



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



136th SESSION OF THE EXECUTIVE COMMITTEE

Buenos Aires, Argentina, 20-24 June 2005

RESOLUTION

CE136.R2

PAHO GENDER EQUALITY POLICY

THE 136th SESSION OF THE EXECUTIVE COMMITTEE,

Having considered the proposal of the Director on implementing a PAHO Gender Equality Policy (Document CE136/8) as well as the recommendations of the Subcommittee on Women, Health and Development;

Having discussed extensively the matter in its meeting,

RESOLVES:

To recommend to the Directing Council the adoption of a resolution along the following lines:

THE 46th DIRECTING COUNCIL,

Having considered Document CD46/___ on implementing a PAHO Gender Equality Policy;

Taking into account the persistence of gender inequalities in health and development in the Hemisphere;

Recalling the Beijing Declaration (1995), the recommendations of Beijing Plus 10 (2005), and the Millennium Development Declaration (2000);

Aware of the existence of internationally accepted evidences that indicate the incorporation of the criteria of gender equality in health policies and programs respond to the principles, efficacy and efficiency in the practice of public health;

Acknowledging the debate on a WHO Gender Equality Policy and recognizing the adoption and implementation of gender equality policies in Member States, the United Nations system and the inter-American system; and

Noting the need to take all appropriate measures to prevent the trafficking of people (women and girls) in the Region, and eliminate the demand for them; and acknowledging that poverty and gender inequity are the root factors that encourage trafficking, especially of women and girls;

RESOLVES:

1. To adopt the PAHO/WHO Gender Equality Policy.
2. To urge the Member States to:
 - (a) implement the Gender Equality Policy, in collaboration with relevant government sectors, the United Nations System, the inter-American agencies, and the civil society stakeholders.
 - (b) generate and analyze data disaggregated by sex and other relevant variables.
 - (c) include, as appropriate, in the estimates of national health financing and national health expenditures, women's and men's unremunerated contributions to the health care system.
 - (d) incorporate a gender equality perspective, as appropriate, in the development, monitoring, and evaluation of policies and programs, as well as on research and training activities.
 - (e) strive for parity between the sexes in matters of recruitment and career development, including employment in decision-making positions.
3. To request the Director, within the available financial means, to:
 - (a) develop an Action Plan for the implementation of the Gender Equality Policy, including a performance monitoring and accountability system;
 - (b) give priority to data generation and analysis, disaggregated by sex and other relevant variables;
 - (c) mainstream the gender approach into the policies and programs of the Organization, including research and training activities;

- (d) develop training materials and programs that promote gender equality;
- (e) support efforts by Member States and civil society to monitor the impact of health policies and programs on gender equality, as well as their impact on the reduction of maternal mortality and gender-based violence;
- (f) strive for parity between the sexes in matters of recruitment, career development and employment in decision-making positions within the Secretariat;
- (g) include gender equality in the different political and managerial fora held by the Organization at the regional, subregional, and national levels.

(Ninth meeting, 24 June 2005)