analyses of the legal and regulatory situation in the different countries.
2. Most Ibero-American countries have signed and ratified the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, except for Chile, Cuba and El Salvador where ratification is pending and Honduras and Nicaragua which has not signed nor ratified the Protocol.
3. The first barrier to upholding human rights, particularly among poor women, consists of difficulties in obtaining personal documentation. Possession of a birth certificate and an identity document is a minimum floor in terms of rights and access to citizenship. Also important in this regard are policies that promote access to personal documentation through free regularization campaigns.
4. Over the last few years, many countries of the region have passed laws and implemented policies and programmes to prevent and punish human trafficking.
5. Argentina took an important step in incorporating the gender perspective in committees that grant political asylum. The Committee on Refugee Eligibility (CEPARE) in practice registers cases of asylum based on a justified fear of being victims of domestic violence.
6. Brazil has made a priority of analysing the situation and women deprived of their freedom, and proposed a review of causes and legal assistance with access to defence.

**The Plurinational State of Bolivia** passed Law 2.616 on free registration and issuance of a birth certificate and administrative registration for persons older than 12 years.



### **J. Women and the media**

*Achievements:* Implementation of media campaigns and the creation of observatories to monitor and analyse discourses used in the media.

*Challenges:* To strengthen use of the media as a tool for mass dissemination of women's rights. Eradication of sexist discourse and gender discrimination in the media.

1. Some of the region's countries use the media to disseminate campaigns on women's rights and the prevention of violence and human trafficking.
2. In some countries, agencies of United Nations system, such as the United Nations Children's Fund (UNICEF), UNFPA and the Office of the United Nations High Commissioner for Human Rights (OHCHR) have supported national Governments in producing and disseminating campaigns.
3. Little use is made of the media to disseminate women's rights.
4. At least two countries in the region are implementing a national media monitoring scheme. Argentina has the Observatory on Discrimination in Radio and Television, while Mexico has the Communications Media Observatory attached to the National Women's Institute.

**Argentina:** Since 2006, following a proposal made in the National Plan against Discrimination, the National Institute to Combat Discrimination, Xenophobia and Racism (INADI), and the Federal Broadcasting Committee (COMFER) set up an observatory on discrimination in radio and television. The National Women's Council joined the observatory to include problems relating to fulfilment of the Convention on the Elimination of All Forms of Discrimination against Women and the Belem do Par  Convention in the discussion. The purpose of the Observatory is to raise the alert on discrimination and gender violence in radio and television media. These national bodies assist in evaluating the contents of current programming, to detect cases of gender discrimination, and to impose the corresponding sanctions.

**Mexico:** Since 2006, the National Women's Institute has posted the Communications Media Observatory — Image of women and children on its website, as a forum of analysis to receive recognition and complaints from the public at large on advertising in various media that discriminates, stereotypes and denigrates the image of men and women. In 2007, it created an annual award for gender equity in the media, to recognize firms and advertising agencies that mainstream gender inequality in their advertising products.

**Paraguay:** To break with the male-dominant culture and make citizens aware of discrimination against women, in 2004 a communication campaign was undertaken to raise awareness, referred to as "Equal in Everything". The campaign forms part of the National Plan on Equal Opportunities for Women and Men. The message was transmitted through innovative communication resources such as: street theatre; overhead banners; posters in the main access roads to the city centre; pamphlets; flyers, leaflets; brief publicity spots on radio programmes and on the four television channels. This campaign breaks with traditional schemes using clear messages, and one of its advertising spots gained two national prizes and an international award.

### **K. Women and the environment**

*Achievements:* Development of partnerships in the Government, agencies of United Nations system and civil society to deal with natural disaster situations.

*Challenges:* Gender mainstreaming in environmental policies. Improve the provision of sanitation services and take account of women's needs in relation to the environment. Promote women's participation in dealing with emergency situations.

1. Women and children are those that spend most time and energy in finding and carrying water. In this regard, Argentina, Brazil, Dominican Republic, Honduras, Jamaica, Suriname and Trinidad and Tobago have designed actions that address the role of women in access to and rational management of water.
2. Steps must be taken to strengthen partnerships between women's mechanisms and ministries and entities responsible for environmental issues, to mainstream gender in environmental policies and programmes.
3. Most of the actions in this area of the Platform for Action have taken place in the Caribbean sub-region and relate to preventing and dealing with situations caused by natural disasters. Innovative programmes and mechanisms have been developed to deal with natural emergencies, taking account of women's needs in the event of forced displacement as a result of natural disasters.
4. There is some coordination between mechanisms for the advancement of women in Caribbean countries and the agencies of the United Nations system. This includes work done by UNFPA on sexual and reproductive health for persons who have been displaced as a result of weather-related disasters.

***Dominican Republic:** To respond to the needs of women in situations of vulnerability, the Ministry for Women has introduced an emergency assistance project to help vulnerable population groups, particularly women, affected by the aftermath of natural phenomena. This project is being implemented in conjunction with the Emergency Operations Committee of the Secretariat of State for Public Health and Social Assistance, and UNFPA. It aims to satisfy basic needs in terms of hygiene, sanitation, water treatment, and the prevention of sexual violence against displaced persons, especially women, children and adolescents.*

#### **L. The girl child**

*Achievements:* Implementation of policies to prevent trafficking and smuggling for commercial purposes, implementation of the International Convention on the Rights of the Child. Inclusion of girl children and adolescents in school, education with a gender perspective and cultural diversity.

*Challenges:* To eradicate the commercial sexual exploitation of children and create more childcare facilities.

1. Countries in the region have made progress in implementing and disseminating the International Convention on the Rights of the Child. Some countries have passed laws to reform juvenile justice systems, amend the family code and raise the minimum age for marriage, and eliminate all forms of violence against children.
2. Over the last five years, concern has grown over the issue of child prostitution and the production of pornography. This has resulted in laws being drafted to penalize this offence, and the design of facilities to protect victims.
3. Efforts have been concentrated on developing programmes to prevent and eradicate child labour. Brazil is a pioneer in this area with the Programme for the Eradication of Child Labour (PETI), which was launched in 1996.
4. Girl children must be given every opportunity to enter and remain in the education system, and discrimination must be eliminated, particularly in rural areas. In Mexico, work has begun

- on setting up a single system for recording and evaluating learning outcomes, for the children of agricultural migrants.
5. Progress has been made through amendments to laws governing child affiliation. In countries such as Peru, since 2006 newborn babies had been recorded with the first surname of the father and the first surname of the mother. A legislative amendment in the Plurinational State of Bolivia and Peru also makes it possible to register the newborn baby with the father's surname without the need to prove affiliation. In the Plurinational State of Bolivia, Supreme Decree 11 (2009) on the presumption of affiliation, and, in Peru, Law 28720 (2006), on children born out of wedlock can be registered with the father's surname without generating affiliation.
  6. Specialized childcare facilities must be set up for children of both sexes, to make it easier for mothers to participate in the labour market. Suriname and Trinidad and Tobago have this type of facility.

## **II. Outstanding issues, topics for the future**

Governments in the region have been assuming and reaffirming their commitment to implement the Platform for Action of the Fourth Conference on Women, Beijing, 1995, for which reason the emphasis of this document is on highlighting the achievements of these last 15 years, and particularly what has happened in the last five.

Challenges identified for the future:

- Harmonize national legislations with international instruments.
- Promote acceptance of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women in countries where this has not yet happened.
- Continue processes of institutional and financial strengthening for mechanisms for the advancement of women that have already begun.
- Increase access and participation by women in positions in the three branches of government, and in political parties, labour unions and social organizations.
- Strengthen the role of institutional mechanisms, such as the gender focus points implemented in various areas and sectors of government, and set them up in countries where this has not yet happened.
- Strengthen public interventions to address domestic violence, inequality in the income distribution and childcare, the sick and older adults.
- Strengthen the production of indicators with a gender perspective.
- Promote women's digital literacy and promote equitable use between women and men of information and communication technologies as tools of economic development and social inclusion.

## **ANNEX**

Priority issues <sup>11</sup>	Main achievements	Main challenges
<b>Argentina</b>		
<ul style="list-style-type: none"> <li>• <b>Human rights</b></li> <li>• <b>Violence</b></li> <li>• <b>Advancement mechanisms</b></li> <li>• <b>Health</b></li> <li>• <b>Education</b></li> <li>• <b>Economy</b></li> </ul>	<ul style="list-style-type: none"> <li>- Approval of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (2007).</li> <li>- Passing of Law 26485 (2009) on comprehensive protection to prevent, punish and eradicate violence against women in the domains in which they develop their interpersonal relations. Implementing authority: National Women's Council.</li> <li>- Creation of the Women's Bench in the Honourable Chamber of the National Senate (2008).</li> <li>- Passing of Law 26130 (2006) guaranteeing access to tubal ligation and vasectomy. Resolution 232 (2007) of the Ministry of Health including emergency hormonal contraception in the Obligatory Medical Programme as a hormonal contraceptive method.</li> <li>- Passing of Law 26150 (2006) creating the national comprehensive sex education programme under which the subject matter will be taught in all schools and levels of the education system.</li> <li>- Decree 1454 (2005) amending the Autonomous Workers Regime, thereby enabling 1,250,000 women to enter the pension system, from which they had previously been excluded owing to lack of contribution (housewives, domestic or informal employees).</li> </ul>	<ul style="list-style-type: none"> <li>- Since 2006, the National Women's Council has been implementing a strategy to strengthen the national mechanism for the advancement of women, together with a significant increase in budget, which tripled in the period 2005-2009.</li> <li>- Development of gender statistics and indicators The country has few data with a gender breakdown and only three types of gender indicator — the femininity index (number of women per 100 men); female presence (percentage of women in the total population or specified population groups); and gender gap (proportional difference between indicators corresponding to men and women in a given category) - .</li> <li>- The National Women's Council is working to prepare a single register of cases of domestic violence.</li> </ul>
<b>Barbados</b>		
<ul style="list-style-type: none"> <li>• <b>Legislation</b></li> <li>• <b>Education</b></li> </ul>	<ul style="list-style-type: none"> <li>- Progress in eliminating discrimination against women in all spheres. Progress in family and childhood legislation.</li> <li>- During fiscal year 2009-2010, the gender awareness component of the mainstreaming effort will focus on</li> </ul>	<ul style="list-style-type: none"> <li>- To overcome the perception that it is not necessary to focus on women's issues, because there are women occupying important posts in society.</li> <li>- To design programmes for specific groups of women with</li> </ul>

<sup>11</sup> The term "priority issues" means policies, programmes, regulations or actions reported by national governments that contribute to fulfilling the Platform for Action of the Fourth World Conference on Women, Beijing 1995.

Priority issues <sup>11</sup>	Main achievements	Main challenges
	public education. - Women take better advantage of educational opportunities. Education is compulsory for both sexes until 16 years of age, and women account for 70% of university enrolments.	special needs, such as single mother heads of household, disabled women and women victims of domestic violence. - To enhance the capacity of the Bureau of Women's Affairs to influence or exert political weight in implementing gender mainstreaming. - To strengthen the Bureau's resources in terms of personnel and budgetary appropriations.
<b>Belize</b>		
<ul style="list-style-type: none"> <li>• <b>Violence</b></li> <li>• <b>Human rights</b></li> <li>• <b>Health</b></li> </ul>	<ul style="list-style-type: none"> <li>- Law on Domestic Violence 2007 and National Plan of Action to Address Gender-Based Violence 2007-2009 specify actions to eradicate cultural, social and economic violence. This increases protection for victims and includes a disarmament policy in households; it also incorporates the concept of financial abuse under the crime of violence.</li> <li>- Sexual and Reproductive Health Policy (2005) which targets its interventions on the protection and promotion of sexual and reproductive health with a rights perspective, recognizing the situation of adolescents in particular. Plan for the Reduction of Maternal and Perinatal Mortality (2005).</li> <li>- The first study on poverty is currently being undertaken, which will enable the Government to draw on a better diagnostic to target public policy design, including gender equality and the empowerment of women.</li> <li>- Creation of a bank that lends to women in the rural area.</li> <li>- In 2005, an agreement was reached to amend labour legislation, granting women in the public sector 14 weeks of paid maternity leave.</li> </ul>	<ul style="list-style-type: none"> <li>- To increase human and financial resources.</li> <li>- To promote the production of gender indicators.</li> </ul>
<b>Bolivia (Plurinational State of)</b>		
<ul style="list-style-type: none"> <li>• <b>Human rights</b></li> <li>• <b>Health</b></li> <li>• <b>Legislation</b></li> </ul>	<ul style="list-style-type: none"> <li>- National Equal Opportunities Plan - Women Building the New Bolivia, for a Good Life, 2008.</li> <li>- In 2005, the benefits paid by the universal mother-child insurance to women who are not pregnant and those over 60 years of age, together with the detection and prevention of cervical cancer.</li> <li>- In 2009, Supreme Decree 66 approved the "Bono Madre</li> </ul>	<ul style="list-style-type: none"> <li>- Consolidate civil society participation in the definition of public policies — mainly for children, adolescents, young people, women, men, the disabled and the elderly — to ensure that these are defined on the basis of the real requirements of the individuals in question.</li> <li>- Strengthen coordination between the Vice Ministry for Equal Opportunities and the National Statistics Institute,</li> </ul>

Priority issues <sup>11</sup>	Main achievements	Main challenges
	<p>Niño-Niña Juana Azurduy” mother-child bonus, to help reduce maternal and infant mortality and chronic malnutrition among children under two years of age. The bonus is paid following a medical check-up.</p> <ul style="list-style-type: none"> <li>- Passing of Law 4021 (2009) on the Transitory Electoral Regime, establishing equitable citizen participation under equal conditions between men and women.</li> <li>- Passing of Law 3791 (2007) establishing universal income for older persons.</li> </ul>	<p>to improve procedures for obtaining and disseminating data, and ensure that they reflect the gender dimension more transparently and sensitively.</p> <ul style="list-style-type: none"> <li>- Increase mechanisms for access, permanency and equal opportunities for women in education.</li> <li>- Address the problem of naturalization of violence against women, due to the impunity enjoyed by gender violence.</li> <li>- Strengthen the institutional framework of public mechanisms to facilitate the promotion of gender equality, continuity and sustainability of public policies, and full compliance with national and international commitments.</li> </ul>
<b>Brazil</b>		
<ul style="list-style-type: none"> <li>• <b>Advancement mechanisms</b></li> <li>• <b>Violence</b></li> <li>• <b>Poverty</b></li> <li>• <b>Health</b></li> <li>• <b>Indicators</b></li> </ul>	<ul style="list-style-type: none"> <li>- The Special Secretariat on Policies for Women will be promoted to ministerial rank, according to an announcement by the President in 2009.</li> <li>- The gender and race perspective was incorporated into the Multiyear Plan (PPA) 2008-2011 as a result of intervention by the Special Secretariat on Policies for Women.</li> <li>- Second National Conference on Policies for Women in which 300,000 women participated throughout the country; this served to prepare principles and guidelines for the national policy for women.</li> <li>- Passing of the “Maria da Penha” Law No. 11340 (2006) to address the problem of domestic and family violence. This is one of the three most advanced in the world, and its presentation coincided with the launch of the National Pact to Address Violence against Women. This federal government initiative includes actions by 11 ministries and special secretariats, public enterprises, the judiciary, the Office of the Public Prosecutor and non-governmental organizations.</li> <li>- The “Bolsa Familia” income transfer programme with conditionalities in terms of health care and education, currently serves over 11 million poor families, representing over 40 million people, 94% of the recipients being women. Of those receiving programme benefits 69%</li> </ul>	<ul style="list-style-type: none"> <li>- Some federal government bodies still do not understand the strategic importance of addressing gender and racial inequalities, or the need for a more appropriate methodology to prepare the federal budget with a gender breakdown.</li> <li>- Despite the sanction of Law 9504 (1997), which establishes a 30% quota, women have low participation in decision-making posts. Women account for 8.6% of the Chamber of Deputies and 12.3% of the Senate. In response to this concern, the campaign "More Women in Power. I assume this Commitment!" was launched in 2008.</li> <li>- The need to address the issue of violence against women adolescents and girl children.</li> <li>- During 2009, there was an increase in human resources assigned to the Special Secretariat on Policies for Women.</li> <li>- The Special Secretariat on Policies for Women and the Ministry of Health are promoting an expansion of legal permits to interrupt pregnancy in the case of anencephaly.</li> </ul>

Priority issues <sup>11</sup>	Main achievements	Main challenges
	<p>are either black or mixed-race families. The amount of the transfer is indexed to increases in the minimum wage. As a result of implementation of Bolsa Familia — the world's largest transfer programme — and other programmes, poverty fell by 10 percentage points between 2002 and 2007.</p> <ul style="list-style-type: none"> <li>- As a joint venture the Special Secretariat on Policies for Women and the Ministry of Health, progress has been made in providing specific health care solutions for specific groups: indigenous, black, lesbian and bisexuals, adolescents, young people and the elderly, women in prison, women in rural zones or situations of violence, and those living with HIV/AIDS.</li> <li>- The National Pact for the Reduction of Maternal Mortality entered into force in 2004. Although the statistics show a 12.7% drop in this indicator between 1997 and 2005, underreporting persists. As a result of this policy, 230 maternal deaths and 5,920 neonatal deaths were avoided in 2003-2006.</li> <li>- Another joint initiative is the National Family Planning Policy presented in 2007. Actions include vasectomy and the distribution of contraceptives. In 2008, 1 billion condoms were distributed.</li> <li>- 2007 saw the launch of the Comprehensive Plan to Tackle the Feminization of HIV/AIDS, in which the participants are the Special Secretariat on Policies for Women and the Ministry of Health, supported by the United Nations Population Fund (UNFPA), the United Nations Children's Fund (UNICEF) and the United Nations Development Fund for Women (UNIFEM).</li> <li>- The Brazil Observatory for Gender Equality was launched in 2009. The Observatory aims to produce data and indicators to guide the formulation, monitoring and evaluation of public policies with a gender perspective. In 2008, the Technical Committee on Gender and the Use of Time was set up to stimulate gender mainstreaming in the production and analysis of information.</li> </ul>	



Priority issues <sup>11</sup>	Main achievements	Main challenges
<b>Chile</b>		
<ul style="list-style-type: none"> <li>• <b>Poverty</b></li> <li>• <b>Exercise of power</b></li> <li>• <b>Legislation</b></li> <li>• <b>Education</b></li> <li>• <b>Health</b></li> <li>• <b>Violence</b></li> </ul>	<ul style="list-style-type: none"> <li>- In 2006, coinciding with the assumption of the first Woman President, a Gender-Parity Cabinet was appointed, as well as an equal number of men and women in the subnational governments: regional <i>Intendencias</i> and provincial <i>Gobernaciones</i>.</li> <li>- The Government bases its programme on the gender equity agenda: "Commitments by the Government of Chile to Move Towards Gender Equity 2006-2010", which requires all sectors to formulate public policies with the gender perspective.</li> <li>- Definition of ministerial gender commitments for integration into the governmental programming system of the Ministerial General Secretariat of the Government.</li> <li>- A social protection system is currently being set up, as a mechanism to generate conditions that provide security, guarantee social rights to reduce risks in employment, health, education and pensions, favouring greater equality and opportunities for progress. The area consists of the Ministries of Education, Health, Housing, Employment, Culture and Planning and the National Women's Service.</li> <li>- Passing of Law 20.255 (2008) on pension reform, which recognizes the historical gender inequalities in the previous system, and provides a basic solidarity pension for those who did not previously have access, thereby restoring universality principles. It also recognizes the value of maternity by paying a bonus to each live-born child into a capitalization fund (Law 20360).</li> <li>- Passing of Law 20348 (2009), amending the Labour Code, by requiring employers to refrain from discrimination on gender grounds.</li> <li>- Between 2005 and 2009 laws were passed on the following issues: sexual harassment at work, domestic violence, alimony payments, the right to have time for breast-feeding up to two years of age, holidays for commercial workers and, the regime governing domestic workers.</li> </ul>	<ul style="list-style-type: none"> <li>- Promote equitable access to the labour market under conditions of greater stability, better pay and organizational capacity of women.</li> <li>- Continue strengthening mechanisms to protect women in situations of domestic violence.</li> <li>- Passing of laws supported by the National Women's Service such as: balanced political participation between women and men (ensuring a minimum of 30% of women in candidacies for party posts and popularly elected posts); consideration of a femicide as a specific type of homicide; economic regime governing matrimony and the order of surnames; flexibility for postnatal leave and sexual and reproductive rights.</li> <li>- Ratification of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).</li> <li>- Intra-institutional strengthening of government areas and preparation of a new Equal Opportunities Plan.</li> </ul>

Priority issues <sup>11</sup>	Main achievements	Main challenges
	<ul style="list-style-type: none"> <li>- Expansion of crèche and kindergarten services. Between 1990 and 2007, the public supply of crèches grew by 240.4%.</li> <li>- Plan Auge (2005) was implemented in health area covering specific needs or ailments of high prevalence among women such as: analgesia in childbirth, premature childbirth, breast and cervical cancer, depression and dental health, and in 2008, the Policy on Health in Gender Violence was approved.</li> </ul>	
<b>Colombia</b>		
<ul style="list-style-type: none"> <li>• <b>Armed conflicts</b></li> <li>• <b>Legislation</b></li> <li>• <b>Advancement mechanisms</b></li> <li>• <b>Violence</b></li> </ul>	<ul style="list-style-type: none"> <li>- Passing of Law 975 (2005) containing special measures to guarantee truth, justice and reparation in processes to reintegrate armed groups organized outside the Law. Between 2002 and 2008, 19,000 people were the immobilized, of whom 16% are women.</li> <li>- Passing of Law 985 (2005) adopting measures against human trafficking and regulations for providing care and protection to victims. This Law also approved the Comprehensive Strategy to Combat People Trafficking.</li> <li>- Passing of Law 1.009 (2006) creating the Gender Affairs Observatory within the Office of the Presidential Counsellor for Women's Equity.</li> </ul>	<ul style="list-style-type: none"> <li>- Strengthening of coordination between State institutions with jurisdiction on this issue with regard to the prevention and eradication of gender-based violence.</li> <li>- Eradicate employment and wage discrimination.</li> <li>- Continue promoting the creation of Special Women's Offices at the departmental and municipal levels.</li> </ul>
<b>Costa Rica</b>		
<ul style="list-style-type: none"> <li>• <b>Advancement mechanisms</b></li> <li>• <b>Economics</b></li> <li>• <b>Violence</b></li> <li>• <b>Legislation</b></li> <li>• <b>Economics</b></li> </ul>	<ul style="list-style-type: none"> <li>- National Policy for Gender Equality and Equity 2007-2017 and its Plan of Action 2008-2012. The formulation process was headed by the National Institute of Women, and it is considered a milestone since it proposed a new social contract.</li> <li>- In 2004, the process of recognizing women's contribution to the economy was undertaken. Study performed on the use of time as part of a household survey module. Development of the national gender indicators system.</li> <li>- In January 2009, the Government launched the social protection and economic stimulus plan "<i>Plan Escudo</i>". The benefits for women are indirect, and all within the family framework. The National Institute of Women prepared a proposal to strengthen the plan, taking into</li> </ul>	<ul style="list-style-type: none"> <li>- Coordination of the National Plan for Gender Inequality and Equity with institutions and programmes.</li> <li>- Mainstream gender throughout public administration to ensure that legislation and regulations take account of women's needs and interests.</li> <li>- Strengthen care services to improve women's access to justice.</li> <li>- Approval of reform to the General Health Law, which in its chapter on sexual and reproductive rights is generating widespread debate.</li> </ul>

Priority issues <sup>11</sup>	Main achievements	Main challenges
	<p>account the specific characteristics and common needs and interests of women, and the specific ways in which they are affected by the crisis.</p> <ul style="list-style-type: none"> <li>- Passing of Law 8.589 (2007), criminalizing violence against women and including the specific crime of femicide. The Law was subsequently weakened by a ruling issued by the Constitutional Chamber of the Supreme Court in 2008, declaring the crimes of emotional abuse and violence unconstitutional.</li> <li>- Strategic Plan for the Defence of Women's Rights Before Justice.</li> <li>- In 2009, legislation was passed requiring budgets to have a gender perspective.</li> <li>- In 2007, female domestic workers gained equal labour rights.</li> <li>- Sustained increase in lending to women.</li> </ul>	
<b>Cuba</b>		
<ul style="list-style-type: none"> <li>• <b>Legislation</b></li> <li>• <b>Education</b></li> <li>• <b>Exercise of power</b></li> </ul>	<ul style="list-style-type: none"> <li>- Completion of the review of the Family Code regulating relations within the family, which was submitted to consultations in several institutions and organizations.</li> <li>- Passing of the Social Security Law (2008) which introduced amendments including an extension to 15 years of the period for selecting the five best salary years for calculating pensions, and set the retirement age of 60 years for women.</li> <li>- Girls surpass boys in secondary and tertiary education enrolments. Women account for over 63% of university graduates. These achievements are subsequently reflected in women's access to jobs.</li> <li>- Cuba is a world leader in terms of female representation in Parliament (43.32%).</li> </ul>	<ul style="list-style-type: none"> <li>- Continue efforts to change the mentality of men and women regarding masculine and feminine roles in society, to break with sexual stereotypes.</li> <li>- Strengthening of female organization at all levels and agendas of debate to promote real equality between men and women and to make the inequalities that still persist socially visible.</li> <li>- Achieving the objectives and targets contained in the 90 measures of the Plan of Action to Follow Up to the Fourth United Nations Conference on Women by means of plans, programmes and projects encompassing the country's agencies, organizations and institutions.</li> <li>- Work continues to achieve increasingly comprehensive controls, indicators and statistics that allow precise knowledge of the situation of women at each moment and in each place.</li> <li>- Ratification of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women.</li> </ul>

Priority issues <sup>11</sup>	Main achievements	Main challenges
<b>Dominica</b>		
<ul style="list-style-type: none"> <li>• <b>Rights</b></li> </ul>	<ul style="list-style-type: none"> <li>- Adoption of the Action Plan for Gender Equity and Equality in the Commonwealth of Dominica (2006), which includes actions involving the Health Ministry and Social Security.</li> <li>- Introduction of gender focus points in ministries to support gender mainstreaming.</li> </ul>	<ul style="list-style-type: none"> <li>- Achieving equality for women in social and economic issues, in terms of the law and political rights.</li> <li>- Institution-building for the advancement of women.</li> <li>- Review of legislation on domestic violence.</li> <li>- Strengthening of the Statistics Office with a view to producing and analysing data with a gender perspective.</li> <li>- Increase women's participation in power, which is very low despite instances of women occupying high positions. At the present time women hold only 11% of government posts.</li> <li>- Reduce the high levels of violence, abuse, abandonment and ill-treatment of children and adolescents.</li> </ul>
<b>El Salvador</b>		
<ul style="list-style-type: none"> <li>• <b>Rights</b></li> <li>• <b>Poverty</b></li> <li>• <b>Legislation</b></li> <li>• <b>Economics</b></li> <li>• <b>Health</b></li> </ul>	<ul style="list-style-type: none"> <li>- In the period 2007-2009, the process began of discussion and reception of proposals for reform of legislation that undermines women's equality, or for introducing topics of analysis that improve their condition: Domestic Violence, Penal code, Labour Code and Prison Law.</li> <li>- The Salvadoran Institute for the Development of Women promoted the design and execution of the Equal Opportunities Plan.</li> <li>- Implementation of the Solidarity Network Programme for Poverty Reduction which pays vouchers to women for health care and education.</li> <li>- Members of the Legislative Assembly in 2007 succeeded in earmarking US\$20,000 for activities that included training and promotion of women in the political domain. In 2006, the Women Parliamentarians Group was established in the El Salvador Legislative Assembly.</li> <li>- The Ministries of Agriculture and Education succeeded in incorporating gender elements into budgets as from 2007, although the allocation of funding is a pending issue.</li> <li>- The Ministry of Agriculture has developed a series of activities to ensure women's access to land ownership.</li> </ul>	<ul style="list-style-type: none"> <li>- Promote greater access for women to employment, credit under equal conditions, housing and productive resources.</li> <li>- Raise the population's education level in terms of quality and coverage, prioritizing the inclusion of girls.</li> <li>- Promotion of affirmative legal and administrative actions for women's access to positions of power and decision-making.</li> <li>- Strengthening gender mainstreaming in public institutions and support for the creation of Municipal Women's Units, and in the implementation of gender equity policies at the municipal level.</li> <li>- Ratification of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women.</li> </ul>

Priority issues <sup>11</sup>	Main achievements	Main challenges
	<ul style="list-style-type: none"> <li>- National Strategic Plan for Maternal and Perinatal Mortality Reduction in El Salvador, 2004-2009. Strengthening of reproductive health programmes and detection of cervical cancer.</li> </ul>	
<b>Spain</b>		
<ul style="list-style-type: none"> <li>• <b>Advancement mechanisms</b></li> <li>• <b>Decision-making power</b></li> <li>• <b>Legislation</b></li> <li>• <b>Violence</b></li> </ul>	<ul style="list-style-type: none"> <li>- Creation of the Ministry of Equality (2008) and design of the Strategic Equal Opportunities Plan, 2008-2011.</li> <li>- Appointment of the first gender-balanced cabinet in the history of Spain (2004).</li> <li>- Two laws represent a historical landmark, Organic Law 1 (2004) on Integral Protection Measures against Gender Violence, and Organic Law 3 (2003) on Effective Inequality Between Women and Men.</li> <li>- Approval of the National Sensitization and Gender Violence Prevention Plan (2006).</li> <li>- The Spanish State has developed gender indicators and created observatories to monitor issues within the brief of the Ministry of Equality.</li> <li>- Spain considers female genital mutilation as a crime, and passed legislation allowing for prosecution of the practice of female genital mutilation outside its own territory (2005).</li> </ul>	<ul style="list-style-type: none"> <li>- In 2008, the Government appointed an Inter-Ministerial Commission of Experts, consisting of individuals from the domains of justice, health and equality to reform the law on abortion. The Commission's preliminary report suggests enacting new legislation with sufficient measures, which would involve a qualitative improvement in the sexual and reproductive rights of women in Spain.</li> </ul>
<b>Guatemala</b>		
<ul style="list-style-type: none"> <li>• <b>Advancement mechanisms</b></li> <li>• <b>Violence</b></li> <li>• <b>Legislation</b></li> </ul>	<ul style="list-style-type: none"> <li>- National Policy for Promotion and Integral Advancement of Women in 2001-2006, extension 2008-2023, and Equal Opportunities Plan 2001-2006 and 2008-2023.</li> <li>- Preliminary diagnostic assessment of execution of the gender budgetary classifier.</li> <li>- Passing of the Law against Femicide and Other Forms of Violence against Women (2008). This provides protection measures for women who are the subject of physical, psychological, sexual and financial violence.</li> <li>- Declaration on non-tolerance of violence against women and inter-institutional agreement to strengthen the National Coordinating Office for the Prevention of Domestic Violence and Violence against Women (2008). Implementation of the National Plan for the Prevention</li> </ul>	<ul style="list-style-type: none"> <li>- Institutionalizing the National Policy for Integral Advancement and Development of Women, and obtaining greater budgetary support.</li> <li>- Dissemination of the Law against Femicide and other forms of Violence against Women among the population at large and among justice operators specifically. Doubts remain over its interpretation and mode of application. Statistical records of murders of women are not centralized, and each organization follows its own methods.</li> <li>- One of the outstanding commitments of the Peace Accords is promulgation of legislation to protect the labour rights of female workers in private houses, given the constant violation of their rights and the</li> </ul>

Priority issues <sup>11</sup>	Main achievements	Main challenges
	<p>and Eradication of Domestic Violence and Violence against Women 2004-2012.</p> <ul style="list-style-type: none"> <li>- Passing of the Law against Sexual Violence, Exploitation and People Trafficking (2009).</li> <li>- 32 basic gender indicators were developed as a result of work undertaken by the Presidential Secretariat for Women and the National Statistics Institute.</li> </ul>	<p>discrimination to which they are subjected, mainly by not having defined working hours or social security.</p> <ul style="list-style-type: none"> <li>- Promoting the political participation of women in the Chamber of Deputies, which stands at 11.2% for the period 2008-2011.</li> <li>- Improving the quality of mother and child services.</li> <li>- Promoting women's access to land ownership.</li> <li>- Designing education programmes aimed at changing women's social image.</li> </ul>
<b>Haiti</b>		
<ul style="list-style-type: none"> <li>• <b>Violence</b></li> <li>• <b>Legislation</b></li> <li>• <b>Economics</b></li> </ul>	<ul style="list-style-type: none"> <li>- Reform of the Penal Code in the area of violence. As a result of the decree that amended sexual aggression, rape ceased to be considered as an offence against honour and became a crime against the person (2005).</li> <li>- National Plan to Combat Violence against Women adopted by decree for the period 2005-2011. Along the same lines and as a sign of the Government's commitment, surveys, studies and legislative reforms were undertaken, and a single registry was adopted for complaints of violence, to improve case follow-up.</li> <li>- An agreement was signed between the Ministry of Justice and the Ministry of Health (2007) in order to allow a free medical certificate to be issued to victims of violence.</li> <li>- Also in 2007, the Ministry of Women's Affairs and Women's Rights and the Ministry of Education and Vocational Training signed an agreement for the elimination of gender stereotyping at school (2007).</li> <li>- Preparation of an interim cooperation framework whereby the Government makes the gender perspective a universal strategic objective.</li> <li>- Preparation of the technical intervention manual for gender analysis (2005), which is expected to serve as a tool for gender mainstreaming in public policies.</li> <li>- Approval in 2009 of the Domestic Work Act, which recognizes this as employment and ensures that working conditions are the same as in other sectors of the labour market.</li> </ul>	<ul style="list-style-type: none"> <li>- Overcoming the material, financial, and human obstacles in which gender equality policies are developed.</li> <li>- Adopting policies to increase the female literacy rate and women's access to higher education.</li> <li>- Halting the significant rise in the rate of maternal mortality, which went from 523,000 in 2003 to 630,000 in 2007. Another cause for concern is the feminization of HIV/AIDS, where statistical data are inadequate.</li> <li>- Valuing women's work. This is a highly segmented and differentiated labour structure, and women receive discriminatory wages.</li> <li>- Promoting access to goods and resources under equal conditions between men and women.</li> <li>- Mainstreaming the gender perspective in public policies.</li> <li>- Increasing the level of female participation in politics.</li> <li>- Implementing a policy within the health system to enable women to exercise autonomy over their bodies and make reproduction decisions. Sex education programmes for adolescents are inadequate.</li> <li>- The Ministry of Women's Affairs and Women's Rights is currently working to develop an indicator base with the gender perspective, but budgetary constraints are hampering the development of this initiative. The line Minister has signed tripartite agreements with the Haitian Institute of Statistics and Information Sciences and ECLAC, on the one hand, and the Haitian Institute for Children on the other.</li> </ul>

Priority issues <sup>11</sup>	Main achievements	Main challenges
<b>Honduras</b>		
<ul style="list-style-type: none"> <li>• <b>Advancement mechanisms</b></li> <li>• <b>Legislation</b></li> </ul>	<ul style="list-style-type: none"> <li>- National Policy for Women in 2002-2007 and National Plan for Equal Opportunities for Women.</li> <li>- Approval of the National Plan against Violence against Women.</li> <li>- By virtue of an executive decree issued by the Gender Office in the Ministry of Finance, a pilot scheme was launched in the Central American area (2005).</li> <li>- As result of efforts deployed by the Education Ministry, an increase has been achieved in girls' enrolment in the school system, according to interviews held, but there are no statistics to support this.</li> <li>- Creation of the National Indicator System for Children, Adolescents and Women in Honduras, with support from ECLAC; a gender indicator system is currently being constructed.</li> </ul>	<ul style="list-style-type: none"> <li>- Strengthen women's sexual autonomy. According to data from the Demography and Health Survey 2005-2006, only 32% of women make decisions in this area for themselves.</li> <li>- Amend legislation to include crimes such as femicide, trafficking in women and children for the purposes of sexual exploitation or rape within marriage. A major obstacle in this area is the fact that the country has not ratified the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women.</li> <li>- Promote, protect and guarantee the social and political participation of women as well as their empowerment as citizens and democratic governance.</li> </ul>
<b>Cayman Islands</b>		
<ul style="list-style-type: none"> <li>• <b>Legislation</b></li> <li>• <b>Poverty</b></li> <li>• <b>Violence</b></li> </ul>	<ul style="list-style-type: none"> <li>- Inclusive language in the wording of the draft of the new Constitution which has been under analysis in 2009.</li> <li>- Approval in 2005 of the law granting the right to paternal leave for men working in the civil service.</li> <li>- First research undertaken into the conditions of life of the population, which included a chapter on Poverty from a Gender Perspective (2006-2007).</li> <li>- Revitalization of the programme to provide services for victims of domestic violence (2007). The programme had achieved good results but was interrupted following hurricane Ivan given the country's new priorities.</li> </ul>	<ul style="list-style-type: none"> <li>- The Government has not achieved gender awareness.</li> <li>- Recent creation of a Ministry of District Administration, Works and Gender Affairs. Need for institutional strengthening.</li> <li>- In late 2008, the Government commissioned a special report on gender violence, which includes intervention proposals.</li> <li>- The country does not have a legal framework that allows it to join the Convention on the Elimination of All Forms of Discrimination against Women</li> </ul>
<b>Jamaica</b>		
<ul style="list-style-type: none"> <li>• <b>Human rights</b></li> <li>• <b>Violence</b></li> <li>• <b>Legislation</b></li> </ul>	<ul style="list-style-type: none"> <li>- The Jamaican Government implemented the Jamaica Development Plan "Vision 2030" a reference framework to achieve developed-country status by 2030, which includes gender inequality and empowerment of women.</li> <li>- Design of the National Gender Policy, a tool for promoting gender equality and the empowerment of women. It identifies areas requiring special attention and institutional</li> </ul>	<ul style="list-style-type: none"> <li>- Slow progress in bringing national legislation in line with international conventions. Gender violence is a cause for concern.</li> <li>- Training provided for officials on gender issues, and seven gender focal points set up. Nonetheless, there is little institutional support and the idea persists that gender is synonymous with women.</li> </ul>

Priority issues <sup>11</sup>	Main achievements	Main challenges
	<p>responsibilities.</p> <ul style="list-style-type: none"> <li>- Support for the legislative process to reform rights and guarantees. Measures to protect women and children in situations of violence (2006).</li> <li>- Since 2006 the production of indicators with a gender perspective has been strengthened, based on institution-building applied to the research area of the Bureau of Women's Affairs. Resources are available to develop institution-building activities.</li> <li>- Introduction of the gender perspective in the school curriculum.</li> <li>- Adoption in 2007 of the Law to Prevent, Suppress and Punish Human Trafficking, and presentation of two draft laws on sexual harassment and rape within marriage.</li> <li>- Various interventions undertaken in the reproductive health and HIV/AIDS areas. In 2008, the Abortion Policy Review Advisory Group was set up, in line with the adoption of measures to protect and promote women's rights.</li> </ul>	<ul style="list-style-type: none"> <li>- Need to strengthen the mechanism for the advancement of women. The Bureau of Women's Affairs has been located in at least seven ministries in the social sphere. This is a disadvantage in terms of power, visibility and access to budget.</li> </ul>
<b>Mexico</b>		
<ul style="list-style-type: none"> <li>• <b>Human rights</b></li> <li>• <b>Poverty</b></li> <li>• <b>Health</b></li> <li>• <b>Violence</b></li> <li>• <b>Legislation</b></li> </ul>	<ul style="list-style-type: none"> <li>- The General Law for Equality between Women and Men was enacted in 2006. It seeks to regulate and guarantee equality, and it proposes guidelines and institutional mechanisms for achieving substantive equality in the public and private domains and for promoting the empowerment of women.</li> <li>- The National Development Plan 2007-2012 incorporates the gender perspective, equality and the elimination of any form of discrimination as a crosscutting issue in the design of public policies.</li> <li>- In 2008, a budget specially allocated for women was included in the Government's budget.</li> <li>- The General Law on Women's Access to a Life Free of Violence was adopted in 2007, together with a national system to prevent, address, sanction, and eradicate violence against women.</li> <li>- Creation of the National System for Equality between</li> </ul>	<ul style="list-style-type: none"> <li>- Violence against women in Ciudad Juárez is a cause for special concern. A special prosecutor's office has been set up for crimes of violence against women and human trafficking. Organized civil society in 2007 set up the Citizens Observatory of Femicide.</li> <li>- The maternal mortality rate has been steadily falling (between 2001 and 2007 it dropped from 70.8 per 100,000 live births to 59.3) but it is still a long way from the target established in the Millennium Development Goals. A group of institutions headed by the President of the Republic has set up the Multidisciplinary Group for the Reduction of Maternal Mortality.</li> <li>- Despite the progress made, a persistent concern remains to strengthen women's capacity to expand their opportunities and enable them to achieve economic empowerment.</li> <li>- Staff turnover in public offices obstructs mainstreaming of the gender perspective in the planning or construction of</li> </ul>



Priority issues <sup>11</sup>	Main achievements	Main challenges
	<p>Women and Men, coordinated by the National Women's Institute, and preparation of the National Programme for Equality between Women and Men 2008-2012.</p> <ul style="list-style-type: none"> <li>- The <i>Oportunidades</i> human development programme pays conditional transfers to five million families and has helped to reduce poverty. To avoid school dropout by girls, it was decided that from the first grade of secondary school, they would be awarded higher educational scholarships than boys.</li> <li>- In 2008, the Ministry of Health implemented a programme for the prevention of cervical-uterine cancer. It increased the number of preventive examinations and inoculations against human papilloma virus for teenagers.</li> <li>- Progress in the reproductive health area, and incorporation of emergency hormonal contraception, and family planning for adolescents. In the Federal District, abortion up to 12 weeks of gestation has been decriminalized.</li> <li>- The right of men to take paternity leave was established in 2008.</li> </ul>	<p>actions, programmes or projects.</p>
<b>Panama</b>		
<ul style="list-style-type: none"> <li>• <b>Advancement mechanisms</b></li> <li>• <b>Human rights</b></li> <li>• <b>Violence</b></li> <li>• <b>Legislation</b></li> </ul>	<ul style="list-style-type: none"> <li>- Creation of the National Women's Institute, raising the profile and rank of the mechanism for the advancement of women, Law 71 (2008).</li> <li>- Women's Equal Opportunities Plan 2002-2006.</li> <li>- Adoption in 2007 of reforms to the Penal Code in relation to sexual crimes, homicide and domestic violence, and in 2008, approval of Law 63 on the Penal Code, which increases prison terms for the crime of domestic violence. Protection measures for victims were also strengthened.</li> <li>- Formulation and implementation of the National Plan to Combat Domestic Violence and Promote Civic Coexistence Policies for 2004-2014.</li> <li>- Creation of the Justice Access and Gender Unit in response to the difficulties experienced by women in exercising their rights. Its aim is to facilitate effective access to justice for women in situations of vulnerability.</li> </ul>	<ul style="list-style-type: none"> <li>- The ethnic factor, together with their status as women, generates discrimination. Indigenous and Afro-descendant women are discriminated against because of their appearance. There is also cultural discrimination in access to bilingual intercultural education.</li> <li>- A larger proportion of women remain in and graduate from the education system than men, at the secondary and higher levels. Nonetheless, this advantage does not lead to higher income, and the income gap between men and women remains at 15%.</li> <li>- Women continue to suffer from a lack of education on sexual and reproductive health. The prevalence of cultural myths and prejudices helps to increase sexually transmitted diseases.</li> </ul>

Priority issues <sup>11</sup>	Main achievements	Main challenges
	<ul style="list-style-type: none"> <li>- The <i>Opportunities</i> network programme consists of conditional transfers provided to mothers living in poverty.</li> <li>- The Women's Economic Agenda seeks to promote a gender-sensitive public budget and the development of research; in conjunction with the Ministry of Labour, this programme was instrumental in setting up a Gender and Economy Observatory.</li> <li>- Review and updating of the indicators system with a gender perspective in Panama (2007).</li> </ul>	
<b>Paraguay</b>		
<ul style="list-style-type: none"> <li>• <b>Human rights</b></li> <li>• <b>Violence</b></li> <li>• <b>Health</b></li> <li>• <b>Education</b></li> </ul>	<ul style="list-style-type: none"> <li>- Second National Equal Opportunities Plan 2003-2008. Coordination of implementation of the third National Equal Opportunities Plan 2009-2017, in line with the Convention on the Elimination of All Forms of Discrimination against Women and the main human rights instruments.</li> <li>- In fulfilment of the Law against Domestic Violence, as from 2008 the opening hours for the Support Services for Women were lengthened.</li> <li>- In 2006, significant changes were introduced, making it possible to gain free access to contraceptive methods and reproductive health counselling. As from 2008, new changes were introduced into the health system, such as free care (childbirth by caesarean section and diagnostic examinations) and in access to medicines.</li> <li>- Enactment of Law 3.231 (2007), creating the General Directorate for Indigenous Education in the Ministry of Education and Culture.</li> <li>- Creation of a Gender Unit in 2009 in the Superior Court of Electoral Justice, for the purpose of producing and analysing data with a gender perspective on women's political participation. Active role by the country on the issue of human trafficking. Establishment of the Inter-Agency Board for the Prevention of and Fight against Trafficking in Persons coordinated by the Ministry of Foreign Affairs. Development of an intervention manual and, in 2007,</li> </ul>	<ul style="list-style-type: none"> <li>- The aims of the Ministry for Women include eradication of violence, but the agency does not have infrastructure or resources sufficient for this. The Ministry of Education and Culture is said to be a major absentee in the adoption of measures to prevent and eradicate domestic violence.</li> <li>- The Labour Code explicitly discriminates against domestic employment compared with the protection provided for other types of work: fewer rights are recognized for persons working in domestic service than for those working in other functions (working hours, pay, social security, treatment, among others).</li> <li>- Non-fulfilment of the Law establishing free care, analysis and provision of medication for HIV/AIDS patients. It has been possible only to attend 400 people owing to a lack of institutional resources.</li> <li>- Since 1996, the Electoral Law has set a minimum 20% quota for women's participation in decision-making and elective posts, but so far it has been impossible to achieve that percentage; as a result of the elections in 2008, women have a 15.6% share of the Senate and 11.2% of the Chamber of Deputies.</li> <li>- Statistical data still do not provide a gender breakdown in some respects, to make it possible to specify and understand women's reality, particularly for women heads of household, indigenous women, and poverty.</li> </ul>

Priority issues <sup>11</sup>	Main achievements	Main challenges
	opening of the first "temporary shelter" for victims of this crime.	
<b>Peru</b>		
<ul style="list-style-type: none"> <li>• <b>Human rights</b></li> <li>• <b>Legislation</b></li> <li>• <b>Violence</b></li> <li>• <b>Health</b></li> </ul>	<ul style="list-style-type: none"> <li>- Passing of Law 28 983 (2007) on equal opportunities for women and men. Approval of the second National Equal Opportunities Plan for Women and Men 2006-2010.</li> <li>- Passing of Law 28 963 (2007) amending the Penal Code and incorporating an aggravating factor of the crime of sexual rape. Approval of the National Plan against Violence Towards Women 2009-2015. Creation in 2008 of the first comprehensive care centre for aggressors in domestic violence.</li> <li>- Passing of Law 28 950 (2007) against Human Trafficking and Illegal Trafficking of Migrants.</li> <li>- Passing of Law 20 8592 (2005) which creates the Reparations Council and recognizes the victims of the violence that occurred of the country between 1980 and 2000. Gives priority to the issue of rape and sexual violence against women. Identification of victims will allow access to different reparation modalities.</li> <li>- In a field of equality, in 2008 the practice of certain civil associations of admitting only male members was prohibited.</li> <li>- Elimination of school access barriers for girl children in rural areas. As from 2005, elimination of the requirement to present a birth certificate as a prerequisite for registration. A number of campaigns were organized to disseminate documentation promoted by the National Registry of Identification and Civil Status, and the National “<i>Mi Nombre</i>” crusade.</li> <li>- Implementation of the Gestaclub strategy to increase institutional childbirth.</li> </ul>	<ul style="list-style-type: none"> <li>- Fulfilment of Law 28 983 on Equal Opportunities between Women and Men.</li> <li>- Guarantee equal access to education.</li> <li>- Guarantee the right to health.</li> <li>- Increase the economic participation of women.</li> <li>- The first time-use survey is being carried out with collaboration from co-operation agencies.</li> <li>- Development of indicators with a gender perspective. The Inter-American Development Bank will support the Ministry for Women and Social Development to set up an integrated indicators system.</li> </ul>
<b>Portugal</b>		
<ul style="list-style-type: none"> <li>• <b>Violence</b></li> <li>• <b>Legislation</b></li> <li>• <b>Health</b></li> </ul>	<ul style="list-style-type: none"> <li>- Implementation of the third National Action Plan for Equality – Citizenship and Gender 2007-2010, aimed at eliminating gender inequalities in the political, social, economic and cultural domains.</li> </ul>	<ul style="list-style-type: none"> <li>- Since 2007, the crime of genital mutilation is punished under the Penal Code. The National Action Plan to Eradicate Female Genital Mutilation became effective in 2009. The programme has four areas of action: (a)</li> </ul>

Priority issues <sup>11</sup>	Main achievements	Main challenges
	<ul style="list-style-type: none"> <li>- Establishment of the third National Plan Against Domestic Violence.</li> <li>- Establishment of the first National Action Plan against Trafficking in Human Beings, 2007-2010</li> <li>- Approval in 2006 of the Law establishing that candidacy lists for any elected post must have a minimum representation of each sex equivalent to 33%.</li> <li>- Amendments to the Penal Code in 2007, increasing penalties for the crimes of domestic violence, human trafficking and genital mutilation.</li> <li>- Achievement of free, universal access to reproductive health services, irrespective of the nationality or legal status of the applicant. Approval in 2007 of the Law on Voluntary Interruption of Pregnancy up to 10 weeks' gestation.</li> </ul>	<p>awareness-raising, prevention and support; (b) training; (c) research; and (d) advocacy.</p>
<b>Dominican Republic</b>		
<ul style="list-style-type: none"> <li>• <b>Human rights</b></li> <li>• <b>Legislation</b></li> <li>• <b>Poverty</b></li> <li>• <b>Violence</b></li> <li>• <b>Health</b></li> </ul>	<ul style="list-style-type: none"> <li>- National Gender Equality and Equity Programme II, 2007-2017, to ensure gender mainstreaming in all public policies.</li> <li>- A reform process is currently under way nationally. The Ministry for Women's Affairs submitted its reform proposal in line with women's interests.</li> <li>- The Solidarity Programme serves families living in poverty, particularly single mothers. It contains components for food, economic assistance in return for sending children to school, health prevention and a subsidy for the purchase of gas.</li> <li>- Reduction in physical violence indicators while sexual violence remained at the 2002 levels, according to data from the Demographic and Health Survey (ENDESA 2008).</li> <li>- Maternal health indicators have improved in recent years. the maternal mortality rate has dropped from 178 maternal deaths per 100,000 live births in 2002 to 150 per 100,000 live births in 2005. Nonetheless, the Government is proclaiming a policy of zero tolerance on maternal mortality.</li> </ul>	<ul style="list-style-type: none"> <li>- Eradicate all forms of violence against women throughout their life cycle.</li> <li>- Despite the existence of the Quotas Law, the minimum participation levels have not been attained. In 2006-2010, women accounted for 19.7% of Deputies and just 6.3% of the Senate. There is no regulation obliging political parties to fulfil the representation quota. There are no strategies to ensure financing for women candidacies in electoral processes.</li> <li>- Provide sufficient budgetary appropriations to satisfy the requirements of the national mechanism for the advancement of women.</li> <li>- Increase the generation of statistics with a gender breakdown, particularly in the economic and employment domains. Work has begun on the first national time-use survey.</li> <li>- Promote full participation by women in the information and knowledge society.</li> </ul>

Priority issues <sup>11</sup>	Main achievements	Main challenges
	<ul style="list-style-type: none"> <li>- Law 46 (2007) on 16 Days of Activism Against Gender Violence was adopted in 2007.</li> </ul>	
<b>Suriname</b>		
<ul style="list-style-type: none"> <li>• <b>Human rights</b></li> <li>• <b>Violence</b></li> <li>• <b>Legislation</b></li> <li>• <b>Health</b></li> </ul>	<ul style="list-style-type: none"> <li>- Second Integral Gender Action Plan 2006-2010. The plan identifies 116 actions to be undertaken.</li> <li>- Six ministries signed working agreements in 2008 to combat violence against women.</li> <li>- In 2006, the National Assembly set up a Permanent Parliamentary Commission on the Rights of Women and Children. In 2007, the National Committee on Gender Legislation was created.</li> <li>- Some ministries have gender budgets channelled towards activities and projects.</li> <li>- Programme for the Reduction of Maternal Mortality. Strengthening and expansion of obstetric services, training of midwives. Universal access to reproductive health services.</li> <li>- Development of programmes for adolescents on the prevention of sexually transmitted diseases and teen pregnancy.</li> </ul>	<ul style="list-style-type: none"> <li>- Approval of a Law on Domestic Violence has been pending since 2007.</li> <li>- Despite the designation of gender focal points in ministries, these still do not have the resources needed to fulfil their functions.</li> <li>- Raise knowledge and valuation of the gender issue in government and in the community.</li> <li>- Training programmes with a gender perspective.</li> </ul>
<b>Trinidad and Tobago</b>		
<ul style="list-style-type: none"> <li>• <b>Human rights</b></li> <li>• <b>Legislation</b></li> <li>• <b>Health</b></li> <li>• <b>Violence</b></li> </ul>	<ul style="list-style-type: none"> <li>- National Government Policy "Vision 2020" aimed at attaining developed country status by 2020. It mainstreams gender equity.</li> <li>- The Family Act enacted in 2008 establishes equal rights for women and men in terms of child custody.</li> <li>- Passing of a law to protect the rights of pregnant women and recognizing security for the child to be born irrespective of sex (2006).</li> <li>- Review of reproductive health policy, and expansion of supply to young people, and older men and women who have ended their reproductive phase.</li> <li>- The Women in Harmony Programme has been implemented since 2001, targeting women heads of household of between 26 and 45 years of age living in poverty to provide them with skills in the following: care for older adults, or agriculture and landscaping. There is</li> </ul>	<ul style="list-style-type: none"> <li>- Draft Law prepared on the national gender and development policy, with a five-year action plan. Includes actions in the gender budget area, the collection of data with a gender breakdown and a gender perspective.</li> <li>- Institution-building applied to the mechanism for the advancement of women.</li> <li>- Strengthening of gender focal points and mainstreaming in all areas of the Cabinet.</li> <li>- Review of legislation and incorporation of new crimes, such as sexual harassment, equal pay for equal work, and paternity leave.</li> </ul>

Priority issues <sup>11</sup>	Main achievements	Main challenges
	<p>also a training programme for women in non-traditional activities, and a short-term employment programme.</p> <ul style="list-style-type: none"> <li>- Agreement with the University of the West Indies to maintain a centralized register of data on domestic violence (2008).</li> </ul>	
<b>Uruguay</b>		
<ul style="list-style-type: none"> <li>• <b>Human rights</b></li> <li>• <b>Legislation</b></li> <li>• <b>Economics</b></li> </ul>	<ul style="list-style-type: none"> <li>- Passing of Law 18.104 (2007) on the Promotion of Equality of Rights and Opportunities for Women and Men. Approval for implementation of the First National Plan for Equal Opportunities and Rights. Establishment in 2009 of the Gender Policies Coordinating Council, for the purpose of ensuring implementation of Law 18.104.</li> <li>- National Plan to Fight Domestic Violence 2004-2010.</li> <li>- Incorporation of a gender equality clause for wage negotiations (2008).</li> <li>- In the same year, the hierarchical rank and budget of the Afro-descendent Women's Department was consolidated in the National Women's Institute.</li> <li>- Passing of Law 18.250 (2007) penalizing the crime of trade and trafficking in human beings.</li> <li>- Passing of Law 18.246 (2007) which recognizes the diversity of family arrangements, including couples who are not married, or who are of the same sex. Granting of the right to a survivor pension.</li> <li>- In 2008, the Gender Information System was set up in the National Women's Institute. This UNFPA-supported project aims to organize and analyse information to construct gender indicators and statistics.</li> </ul>	<ul style="list-style-type: none"> <li>- Passing of Law 18.426 (2008) defending the right to sexual and reproductive health. Regulations issued to partially regulate sexual and reproductive rights. The Law was partially vetoed by the Government, specifically in relation to the chapters establishing the voluntary interruption of pregnancy (with restrictions) as a woman's right and imposing duties on doctors.</li> <li>- Women's participation in parliament remains low. Between 1995 and 1990 it was zero. In the period 2005-2010, women accounted for 11% of the Chamber of Deputies and 9% of the Senate. Law 18.476 (2009) was passed requiring lists for elective posts to include individuals of both sexes in each candidate group. This will be implemented in two stages, for the authorities of political parties in June 2009 and for national and departmental elections as from 2014.</li> <li>- Organization without the hierarchical rank necessary to enable it to assume a decision-making role within the Government. Scarce budgetary resources in terms of work objectives.</li> <li>- Need to solve the problem of adapting national legislation to bring it in line with the framework of the Convention on the Elimination of All Forms of Discrimination against Women.</li> </ul>