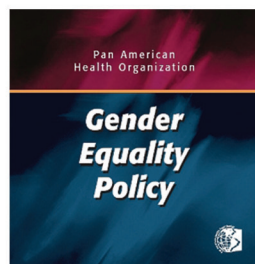


# GENDER EQUALITY POLICY



Contribute to the achievement of gender equality in health status and health development through: gender-sensitive research, policies and programs, and the active promotion of equality and equity between women and men.

## QUICK FACTS

- The Gender, Equality Policy was approved by the Directing Council in 2005.
- Applies to PAHO Secretariat and Member States.
- Calls for Director to develop a Plan of Action for its implementation.
- Consultation PAHO technical Offices and country Offices, Member States and Civil Society Organizations.

## AGENDA

Monday, 09 November 2009

8:30 a.m. Registration

9:00 a.m. Opening words and Launch of the Plan of Action

- Dr. Mirta Roses Periago, Director of the Pan American Health Organization/World Health Organization

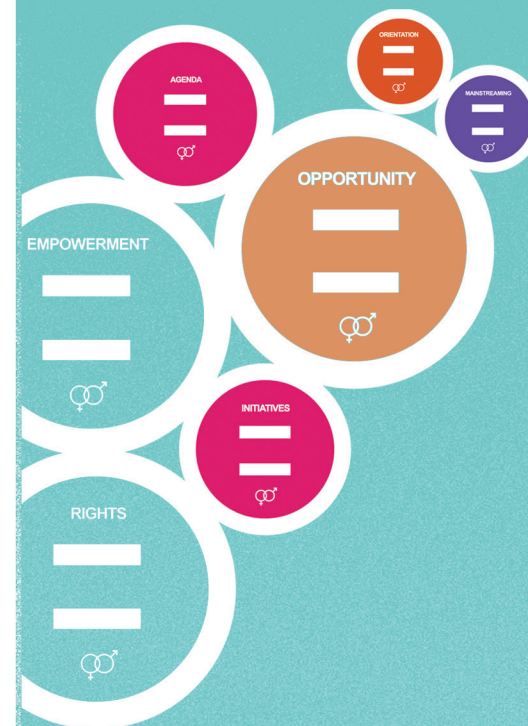
09:30 a.m. Co-presidents of the Technical Advisory Group on Gender and Health

- Gita Sen, Professor, Centre for Public Policy Indian Institute of Management
- Carmen Barroso, Director, IPPF Western Hemisphere Region

10:00 a.m. Support for implementation

- Carmen Moreno, Inter American Commission of Women/Organization of American States
- Gabriela Vega, Inter American Development Bank
- Nirvana Gonzalez, Latin American and Caribbean Women's Health Network

10:30 a.m. Coffee Reception



Launch of the  
Regional Plan of  
Action for  
implementing the  
Gender Equality  
Policy





## STRATEGIC AREAS OF THE PLAN OF ACTION

### STRATEGIC AREA 1

Strengthen the Organization's and Member States' capability to produce, analyze, and use information disaggregated by sex and other relevant variables

#### Specific Objectives

- 1.1. Incorporation of gender sensitive indicators in health information systems
- 1.2. Strengthen capacity to produce, analyze, and use gender sensitive information
- 1.3. Promote interagency collaboration for improving evaluation



### STRATEGIC AREA 2

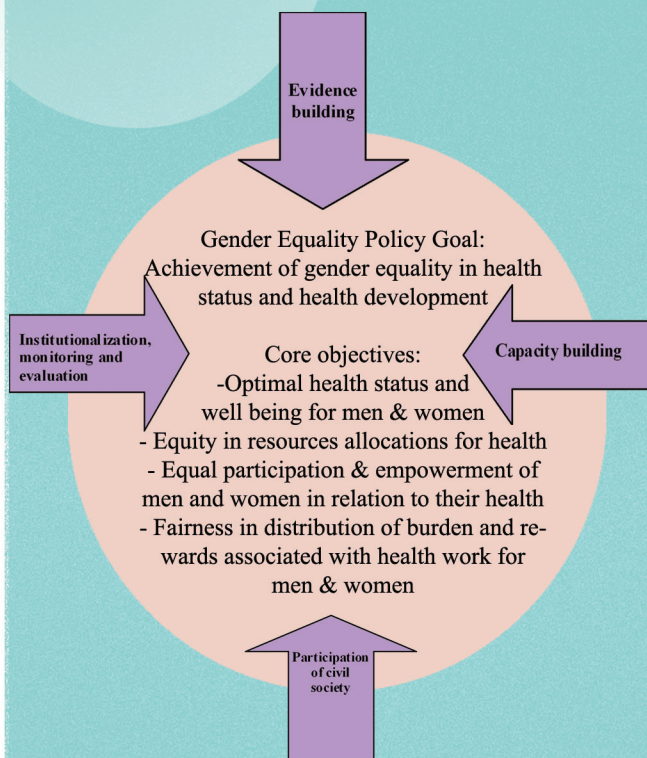
Develop tools and increase capabilities in PAHO and Member States for integrating a gender equality perspective in the development, implementation, monitoring and evaluation of policies and programs.

#### Specific Objectives

- 2.1: Capacity and commitment strengthened
- 2.2: Policies and processes related to staffing integrate gender
- 2.3: Knowledge platform on gender and health available



## STRATEGIC AREAS OF THE GENDER EQUALITY POLICY



### GUIDING PRINCIPLES

- Incorporates principles of the PAHO Gender Equality Policy.
- Considers cross cutting priorities: gender, ethnicity, human rights, health promotion, primary health care and social protection in health (PAHO Strategic Plan).
- Tailored to individual country realities and needs.
- Grounded in evidence and good practices.
- Oriented to results that are monitored and evaluated.
- Based on incentives to improve equity and efficiency, rather than mandates.
- Builds on partnerships and participation.

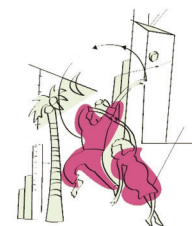
## STRATEGIC AREAS OF THE PLAN OF ACTION

### STRATEGIC AREA 3

Increase and strengthen civil society participation, especially among women's groups and other gender-equality advocates, in identifying priorities, formulating policies, and monitoring of policies and programs at local, national, and regional levels.

#### Specific Objectives

- 3.1: Leaders of regional Civil Society Organizations (CSO) serve as members of PAHO's Technical Advisory Group of Gender, Ethnicity and Health
- 3.2: Empowerment of CSO
- 3.3: Increased knowledge and capacity among CSO



### STRATEGIC AREA 4

Institutionalize gender-responsive policies, as well as monitoring mechanisms that track specific mainstreaming results, and evaluate the effectiveness of gender interventions on health outcomes.

#### Specific Objectives

- 4.1 Ensure PAHO alignment with the WHO approach to monitoring and evaluating
- 4.2 Establish monitoring systems for implementing the Plan of Action
- 4.3 Develop mechanisms to monitor advances in Member States
- 4.4 Manage special initiatives for mainstreaming gender in technical areas

