



PARTICIPATION OF SOCIAL ACTORS IN THE
ACTIVITIES OF THE SUMMITS OF THE AMERICAS PROCESS

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**RECOMMENDATIONS BY WOMEN'S ORGANIZATIONS
FOR IMPLEMENTING MANDATES OF THE IX SUMMIT OF THE AMERICAS**

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Recommendations by Women's Organizations for implementing the mandates of the IX Summits of the Americas

As part of its efforts to promote greater participation of civil society organizations and social actors in the Summits Process, the Summits of the Americas Secretariat has been working intensively with women's organizations in the Americas to strengthen their participation in that process. Thus, virtual consultations were held on the implementation of the mandates of the IX Summit of the Americas on February 14 and 15, 2023. A total of four consultations were held, in which women's organizations from across the region addressed, from a gender equality and women's rights perspective, the five thematic axes of the IX Summit and the respective political commitments. The objective of these consultations was to bolster the advocacy capacity of women's organizations to develop common advocacy strategies through the formulation of recommendations for the implementation of the mandates of the IX Summit to the participating States and other actors of the Summit Process, from a gender equality and rights perspective.

The following are the recommendations presented by the women's organizations participating in those thematic consultations, broken down by key issue (thematic pillars) addressed at the IX Summit of the Americas.

For the implementation of the mandates of the IX Summit of the Americas, the women's organizations participating in the Summit Process recommend that the governments of the Americas adopt the following:

Plan of Action on Health and Resilience in the Americas

The commitment to collaborate in the development of a "Plan of Action on Health and Resilience in the Americas" prioritizes and recognizes, in addition to the biological determinants of health, the sociocultural, economic, and structural determinants, one of which is structural gender inequality, while also addressing sexual and reproductive health and reproductive rights. In this context, women's organizations highlight the following recommendations to be taken into account during negotiation of the Plan of Action on Health and Resilience in the Americas.

Regarding access to health:

- Emphasize the integration of human rights, equity, and intersectionality, taking into account gender analysis, gender identity, sexual orientation, race, age, ethnicity, and accessibility in all aspects of the Action Plan; and work to achieve the implementation of this plan, which is cross-cutting and contains an equitable and inclusive perspective on resilience and the economic, social, and cultural needs of our communities in order to prepare for and respond to current and future emergencies, paying special heed to the needs and challenges faced by vulnerable and historically marginalized populations.
- Incorporate the gender perspective, equality, and human rights in the vision espoused by States for the attention, prevention, investigation, treatment, and follow-up of the needs of all women, young women, adolescents, and girls in all their diversity, but especially in the segments of the population with the highest poverty rates, including, among others, sex workers, trans women, indigenous women, women with disabilities, and migrants.
- Increase official development aid commitments and enhance public financial investments, leveraging private sector partnerships, for universal, affordable, equitable, and unrestricted access to digital technologies that may include free distribution of devices, the creation of

affordability schemes and affordable data plans that can help e-health services interact with health providers.

- Address the situation of access to health services in general for migrant women, including sexual and reproductive health, the treatment of high-cost catastrophic diseases, access to medicines, and adequate studies.
- Promote and create national care systems that include health care coverage for unpaid care workers and day care centers are linked to services for the prevention of violence against women and care for the victims of it.
- Make the most of current technology to ensure that women living in rural and marginalized communities receive adequate services to address and attenuate prenatal, intranatal, and postnatal health problems.

To promote inclusive health care:

- Create a model protocol for building resilience in health systems in the Americas and provide concrete guidelines on the subject.
- Elaborate a booklet in Braille on the sexual and reproductive rights of persons with disabilities.
- Disseminate brochures on diseases and their effects on women, girls, and adolescents.
- Guarantee interpreter services for indigenous women and ensure that they receive humane attention with full respect for their human rights.
- Improve the collection of health data from migrant women and adolescent girls on the impacts of migration status on their health.
- Draw up Global Reports on Internal Displacement (GRID) with disaggregated data and information on the impact on improvements in the health of women and girls.
- Conduct specific studies on the differential impact on women of COVID-19 and its effect on health with an intersectional and intercultural gender approach.

Regarding gender violence, one of the main scourges afflicting women:

- Create protocols with a gender, intercultural, and intersectional approach for the care of girls and adolescents who have suffered sexual violence.
- Formulate a Latin American standard to address the various situations in which young and adolescent girl are raped.
- Promote models for the care of victims of trafficking and smuggling, focusing on the human rights of the victims and adapted to their particular needs.
- Ensure that States have shelters for victims of gender-based violence in emergency situations.
- Generate protective and safe spaces for women in institutions, free from xenophobia and the presence of males.

Regarding transparency in health systems:

- Introduce a gender perspective in the budget process so as to enhance understanding of the impact of the budget and to prioritize policies that contribute positively to gender equality.
- Identify budget allocations that have a gender and intersectional approach.
- Promote and finance health expenditure observatories in partnership with civil society, so as to guarantee citizen oversight and accountability.

Education to promote gender equity in health:

- Promote training with a gender and intersectional perspective for institutions, paying special attention to the system for reporting abuse and rape, in order to deal with situations in such a way as not to re-victimize women.
- Promote the comprehensive training of professionals with a gender perspective, starting with their basic training in universities and technical colleges.
- Incorporate the modification of curricula in universities and educational institutions so as to ensure that they have a gender, children's, intercultural, and intersectional approach.
- Review, strengthen, and expand the content of sexual and reproductive health education to adequately meet existing needs, including the delivery of services to girls in the region.

Sexual health and reproductive health as human rights:

- Request countries to implement international leadership programs in sexual and reproductive health and family planning, with the support of the Pan American Health Organization (PAHO) and the World Health Organization (WHO) (asking them to adapt legal frameworks and programs to meet international standards of human rights in health).
- Ensure that reproductive health programs target not only women but men as well, so as to ensure accountability, prevent sexually transmitted diseases, reduce the number of unwanted pregnancies among young women, and provide access to reproductive prevention systems for girls and young women.
- Recognize that the criminalization of abortion is a form of gender-based violence against women.
- Create mechanisms to ensure recognition of dignified menstruation.

The incidence of mental health issues is higher among women than among men

- Foster the creation of mental health services with a gender focus, allocating a 3% increase in the budget over the next four years.
- Strengthen women's mental and physical health and well-being throughout the life cycle and the aging process.
- Create a post-Pandemic Women's Mental Health program.

Public policies:

- Ensure that the impact of climate chaos, including displacement and forced migration on women and women's health, is addressed at the macro level.
- Promote inclusion in health systems, access to sustainable, affordable, and tax-exempt sanitary products, and increased access to sanitation and menstrual hygiene management facilities.
- Promote gender parity in the leadership of health services supported by temporary special measures.
- Promote the harmonization and convergence of the standards that govern the health systems of the Americas, from a gender perspective, establishing a national plan and public budgets to provide effective, efficient health services with quality and warmth for our populations, especially segments in situations of vulnerability or who have historically been marginalized.
- Conduct specific studies with an intersectional and intercultural gender approach on the differential impact on women of COVID-19 and its effect on health.

Participating women's organizations:

ORGANIZATION	COUNTRY
Women Against Rape (WAR) Inc.	Antigua and Barbuda
Women's Democracy Network (WDN) -Argentina	Argentina
Cátedra Matilda y las Mujeres en Ingeniería	Colombia
Fundación Frida Kahlo	Colombia
Fundación Arco Iris Siglo XXI	Colombia
Movimiento Nacional e Internacional de Mujeres que Inspiran y Transforman Territorios	Colombia
Asociación de Mujeres por Buenaventura	Colombia
Every Woman Treaty	Colombia
Dominica National Council of Women (DNCW)	Dominica
Movimiento Nacional de Mujeres de Sectores Populares Luna Creciente	Ecuador
Women's Democracy Network (WDN) - Guatemala	Guatemala
OTRANS-RN	Guatemala
Red de mujeres	Honduras
Instituto para el desarrollo sostenible de la mujer lenca de Honduras (IDESMULH)	Honduras
Red de Mujeres Hondureñas contra la Violencia (REDMUHCV)	Honduras
Red Mujeres, Desarrollo, Justicia y Paz, A.C	Mexico
Agenda Nacional Política Trans de México	Mexico
CEFAS	Panama
MOFLIN	Peru
Red Hemisférica Somos Lideresas	Regional
CEDAW Committee of Trinidad and Tobago (CCoTT)	Trinidad and Tobago
Caribbean Women in Leadership (CIWIL)	Trinidad and Tobago
The Hindu Women's Organisation of Trinidad & Tobago	Trinidad and Tobago
Empre Mujeres	Venezuela

Our Sustainable and Green Future

Climate change has a severe impact on the lives of women, especially those in vulnerable situations, who have greater difficulty adapting to it, particularly those in rural areas or indigenous communities that depend on natural resources for their livelihoods and those of their families.

Managing resources:

- Create urban and community gardens in urban areas, where food and ornamental plants can be grown and where women can collaborate with other members of the community to share seeds and seedlings, exchange experiences and knowledge, and foster the development of a local economy based on the production and sale of agroforestry products.
- Encourage greater participation of women by providing microcredit, grants, and support programs for the implementation of these practices.
- Encourage the creation of local seed banks, where seeds of local varieties adapted to the climatic and soil conditions of each region can be stored and shared. These seed banks can contribute to the conservation of agricultural biodiversity and food security in communities, where women can play a key role in the management and maintenance of these seed banks.
- Promote the participation of women in the various sustainability projects that include reforestation and economic incentive programs.
- Prioritize funding for resilient initiatives with a gender perspective that should include food and water security to facilitate adequate transition and adaptation.

In relation to the participation of women in the mitigation of, and adaptation to, the effects of climate change:

- Recognize the ancestral environmental care practices of women in their territories and how they have contributed to slowing down the effects of climate change on their economies and food security in their territories, as they are managers and caretakers of the environment and engage in collective actions to mitigate its effects. Recognize these practices as an influential factor in the design and implementation of programs for a green future and clean energy.
- Foster efforts to increase resilience in the face of climate change led by women based on their gender, ethnic, racial, and intercultural diversities.
- Change behavioral patterns so as to enhance environmental sustainability, emphasizing water management and actively involving women.
- Ensure that women play a fundamental role in adapting to climate change, as they are particularly vulnerable to its impacts. This requires training in water management, sustainable agriculture, and early warnings for risk and disaster prevention.
- Strengthen women's resilience to disasters, with training, retraining, and retooling for climate-resilient jobs.

Access to training and skills development programs:

- Ensure the participation of women in training and education programs on sustainable food production practices.
- Strengthen the technical capacity and training of women in agroforestry and conservation agriculture, providing them with access to training, workshops, and technical resources for the implementation of these practices.

Regarding the need to promote institutional collaboration:

- Promote cross-cutting collaboration and coordination efforts, including with national statistical offices, to promote gender-sensitive understanding and application of statistics for climate action. It is necessary to create enabling environments for national statistical systems by fostering intersectionality and institutional capacity building.
- Establish multilevel alliances with civil society organizations, women's organizations, and extractive companies in mining territories to eliminate the informal employment of women in this trade and provide equal recognition, protection, and income.

Public policies:

- Establish public policies that guarantee gender equality in agroforestry and agricultural transformation programs.
- Accept national and international recommendations and implement them with the participation of civil society, with respect to women in their contexts and demands regarding their role as caregivers and protectors of the environment that help reduce the negative impacts that climate change exacerbates in the communities.

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Cátedra Matilda y las Mujeres en Ingeniería	Colombia
Fundación Arco Iris Siglo XXI	Colombia
Movimiento Nacional e Internacional de Mujeres que Inspiran y Transforman Territorios	Colombia
Every Woman Treaty	Colombia
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ORGANIZATION	COUNTRY
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Instituto para el desarrollo sostenible de la mujer lenca de Honduras (IDESMULH)	Honduras
Red de mujeres	Honduras
Agenda Nacional Política Trans de México	Mexico
Red Mujeres, Desarrollo, Justicia y Paz, A.C	Mexico
CEFAS	Panama
MOFLIN	Peru
PROLIDER	República Dominicana
CEDAW Committee of Trinidad and Tobago (CCoTT)	Trinidad and Tobago
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The Hindu Women's Organisation of Trinidad & Tobago	Trinidad and Tobago
Empre Mujeres	Venezuela

Accelerating the Just Transition to Clean, Sustainable, and Renewable Energy

There are barriers that limit the entry and development of women in the energy sector that are related to gender stereotypes and roles shaped by cultural and social norms, the lack of gender-sensitive programs and policies, and the lack of skills and training opportunities.

Public policy recommendations

- Prioritize the inclusion of the gender perspective in the planning and design of infrastructure plans, taking into account the specific needs and conditions of women and ensuring their participation and empowerment in decision-making and the implementation of sustainable energy policies.
- Promote public policies with a gender perspective to address the impact of natural resource extraction, waste management, environmental care and protection, as well as the generation of decent work and health care.
- Take affirmative actions so that women are direct beneficiaries of the royalties that communities are entitled to receive from the implementation of mega-projects and support the various processes that ensure the sustainability of natural resources for future generations.
- Provide budgetary resources for innovation and infrastructure for clean energy technologies generated by women.

Education and training:

- Strengthen the technical capacity and training of women in sustainable water management, providing access to training, workshops, and technical resources for rainwater harvesting and efficient irrigation management practices.
- Promote the participation of women in seminars and training in the reuse of single-use plastics.
- Promote gender equality in access to training regarding sustainable energy, so that women can develop the skills and knowledge needed for them to actively participate in the transition to a more sustainable and efficient energy system.
- Promote academic research into ancestral practices and knowledge in order to come up with more recommendations and enhance the use of appropriate technologies.

Regarding women's access in the energy sector:

- Promote gender equality in access to resources and financing for the implementation of sustainable energy projects, access to technology, and necessary equipment.
- Guarantee access to renewable energies and protection of ecosystems by implementing energy efficient systems such as solar energy, as this helps to improve the quality of life and saves families from paying high electricity and gas costs, thereby also benefiting the economy.
- Promote the active participation of women in the transition processes towards a more circular economy, ensuring that their needs and perspectives are taken into account, so that women have access to project development and communities are strengthened.
- Acknowledge the work done by women in the management of water for consumption and in performing domestic activities, as well as the reuse of water for other activities such as cleaning, bathing, etc.
- Incorporate the contribution of women in the development of clean energy and their contribution to the Sustainable Development Goals.

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Women's Democracy Network (WDN) - Guatemala	Guatemala
OTRANS-RN	Guatemala
Red de Mujeres Hondureñas contra la Violencia (REDMUHCV)	Honduras
Instituto para el desarrollo sostenible de la mujer lenca de Honduras (IDESMULH)	Honduras
Red de mujeres	Honduras
Agenda Nacional Política Trans de México	Mexico
Red Mujeres, Desarrollo, Justicia y Paz, A.C	Mexico
CEFAS	Panama
MOFLIN	Peru
PROLIDER	República Dominicana
CEDAW Committee of Trinidad and Tobago (CCoTT)	Trinidad and Tobago
Caribbean Women in Leadership (CIWIL)	Trinidad and Tobago
The Hindu Women's Organisation of Trinidad & Tobago	Trinidad and Tobago
Empre Mujeres	Venezuela

Regional Agenda for Digital Transformation

Women are overrepresented among those who face the greatest barriers to harnessing the potential of new technologies and, without appropriate policies, there is a risk of structurally reinforcing gender inequality.

Concerning access to technology:

- Ensure that women and girls continue to be at the center of development by removing barriers that keep them offline (by providing them, for example, with affordable data plans; access to free smartphones; device affordability schemes; financing and free distribution of smartphones to the most marginalized and vulnerable).
- Promote equitable access to digital technologies and services in rural and remote areas, including Internet access, to ensure that all women in their diversity have the opportunity to participate fully in the digital economy.
- Ensuring access to affordable digital technologies and services for civil society, communities, and women in their gender, ethnic, racial, intercultural, and disability diversity is essential to democratize technology. This includes access to digital devices, Internet services, and applications, as well as digital financial services.
- Ensure that technology is inclusive and representative of all of society, especially women in their gender, ethnic, racial, and disability diversity, and address unconscious gender and other biases.
- Implement and apply policies that promote technological democracy for women in their diversity, including the promotion of gender equality in access to digital technologies and services, as well as the protection of women's digital rights.
- Advocate for inclusive policies and regulations that address the digital divide and promote gender equality in access to digital technologies and services.

Addressing the increase in cyberstalking and cyberharassment of women.

- Strengthen legislative reform to address, recognize, and punish digital violence where appropriate, and raise awareness and educate the general public on ways to access and use laws that may already be in place.
- Promote respect for human rights and digital security for women. Develop a human rights framework applicable to digital technologies and services, ensuring that human rights are respected in the sector.
- Encourage the development of digital talent specializing in cybersecurity, promoting the professionalization of risk management, and creating plans so that more and more people can be trained in this area with an intersectoral approach.
- Create a support network for women victims of cyberstalking and cyber violence, to provide them with assistance and resources.
- Develop initiatives to improve women's online safety, such as cybersecurity awareness and training programs.
- Foster international collaboration to address cybersecurity challenges for women, so as to leverage shared experience and knowledge, and to improve the protection of women online.
- Promote policies and adjustments that address gender equality in cybersecurity to ensure that women have access to adequate resources and protection.
- Promote digital literacy and cybersecurity education from an early age to improve women's understanding of cyber risks and of how to protect themselves.

- Encourage the participation of women in the development of cybersecurity technologies to ensure that women's needs and perspectives are taken into account in the creation of cybersecurity solutions.

Inclusion and diversity to break the digital divide:

- Provide an inclusive and diverse work environment in the technology industry. This includes policies and practices that address gender equality and inclusion and promote a culture of support and collaboration among all team members.
- Establish investment funds for projects led by women to support the development of inclusive and representative technologies.
- Develop inclusive cybersecurity tools and technologies that address the specific needs of women and promote diversity.

Access to technical training:

- Eliminate the gender digital divide by providing women and girls with critical digital fluency skills, including digital literacy and advanced technical skills in science, technology, engineering, and mathematics (STEM), and include the arts (STEAM).
- Create training and mentoring programs that provide women in their diversity with the opportunity to develop skills and knowledge in digital technologies and services; and encourage education in STEM technologies and careers for women to increase their participation in the technology sector and reduce the digital divide.
- Promote the inclusion of women in scientific and technological research, ensuring that they have access to education and training opportunities as well as support for their participation in research projects.
- Contribute to narrowing the gender gap in STEM careers, so that more and more girls and women have access to training in digital technologies and innovation.

Research and innovation:

- Provide budgetary resources for innovation and infrastructure for clean energy technologies generated by women.
- Promote national research and innovation networks and their regional and international integration, with a focus on women's development. That will entail encouraging the active participation of women in national research and innovation networks.

Public policies and rights:

- Ensure the participatory co-creation of public policies for digital transformation by convening social, university, academic, trade union, and business sectors, in accordance with the principles of Open Government.
- Ensure the protection of digital rights, particularly the right to privacy, freedom of expression, and protection against online discrimination.
- Promote financial inclusion, including access to digital financial services, to ensure that women have access to financial resources and can fully participate in the digital economy.

Participating women's organizations:

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Dominica National Council of Women (DNCW)	Dominica
Red Mujeres, Desarrollo, Justicia y Paz, A.C	Mexico
CEFAS	Panama
Centro de Mujeres de las Américas	Peru
MOFLIN	Peru
CEDAW Committee of Trinidad and Tobago (CCoTT)	Trinidad and Tobago
Caribbean Women in Leadership (CIWIL)	Trinidad and Tobago
The Hindu Women's Organisation of Trinidad & Tobago	Trinidad and Tobago
Fundación Vida Jurídica	Venezuela

Inter-American Plan of Action on Democratic Governance

It is essential to consider gender inequalities in governance processes that seek to achieve democratic consolidation. In this regard, we propose:

Inclusive public policies:

- Eliminate barriers to women's participation and advancement in public and political life.
- Design and implement national policies aimed at reducing the demographic dependency rate and teenage pregnancies and increasing citizen participation in the establishment of principles and values focusing on diverse families.
- Review and revise national constitutions and consider constitutional reform, where appropriate, to strengthen gender inclusion.
- Demand compliance with the various mandates set forth in international conventions that guarantee the rights of women in their diversity, allocating budgetary resources for the design of public policies that reflect these mandates and contribute to gender equality, social justice, and the elimination of all forms of violence and systematic discrimination of women's human rights.
- Strengthen civil society organizations of women in their ethnic, racial, and intercultural diversity, including women with disabilities, as well as promoters and defenders of individual and collective human rights of communities, girls, and young women.
- Implement the use of quotas and/or other temporary special measures as a short and intermediate term means to ensure gender inclusive policies and address gender representation.
- Strengthen mechanisms for the real and effective participation of women and their social organizations in all plural democratic processes, without ethnic or racial discrimination and based on principles of freedom, social justice, gender justice, racial justice, and solidarity.
- Promote greater representation and participation of women in international organizations and diplomatic delegations.
- Promote affirmative actions with an intersectional approach to guarantee and include vulnerable groups, such as: indigenous, Amazonian, and Afro-descendant communities, and persons with disabilities.
- Foster an intersectional approach to promote public positions, public policies, equality plans, State reform, development plans, investment plans, and humanitarian support with a gender perspective and mainstreaming as a way to strengthen social ties.
- Promote the participatory construction of socially sensitive university, academic, trade union, and business sectors to achieve social innovation with a gender perspective.
- Promote the participation, inclusion, and incorporation of women in conflict resolution and peace-building processes in order to achieve transformational change in democratic societies.
- Strengthen women's participation and representation in the political process, including activities at the political party level, such as preparation and nomination for political office.
- Develop a regional "traffic light" system to identify the legislations that have already incorporated the figure of the Ombudsperson or other similar authority in order to strengthen democracy and respect for human rights.
- Incorporate the gender perspective in mobility in the Americas so that policies take into account the variety of physical mobility options, especially in urban areas, paying particular attention to people with reduced mobility, pregnant women, children, the elderly, young people, transgender people, and people of different weights and sizes.

In electoral processes:

- Conduct a strong regional campaign to recognize the importance of the independence, impartiality, and autonomy of the electoral bodies that certify election results in order to avoid authoritarian setbacks in the region.
- Ensure that political parity is embraced by political parties and citizen movements where women have their own resources for their campaigns and can make autonomous decisions in the exercise of their civil, political, economic and cultural rights.
- Guarantee compliance with the human rights of communities and women as a whole and ethnic, racial, and intercultural diversity, including free and equal access of women in their diversity to electoral processes, in order to increase their participation in social activities and forums.
- Promote strategies for access without discrimination to decision-making positions in both the public and private sectors.
- Provide appropriate campaign finance and regulations (disclosure, requirements, etc.).
- Generate regulatory instruments to ensure inclusion for the financing of campaigns and promoting the training and sensitization of activists in plural participation, with a gender perspective.
- Ensure parity in representation in legislative bodies and methods to protect women from all forms of political violence, including digital violence, against them.

Transparency:

- Develop a methodology that can be provided to the countries of the Americas to promote gender equity and equality and the empowerment of women in all their diversity and girls, as well as women's organizations, in measures to combat corruption, from the time they are planned through to implementation, follow-up, and evaluation.
- Implement a model course for women to learn how to activate transparency and accountability mechanisms and make use of their right of access to information.
- Governments must investigate, prosecute, and dismiss public officials involved in acts of corruption and criminal acts involving violence in all its forms, human trafficking, and other crimes that violate human rights from an ethnic and gender perspective.
- Ensure the participation and agreement of the communities and the governors in their territories in all contracting, monitoring, and oversight processes, eliminating intermediation and promoting transparency and anti-corruption in all social and economic investment processes.

Gender-based violence:

- Enact laws on trafficking in persons and the exploitation and smuggling of migrants, expedite recognition of refugee status and the application of the right to asylum for persons seeking international protection, and define a migration framework for the Americas that addresses the challenges posed by migration, refugee status, and internal displacement.
- Encourage the adoption of the Model Inter-American Law to Prevent, Punish, and Eradicate Violence against Women in Political Life so that all the countries of the Americas will criminalize it in their national laws in order to guarantee the integrity, freedom, and security of women in the exercise of their political rights.
- Guarantee the safeguarding of the lives of women in their ethnic, racial, and intercultural diversity who defend human rights and the promotion of a plural democracy.

- Establish strategies and adopt affirmative actions with mechanisms that guarantee the political participation of women, eliminating all actions that generate gender-based violence and gender-based political violence at regional, local, and global levels. Attention need to be drawn to the recognition of women's human rights in all forms of attention to their needs, interests, and access to goods and resources. Women are key to achieving democratic governance in the territories.
- Promote public policies in conjunction with NGOs aimed at preventing gender-based violence and human trafficking and fostering comprehensive care for victims.
- Promote a life free from discrimination and violence to ensure the participation of women at all levels; propose policies and prevention, care, and reparation plans; and provide budgetary resources and the necessary personnel.

Labor rights

- Establish affirmative actions and public policies to ensure compensation for work performed informally by women who do not have access to social protection or a decent retirement.
- Provide protection mechanisms and labor guarantees for women's jobs and occupations, including forced labor, care work, and situations of gender-based violence, workplace harassment, and discrimination against all women in their gender, ethno-racial, and intercultural diversity, including women with disabilities.
- Guarantee the protection of women in those occupations that are neither remunerated nor recognized as jobs.
- Promote hiring and salaries without gender discrimination and based on equal opportunities so as to promote women's financial autonomy.

Education:

- Promote awareness-raising and preventive activities that foster a gender perspective.
- Ensure that countries' educational systems include a culture of peace and democracy from early childhood, in which women's activities and participation are encouraged.
- Develop protocols, methodologies, and training with a gender perspective to implement measures to protect the human rights of women and girls, strengthening their ability to monitor public policies, transparency requirements, accountability, and their access to information, as well as to exercise their political rights under safe conditions.
- Promote and strengthen social and political training schools in order to generate tools and capacity building for women in their gender, ethnic, racial, and territorial diversity in urban and rural areas, so as to increase the number of women participating in politics.

Summits of the Americas process:

- Develop a platform to record progress in the countries of the Americas in the use of tools that incorporate a gender perspective in the evaluation and drafting of laws and public policies.
- Identify in each country of the Americas the number of women's organizations involved in monitoring the implementation of Summit commitments.
- Monitor the access of women's organizations to follow-up on the implementation of the mandates on democratic governance.
- Request that the format of reports to the SIRG include a section that highlights the impact of the implementation of democratic governance mandates on the lives of women.

Participating women's organizations:

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Women Against Rape (WAR) Inc.	Antigua and Barbuda
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Empower Yourself Belize Movement	Belize
Women's Democracy Network (WDN)- Brazil	Brazil
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Dominica National Council of Women (DNCW)	Dominica
Centro Ecuatoriano de Desarrollo y Estudios Alternativos (CEDEAL)	Ecuador
Women's Democracy Network (WDN) - Guatemala	Guatemala
OTRANS-RN	Guatemala
RENAFECA	Haiti
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Caribbean Women in Leadership (CIWIL)	Trinidad and Tobago
The Hindu Women's Organisation of Trinidad & Tobago	Trinidad and Tobago
Empre Mujeres	Venezuela
Éxodo A.C	Venezuela