



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



46th DIRECTING COUNCIL
57th SESSION OF THE REGIONAL COMMITTEE

Washington, D.C., USA, 26-30 September 2005

RESOLUTION

CD46.R16

PAHO GENDER EQUALITY POLICY

THE 46th DIRECTING COUNCIL,

Having considered Document CD46/12 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), the Millennium Declaration of the United Nations (2000), and the 2002 WHO Gender Policy;

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

Aware of the ongoing work of WHO in the development of a Gender Strategy and Gender Plan of Action;

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 root factors that encourage trafficking, especially of women and girls,

RESOLVES:

1. To adopt the PAHO 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 system, and the civil society stakeholders;
 - (b) generate and analyze data disaggregated by sex and other relevant variables;
 - (c) include, as appropriate, in the National Health Accounts indicators for the unremunerated time devoted by men and women to health care in the home, as a function of the total expenditure of 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;
 - (f) promote and support the active participation of men and boys in programs aimed at achieving gender equality in health.
3. To request the Director, within the available financial means, as mandated within the various processes of institutional strengthening, 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, 30 September 2005)