



## Uruguay One UN Coherence Fund

### Final Project Narrative Progress Report

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**Country and Thematic Area**

Uruguay, Gender and social integration

**Programme No: G**  
**MDTF Office Atlas No: 66248**  
Programme Title: Support of public policies for the reduction gender and generations inequities.

**Participating Organization(s):**

UNFPA and UNIFEM.

**Implementing Partners:**

- Office of Planning and Budget (OPP)
- National Women's Institute (Inmujeres)
- National Public Education Administration (ANEP)
- National Statistics Institute (INE)
- Legislative Branch

**Programme Budget (from the Fund):**

UNFPA	546,877
UN Women	344,101
<b>Total:</b>	<b>US\$ 1,284,000</b>

**Programme Duration (in months): 27**  
**Start date<sup>1</sup>:** 26-Jun-2008  
**End date:** 30-Sep-2010

Original end date: 22-Jun-2010.  
Revised end date: 30-Sep-2010 in accordance with ToRs, grace periods and extensions granted.

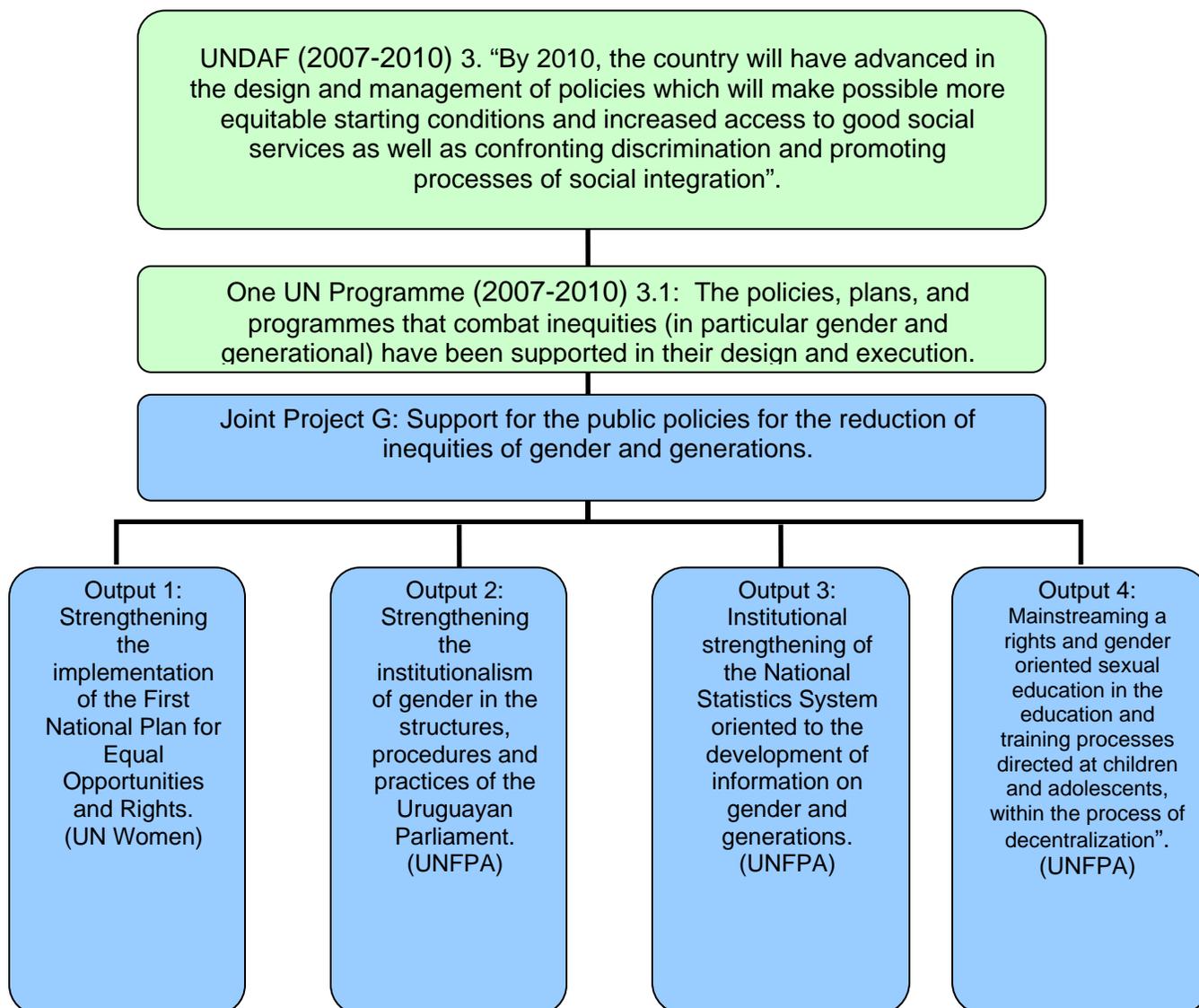
No budgetary revisions.

<sup>1</sup> The start date is the date of the first transfer of funds from the MDTF Office as Administrative Agent.

## I. PURPOSE

<b>Programme Description:</b>	Provide support for the reduction of gender and age discrimination through the strengthening of the following public policies: inclusion of gender issues in sexual education; empowerment of women; fight against discrimination; incorporation of national gender statistics, and studies based on these statistics.
<b>Development Goal:</b>	UNDAF 3. "By 2010, the country will have advanced in the design and management of policies which will make possible more equitable starting conditions and increased access to good social services as well as confronting discrimination and promoting processes of social integration".
<b>Outcome:</b>	One UN Programme 3.1: The policies, plans, and programmes that combat inequities (in particular gender and generational) have been supported in their design and execution.
<b>Outputs and Key Activities:</b>	<ol style="list-style-type: none"><li>1. Strengthening the implementation of the First National Plan for Equal Opportunities and Rights.</li><li>2. Strengthening the institutionalism of gender in the structures, procedures and practices of the Uruguayan Parliament.</li><li>3. Institutional strengthening of the National Statistic System oriented to the development of information on gender and generations.</li><li>4. Mainstreaming a rights and gender oriented sexual education in the education and training processes directed at children and adolescents, within the process of decentralization.</li></ol>

## Outputs for the joint project G and their relation to the One UN Programme and the UNDAF



## II. RESOURCES

Participating UN Organization(s)	Approved Joint Programme Budget	Approved Transfers to PUNOs (2008)	Approved Transfers to PUNOs (2009)	Approved Transfers to PUNOs (2010)
UNFPA	939,899	214,428	546,877	178,594
UN Women	344,101	153,866	173,019	17,216
<b>Total:</b>	<b>US\$ 1,284,000</b>	<b>US\$ 368,294</b>	<b>US\$ 719,896</b>	<b>US\$ 195,810</b>

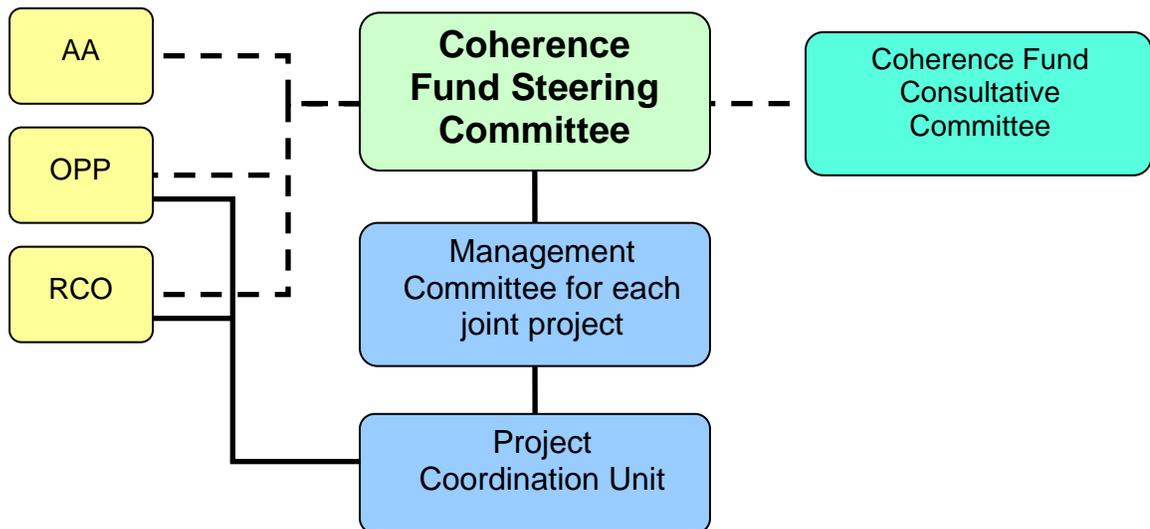
### III. IMPLEMENTATION AND MONITORING ARRANGEMENTS

To support the One UN Programme (2007-2010), the Government and the UNS in Uruguay agreed to establish the Uruguay One UN Coherence Fund; a common, un-earmarked, development fund, under the leadership of the Resident Coordinator. The Uruguay One UN Coherence Fund supports the coordinated resource mobilization, allocation and disbursement of donor-contributed resources for the unfunded elements of the One UN Programme.

The Uruguay One UN Coherence Fund has several governance mechanisms to ensure proper management of funds, supervision of project execution, and monitoring of results. The mechanisms are: The Coherence Fund Steering Committee, The Coherence Fund Consultative Committee, The Management Committees, and the Administrative Agent (AA).

The members of the Management Committee were: Office of Planning and Budget (OPP), National Women's Institute (Inmujeres), National Public Education Administration (ANEP), National Statistics Institute (INE), Legislative Branch, the Resident Coordinator's Office (RCO), the executing UN Agencies (UNFPA, UN Women) and the associated UN Agencies (ECLAC, FAO, IOM, ILO, UNAIDS, UNDP, UNESCO, UNICEF, WHO).

#### Governance mechanisms for the Uruguay One UN Coherence Fund.



## IV. RESULTS

### **Partnerships and inter-agency relationship:**

The Management Committee gathered all relevant stakeholders in the joint project and was utilized as the space to share information and to reach consensus on issues related to the implementation of the agreed activities. National Counterparts often utilized this space as an interaction between their institutions. This was a positive externality facilitated by the joint project.

Throughout implementation, there was a very good level of collaboration among implementing UN Agencies (UN Women and UNFPA); this facilitated planning activities, adjusting the work plan and monitoring the implementation of the project. UN Agencies coordinated their efforts and often adjusted their implementation strategies according to the needs of the project as a whole.

Despite the good will and efforts demonstrated in-country by the UN Agencies, it is necessary to note the difficulties encountered by Agency HQ units in the final financial rendition and the return of remaining funds to the Coherence Fund as agreed in the Terms of Reference.

### **Output 1: “Strengthening the implementation of the First National Plan for Equal Opportunities and Rights”. (UN Women)**

**1.1 Public policies:** Strengthening public policies with a gender perspective.

This presented substantial progress by strengthening the work that Inmujeres has been carried out since 2006 through additional human resources, assessments, methodological tools, new coordination spaces, etc. It opened new communication channels between Inmujeres and other State institutions to broaden their cooperation and coordination efforts in implementing the First National Plan for Equal Opportunities and Rights.

#### **Activities:**

- Presentation of a diagnosis on gender inequities in the Central Administration.
- Supported the creation of a Technical Secretariat for the National Coordinating Board of Gender Equality Public Policies, as set by the First National Plan for Equal Opportunities and Rights.
- Supported the creation of thematic roundtables for implementing the measures defined by the First National Plan of Equal Opportunities and Rights.

#### **Results:**

- The Gender Mainstreaming Department at Inmujeres was strengthened.
- The mainstreaming of the gender perspective within the national partner’s staff was strengthened.
- Increased support and advice provided to the administration’s key personnel and institutions in charge of the implementation of the First National Plan for Equal Opportunities and Rights 2007-2011.
- Increased visibility of the Institute as the governing body for gender equality policies.
- Opening and strengthening of new channels of communication between Inmujeres and other State institutions.
- Setup of the Gender Mechanism at the MIDES, created by Ministerial order.
- The implementation of the gender mainstreaming approach in key policies of the Uruguayan Government was strengthened such as: Health Reform, Democratic Transformation of the State and Social Security Reform.
- Increased ownership of the plan by responsible associated institutions.

### **1.2 Decentralization:** Strengthening territorial policies with a gender perspective.

Substantial progress was made here too. In, decentralizing the implementation of gender policies, Inmujeres sought to strengthen the institutions that address gender issues throughout the country. As a way to achieve this, the decentralization team received technical assistance. The main challenge this product faced was the management of funds by civil society organizations in projects that promoted the rights of women, since this was a new form of providing assistance by Inmujeres. There were two approaches in this effort. One was the creation of a team within Inmujeres, and the second was to provide support the implementation of gender policies throughout the country. In particular, one of the ways of strengthening institutions throughout the country was the establishment of a “Women’s Fund” through the Institution for Social and Economic Growth to manage financial support to micro-projects that enhance social, educational, recreational and productive efforts centered on the rights of women. Overall, 13 projects were selected in 8 Departments (Canelones, Colonia, Paysandú, Río Negro, Rivera, Rocha, Salto, and Tacuarembó).

#### **Activities**

- Strengthening of the Institute’s decentralization unit on gender equality policies.
- Two calls to Civil Society Organizations were carried out for the management of a fund aimed at strengthening micro projects of women’s groups and organizations.

#### **Results:**

- Strengthened broadening policies throughout the country based on two levels of support: 1- strengthening the Institute’s decentralization team; and 2- strengthening the gender focal points of Inmujeres at local levels.
- Increased visibility of Inmujeres throughout the country and greater coordination with public and private stakeholders in the territory.
- Support was provided to the Regional Inmujeres Town Halls to disseminate the plan’s progress and gather the demands of the various stakeholders in the territory.
- Contributed to the training and institutional strengthening of civil society organizations at local level.
- Increased ownership of the plan by responsible associated institutions.

**1.3 Domestic Violence:** Progress in the eradication of domestic and workplace violence. Important progress was made in strengthening the violence resource centers at local level (Inmujeres policy since 2005).

#### **Activities:**

- Provided support to coordinate, follow up and strengthen the Specialized Services Team for the Support of Women in Domestic Violence Situations, set up by Inmujeres in different Departments of the country.
- Development of an Integrated Registry System for Domestic Violence. The consultant was part of the Gender Statistics Team of Inmujeres.
- Support the human trafficking prevention area of the “Gender based Violence” Programme.
- Participation in several international training workshops on gender based violence.
- Design and implementation of the campaign for the November 25 “International Day for the Elimination of Violence against Women”, as well as to strengthening of the communication area of the “Gender based Violence” Programme.

**Results:**

- Strengthened the policy of gender based violence of Inmujeres at both national and local level.
- Software programme designed for registering queries on Domestic Violence. Training of the Specialized Services Team for the Support of Women in Domestic Violence Situations throughout the country.
- Information generated for the design of public policies.
- Mass awareness campaign against domestic violence conducted.
- Strengthened staff's capacities on violence issues.

**1.4 Social Security:** Incorporating the gender approach to social security and equitable distribution of family responsibilities.

Progress was slow but firm. The importance of including the gender perspective in the debates was stressed. The main challenge posed was the generation of knowledge on the issue.

**Activities:**

- Research was conducted on solutions to the care needs of families and individuals.
- Strengthened the coordination of Inmujeres with institutions that address remunerated and non-remunerated work.
- Courses and workshops on dignified treatment for domestic workers, fostering their access to the Social Security system, were launched based on a call to non-governmental organizations.
- A sensibility campaign was launched on the mutual responsibility on family care was developed along the telephone company. Over one million homes received the communication.

**1.5 Information and Communications Technologies (ICTs), Culture and Education**

Strengthening the gender perspective in educational and cultural environments. This product showed the least progress in the joint project since it constituted a new area of work in the country. Nonetheless, the activities had very good reception and generated new training requests.

**Activities:**

- A documentary series was developed emphasizing on the historical, journalistic and audiovisual contributions of Uruguayan women.
- Design and development of a video game on gender roles and distribution of household chores was developed. The game is called "Family X". The game promotes cultural changes needed within the household and at schools. It is to be introduced on personal computers within the framework of the "Plan Ceibal" (one laptop per child) for primary school.
- International technical assistance was provided, in the form of a Latin American Social Sciences Faculty (FLACSO) – UNESCO. Participation in the meeting on "Women, Science and Technology" organized by the Ministry of Education and Culture (MEC). This activity sought to incorporate gender equality and mainstreaming into the digital education efforts and the development of Technologies of Information and Communications efforts.

**Results:**

- Gender approach installed in the training of MEC's stakeholders.
- New demands generated in a new area for gender equality.
- Development of an online course and two in-classroom training.

**Output 2: “Strengthening the institutionalism of gender in the structures, procedures and practices of the Uruguayan Parliament”. (UNFPA)**

A gender and generations training program was designed targeted at the civil service, the Legislative Branch, legislators and advisers. Three courses were held with parliamentary civil servants.

Training materials and spaces were created by updating the website *Parlamentaria*. The transition to the next Parliamentary session (which began in March 2010) was in place and gender working spaces were strengthened. The site strengthens the presence of women in the legislative branch. It promotes the activities of women within the parliament whether individually or collectively, especially on gender equality issues and the rights of women. It generates new communications channels within parliament and with the collective groups, citizenry, civil society and media. [[www.parlamento.gub.uy/externos/parlamentaria/index.html](http://www.parlamento.gub.uy/externos/parlamentaria/index.html)]

Parliamentary civil service staff participated in a training of trainers with the objective of integrating, deepening awareness and advocating the gender perspective. A workshop was held and 13 officers were trained as trainers.

Research was conducted on legislative actions on Gender Equality and Generations. The effort sought to provide inputs for the review of gender and generational related legislations. It tracked the approved norms and law projects in course that promote or strengthen gender equality, and it provided input on incidence, debate, and decision making activities within the parliament.

In collaboration with project “I” (66250), the gender mainstreaming focus was implemented in the workshop titled “The Youth Participates” to encourage adolescents to participate in the democratic process and provide feedback to the Parliament.

**Output 3: “Institutional strengthening of the National Statistic System oriented to the development of information on gender and generation”. (UNFPA)**

Capacity building for the National Statistics System was conducted through the training of human resources in gender perspective (teams participated in five specialized trainings abroad, two local trainings and a virtual training).

The statistics system was strengthened; a specific research paper on family and generations issues was concluded.

The project supported the preparation of the national census. INE staff participated in internships abroad and observed pilot census processes of other countries in the region (Bolivia, Brazil, Chile, Colombia, and Spain). The staff dedicated to specific topics was increased according to plan (logging and recording of planning and organization, analysis and development of computer systems, data capture software for generating base census data through the electronic form to be applied in the survey via personal digital assistance (PDA); update cartographic base).

National and international seminars were held on the experience of holding census and the inclusion of Labor Activities, Household and Family, Health, Housing, Education, Training, Migration, Fecundity and Morbidity.

**Output 4: “Mainstreaming a rights and gender oriented sexual education in the education and training processes directed at children and adolescents, within the process of decentralization”. (UNFPA)**

A new stage in the process of institutionalization and mainstreaming sexual education in the formal system was initiated through the strengthening of the necessary infrastructure. Progress was made on the incorporation of sex education in the national educational system and the legitimacy of sex education as a pedagogical space.

Studies were completed on "Mass media information and communication on sexuality and the perception of children and young Uruguayans", "Self care in children and adolescents: Dialogue and daily practices on sexuality and rights in the national education system" and "An approach of subjective development of children and adolescents on sexuality and gender".

Updated and deepened teacher's knowledge on sex education. Newly graduated teachers were trained in sex education topics and how to incorporate the issue in their regular education curricula. Materials and curricula documents were developed to deepen knowledge and incorporation of sexual issues in: social sciences, psychology, biology, health, anthropology, communications and others.

Strengthened spaces for sexual education within the education system. Decentralized activities were carried out in different areas of the country. In-classroom and on-line training courses were held with teachers to strengthen and emphasize the incorporation of sexual education in the teaching plans. Particularly, great effort was placed on the participation of teachers from all parts of the country.

A documentation and reference center was installed in Montevideo to serve as a public place that provides access to public and educators on materials related to sexual education, gender equality, and the rights of children.

## V. MONITORING

Expected results	Indicators	Status/measure
Output 1: Strengthening the implementation of the First National Plan for Equal Opportunities and Rights.	<ul style="list-style-type: none"> <li>• Technical Secretariat for the National Coordinating Board of Gender Equality Public Policies.</li> </ul>	Operational
	<ul style="list-style-type: none"> <li>• Assessment and diagnosis of policies and procedures as related to gender equality.</li> </ul>	Completed
	<ul style="list-style-type: none"> <li>• Thematic Roundtables for implementing the First National Plan of Equal Opportunities and Rights.</li> </ul>	Held
	<ul style="list-style-type: none"> <li>• Departmental Governments received assessment on gender equality.</li> </ul>	Completed
	<ul style="list-style-type: none"> <li>• Public Campaign on gender equality.</li> </ul>	Completed
	<ul style="list-style-type: none"> <li>• Course curriculum developed on gender equality.</li> </ul>	Completed
Output 2: Strengthening the institutionalism of gender in the structures, procedures and practices of the Uruguayan Parliament.	<ul style="list-style-type: none"> <li>• Workshops held on gender and generational balance with parliament leaders.</li> </ul>	Completed
	<ul style="list-style-type: none"> <li>• Website <i>Parlamenta</i>.</li> </ul>	Operational
	<ul style="list-style-type: none"> <li>• Handbook for implementing the gender and generational mainstreaming in the parliament.</li> </ul>	Completed
	<ul style="list-style-type: none"> <li>• Seminar on political participation of youth.</li> </ul>	Completed
Output 3: Institutional strengthening of the National Statistics System oriented to the development of information on gender and generations.	<ul style="list-style-type: none"> <li>• INE Staff received training on incorporating gender based indicators.</li> </ul>	Completed
	<ul style="list-style-type: none"> <li>• The Census 2010 incorporates gender and generational mainstreaming.</li> </ul>	Completed
	<ul style="list-style-type: none"> <li>• Workshops held on gender mainstreaming and statistics.</li> </ul>	2
Output 4: Mainstreaming a rights and gender oriented sexual education in the education and training processes directed at children and adolescents, within the process of decentralization".	<ul style="list-style-type: none"> <li>• Incorporation of sexual education into the education curricula of ANEP.</li> </ul>	Completed
	<ul style="list-style-type: none"> <li>• Workshops for teachers.</li> </ul>	Completed
	<ul style="list-style-type: none"> <li>• Workshops held in Departments.</li> </ul>	Completed
	<ul style="list-style-type: none"> <li>• Departmental groups to incorporate gender mainstreaming in education developed.</li> </ul>	Completed

## VI. ABBREVIATIONS AND ACRONYMS

AA	Administrative Agent
ANEP	National Public Education Administration
CFCC	Coherence Fund Consultative Committee
CFSC	Coherence Fund Steering Committee
DaO	Delivering as One
ECLAC	Economic Commission for Latin America and the Caribbean
FAO	United Nations Organization for Food and Agriculture
FLACSO	Latin American Social Sciences Faculty
ICT	Information and Communication Technologies
ILO	International Labor Organization
INE	National Statistics Institute
Inmujeres	National Women's Institute
IOM	International Organization for Migration
MDTF	Multi-Donor Trust Fund
MEC	Ministry of Education and Culture
OPP	Office of Planning and Budget
PAHO-WHO	Pan American Health Organization-World Health Organization
PDA	Personal Digital Assistance
PUNO	Participating United Nations Organization
RCO	Resident Coordinator's Office
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNAIDS	Joint United Nations Programme on HIV / AIDS
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNICEF	United Nations Fund for Children
UNRC	United Nations Resident Coordinator
UNS	United Nations System