



Contribution of the Cuban Association of Animal Production (ACPA) to the Report presented by Cuba at the Committee on the Elimination of Discrimination Against Women, CEDAW.

The Cuban Association of Animal Production (ACPA) is a non- governmental non-profit organization, with legal personality of its own, founded in 1974 and registered with the General Registry of Associations of the Ministry of Justice of the Republic of Cuba under Resolution No. 26 of January 31 1981. It is a member of 29 international associations and a signatory of the United Nations Conventions for Desertification, Drought and Climate Change Control.

ACPA has 35000 individual members of which 32% are women grouped for the conduct of its work in 2,300 grass-root units that constitute our main working structure at that level. We also have 3,785 institutional partners. To assure its proper functioning, ACPA is structured all over the country in provincial branches and municipal coordinators. It has infrastructure and communications in all provinces and it has around 200 paid staff in the whole country and a strong volunteer force. Its main intervention line is food security, linked to sustainable development, environment preservation and gender equity.

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The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) of which Cuba is signatory and member since the 80s, the National Action Plan for Follow-up of the Fourth World Conference on Women held in Beijing and what has been achieved by Cuban women in terms of equality served as inspiration, platform and guide in the drafting and approval of gender-related policies by ACPA expressed on the National Strategy as of 2006.

The Cuban Association of Animal Production, (ACPA), presided over by a woman, groups more than 11 200 women, representing 32% of the total membership; it also has a Gender Architecture, implemented in all structures, programs and projects of international cooperation it promotes, having as general aim “to contribute to the gender mainstreaming within the organization thus contributing to the empowerment of women inside its action environment.”

Within the most important actions developed for the elimination of all forms of discrimination against women, we can highlight the following ones:

- Promotion of awareness and training of managers and experts linked to ACPA on the importance of gender equity and the institutional commitment to attain it
- Appearance since 2005 of a constant section devoted to gender equity in the Magazine ACPA, to spread the acting of women in the agrarian sector.
- In 2007 the Annual Award to the Excellency in the Work of a Producer Woman was created which represents a stimulus to highlight those women active in the scientific, technical and practical field of agricultural production.
- More than 50 thousand people, associates of both sexes, and managers of the Ministry of Agriculture from different action environments, has been trained in outstanding topics related to gender equality, with the commissioning of a training cycle and education program in the different performance environments supplemented with workshops and courses, thus attaining capacity strengthening in such important issues.

- More than 100 women have been benefitted with specific actions for women that have been implemented as part of the policies for opportunity equality, through competitions and convening action presentations of productive business only for women.
- Development of specific actions for women as part of the equality opportunities policies
- A working agreement is already signed and implemented with the Federation of Cuban Women.
- 600 women work as cow milkers, bee breeders, inseminators etc, jobs that before were exclusively offered to men; results responding to deliberate actions for access promotion by rural women to traditionally considered masculine jobs.
- Promotion of women categorized as fair judges, who select the best animals in competition and contribute to the mating of the best animals in the productive base. Before there was not a single female JUDGE and today they constitute 23% of the total of people with this category
- Drafting of four manuals on different aspects related with gender issues, including a non sexist language, the rural women agenda, (where the National Action Plan for the follow-up to the Beijing Conference related to the rights of rural women and other useful information related with the rights of women was included), a set of banners reflecting different discrimination aspects against the women.
- Production of 5 documentary films in alliance with the Project Palomas which reflect the performance of rural women; one of them presents the way in which rural men perceive the required changes to attain real equity.
- Relations and exchange with national and international organizations working this issue, creating a communication channel and jointly working.
- Creation of Gender Committees at the provincial level, selection of provincial focal points and a National Coordinating Group that is already functioning.
- We are part of the Network of Rural Women and the World March of Women led by the Federation of Cuban Women. In 2011 we attended the Eighth International Meeting of the World March of Women held in the Philippines, where the message of participant rural women was read at the Meeting "Knowledge and Experiences"
- Since 2006 ACPA plays an active role in the Cuban Day for NON Violence against Women and Girls taking place all over the country with the holding of different activities. We specifically work in the rural areas (Yateras, in Guantánamo province and Guaracabulla in Villa Clara province). Both in alliance with the Project Palomas.
- In October 2011 we carried out an International Day on Rural Women to hold an exchange of Knowledge and Experiences in which 115 Cuban women took part, presenting their productive results with the attendance of 21 women from Central America and the Caribbean.
- We have participated and presented the issue of gender equity and the experiences of Cuban women at different national and international events.
- We implemented a specific gender related project whose purpose was to

carry out a wide training, education and awareness - creation program directed to technical personnel, experts and officials linked to the agricultural sector and to institutions forming part of it such as ACPA, the National Association of Small Farmers (ANAP), the Cuban Association of Agricultural and Forest Technicians (ACTAF), the Federation of Cuban Women (FMC) and the Ministry of Agriculture (MINAG). Groups benefitting from this were women and men that work in the provincial and municipal headquarters of the organizations mentioned supra at different levels, related to both leadership or responsibility; cooperative-member women who benefitted from the inventory of local initiatives and women producers who participated and contributed their own experiences in the Campaign Knowledge and Experiences.