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
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

Gender Equality Policy Goal:
Achievement of gender equality in health status and health development

Core objectives:
- Optimal health status and well being for men & women
- Equity in resources allocations for health
- Equal participation & empowerment of men and women in relation to their health
- Fairness in distribution of burden and rewards associated with health work for men & women

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

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.