

Planning for equality and women's autonomy

The gender equality plans developed by the governments of the region show how States intend to overcome the critical nodes of gender discrimination and women's autonomy in all areas of development, in line with the international commitments of the Regional Gender Agenda.

They constitute a true road map towards gender equality, guiding the action of the State to achieve this goal. They are also an important planning instrument, which allows institutional mechanisms for the advancement of women and State as a whole to design actions and policies and evaluate those already deployed.

Among the relevant contributions of the region's equality plans can be mentioned its central role in strengthening institutionalization and gender mainstreaming in the State, as well as the growing importance assigned to intersectoral work.

In the last 25 years, many countries have built and implemented equality plans, always under the umbrella of the institutional mechanisms for the advancement of women in each country, which demonstrates the position achieved by the gender institutions in the region and how the goal of equality between men and women has been consolidated as a shared cause.

Table 1
Status of gender equality plans in place in Latin America and the Caribbean (2015)

| | Latin America | Caribbean | Total |
|--|---------------|-----------|-------|
| Countries with gender equality plans ^a | 17 | 5 | 22 |
| National development plans that mainstream a gender perspective ^b | 14 | 1 | 15 |

Source: Economic Commission for Latin America and the Caribbean (ECLAC),

^a Belize, Bolivia (Plur. State of), Brazil, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Honduras, British Virgin Islands, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, Dominican Republic, Suriname, Trinidad and Tobago, Uruguay, Venezuela (Bolivarian Republic of).

^b Bolivia (Plur. State of), Brazil, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Peru, Dominican Republic, Venezuela (Bolivarian Republic of).

With the focus on the challenges of sustainable development, it is necessary to enhance a gender planning logic that involves at every stage all sectors of the State, so as to ensure cross-sectoral commitments, both at the sector and at the territorial level.

One of the possible ways to achieve this is to take advantage of current and relevant instruments in the countries, such as national development plans.

At present, the inclusion of the gender perspective in national development plans is not the rule. It is necessary to promote and deepen the discussion about the intersectional nature of gender inequalities and, consequently, the nature of the tools to overcome them.

Gender inequalities along with other discriminations, such as those of ethnicity and race, disability, generation or sexual diversity, are challenges that must be tackled and which require a greater modernization of public management, one that contains the pacts and alliances between different actors.

In this context, it is necessary not only the inclusion of gender equality objectives in national development plans but also the strengthening of human, technical and financial resources should in order to reinforce the state gender architecture so that it has the political clout to articulate gender equality policies with the development planning agenda in a broader way.

Recommendations for transformative public policies

- Strengthen gender equality policies in the budgetary debate.
- Integrate the goals of the Gender Equality Plans into the strategic objectives of each state entity.
- Articulate Gender Equality Plans with planning for sustainable development within the framework of 2030 Agenda and the Sustainable Development Goals and with the Regional Gender Agenda, in particular with the Montevideo Strategy.
- Generate synergistic relations between the various guiding instruments of development planning.
- Strengthen the inter-institutional work of gender equality mechanisms to incorporate gender equality goals intersectorally.
- Consider an instance of higher level in the hierarchy - Council of Ministers or similar - for the elaboration and approval of the equality plans in order to ensure the commitment and the political will for its implementation.

Without gender equality, sustainable development is neither development nor sustainable

ECLAC Division for Gender Affairs

<http://www.cepal.org/en/work-areas/gender-affairs>

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For more information see: [Gender equality plans in Latin America and the Caribbean: Road maps for development](#); [Equality and women's autonomy in the sustainable development agenda](#); [Gender Regional Agenda](#); [Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030](#)