



Sistema de las Naciones Unidas en Uruguay
UNIDOS EN LA ACCIÓN

URUGUAY ONE UN COHERENCE FUND

Annual Progress Report

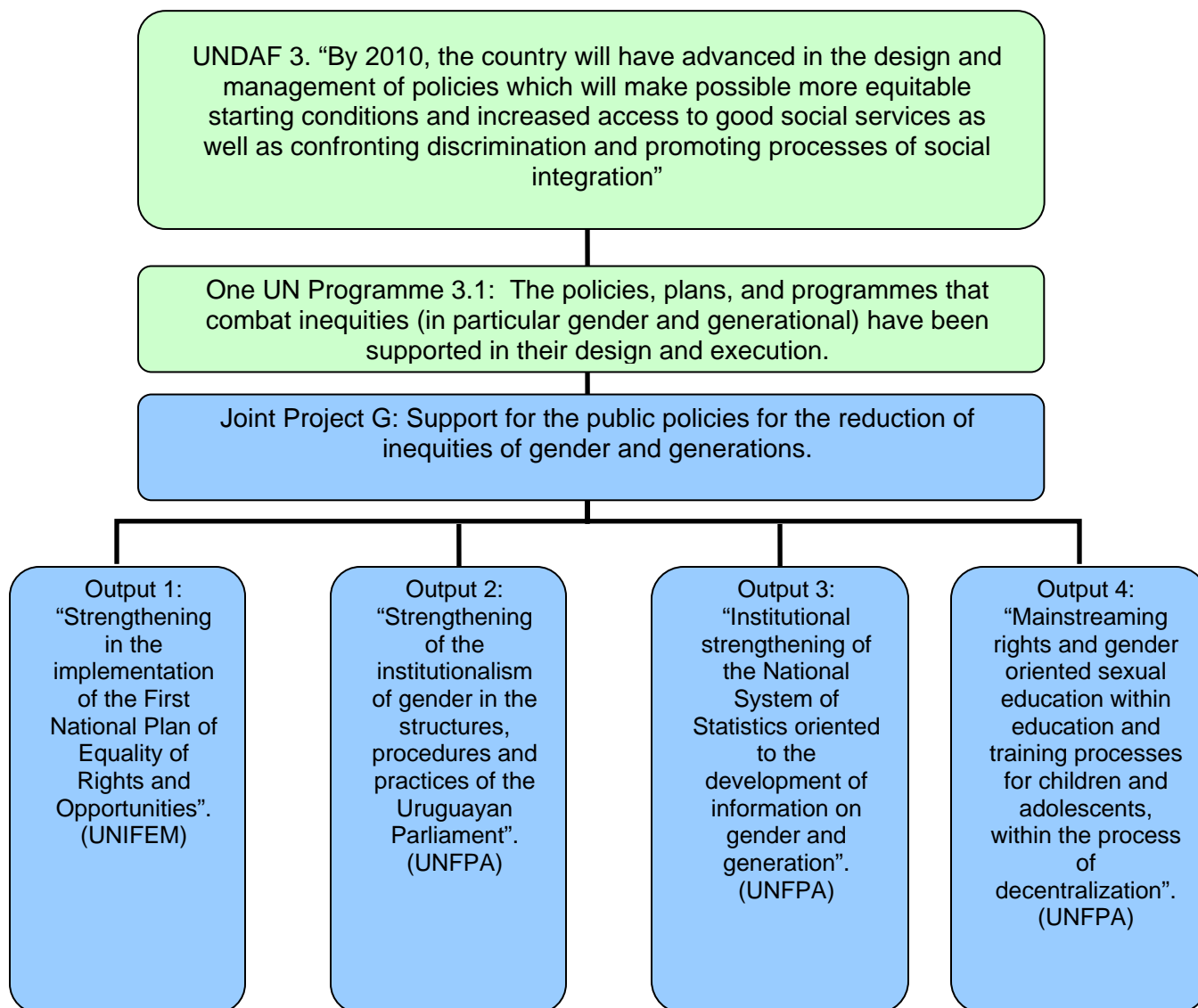
Reporting period: July 2008 – December 2008

Programme Number:	66248 (Other: G)		
Programme Title:	Support for the public policies for the reduction of inequities of gender and generations.		
Participating UN Organization(s):	UNFPA and UNIFEM	Cluster / Priority Area:	Gender and social integration
Implementing Partner(s):	<ul style="list-style-type: none"> - Office of Planning and Budget - National Institute for Women - National Administration for Public Education - National Statistics Institute - Legislative Branch 		

I. PURPOSE

Programme Description:	Provide support for the reduction of gender and age discriminations through strengthening of the following policies: inclusion of gender issues in sexual education; the empowerment of women; the fight against discrimination; the incorporation of national gender statistics, and the generation of studies based on these gender based statistics.
Development Goal:	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”
Outcome:	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.
Outputs and Key Activities:	<ol style="list-style-type: none"> 1. Strengthening in the implementation of the First National Plan of Equality of Rights and Opportunities 2. Strengthening of the institutionalism of gender in the structures, procedures and practices of the Uruguayan Parliament 3. Institutional strengthening of the National System of Statistics oriented to the development of information on gender and generation 4. Mainstreaming rights and gender oriented sexual education within education and training processes for children and adolescents, within the process of decentralization

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 Disbursements (2008)
UNFPA	939,899	214,428
UNIFEM	344,101	153,866
Total:	US\$ 1,284,000	US\$ 368,294



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III. RESULTS

Output 1: “Strengthening in the implementation of the First National Plan of Equality of Rights and Opportunities”. (UNIFEM)

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

This product showed substantial progress because it strengthened the work that the National Institute of Women (INMujeres for its acronym in Spanish) has been doing since 2006 through additional human resources, assessments, methodological tools, new coordination spaces, and others. One of the main challenges for 2009 is to fulfil the needs required to implement the ambitious activities of the Joint Project.

Activities carried out:

- One person was hired to make a diagnosis of gender inequities in the Central Administration.
- Technical assistance was provided to draft the competency standards document of the Department of Gender Mainstreaming of INMujeres.
- One person was hired to support the creation of the Technical Secretariat of the National Coordinating Board for Public Policies of Gender Equality, as set by the First National Plan of Equality of Opportunities and Rights.
- One person was hired to support the formation of the Thematic Roundtables of the Coordinating Board for implementing the measures defined in the First National Plan of Equality of Opportunities and Rights.

Results achieved:

- Strengthening of the technical and political level of the Department of Gender Mainstreaming (DTG) of INMujeres.
- Input (diagnosis) and methodological tools (consulting of competency standards) for the work of the DTG's staff.
- Training of staff from the Ministry of Social Development (MIDES for its acronym in Spanish) and the Ministry of Public Health (MSP for its acronym in Spanish) in strategic planning and gender; staff from the Ministry of Labour and Social Security (MTSS for its acronym in Spanish) will be trained in March, 2009.
- Increased support and advice to the administration's key personnel and institutions in charge of the implementation of the First National Plan of Equality of Opportunities and Rights 2007-2011.
- Increased visibility of the Institute as the governing body for the policies of gender equality.
- Strengthening and opening of new channels of communication between INMujeres and other State institutions.
- Setup of the Gender Mechanism in the MIDES. It has the explicit support of the Ministry through the signature of a decree to create it.
- Inclusion of the gender approach in key policies of the Uruguayan Government, such as: Health Reform, Democratic Transformation of the State and Social Security Reform.
- Increased ownership of the Plan by responsible associated institutions.



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1.2 Decentralization: Strengthening territorial policies with a gender perspective.

This product, just like the previous one, made substantial progress. It strengthened the central team of decentralization as a way to support the gender stakeholders of INMujeres in the national territory. The main challenge of this product is the management of funds by civil society organizations in projects that promote the rights of women because it is an innovation for INMujeres.

Activities carried out:

- Two people were hired to strengthen the central decentralization unit of gender equality policies of the Institute.
- A call to Civil Society Organizations was made for the management of a fund aimed at strengthening micro projects of women's groups and organizations in 9 of the 19 departments of the country.

Results achieved:

- Strengthening of the broadening policies throughout the country based on two levels of support: 1- strengthening of the Institute's central decentralization team; and 2- strengthening of the gender referents of INMujeres in the Departments.
- Increased visibility of INMujeres throughout the country and greater coordination with public and private stakeholders in the territory.
- Support the Regional INMujeres Town halls to publicize the Plan's progress and gather the demands of the various stakeholders in the territory.
- Contributing to the training and institutional strengthening of civil society organizations in the Departments of the interior.
- Increased ownership of the Plan by responsible associated institutions.

1.3 Domestic Violence: Progress in the eradication of domestic and workplace violence. One of the main advancements is related with the strengthening of the violence resource centres in the interior of the country (INMujeres policy since 2005).

Activities carried out:

- One person was hired 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.
- One person was hired to develop the Integrated Registry System for Domestic Violence. The hired person participates in the team of Gender Statistics of INMujeres.
- One person was hired to design and implement the campaign of November 25 "International Day for the Elimination of Violence Against Women", as well as to strengthen the Program "Gender based Violence" concerning the tasks related with the propagation, awareness and communicational information.

Results achieved:

- Strengthened the policy of gender based violence of INMujeres, both centrally and at the Departmental level.
- IT program designed for registering the queries about Domestic Violence and training of the employees of the Specialized Services Team for the Support of Women in Domestic Violence Situations throughout the country.
- Generated information for designing public policies.



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- Mass awareness campaign against domestic violence conducted.

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

In this case the progress was slow but firm. It was possible to heighten the importance of including the gender perspective in the debates. The main challenge there was the generation of knowledge about this issue for Uruguay.

Activities carried out:

- Multidisciplinary team was hired for the preparation of a diagnosis about the situation where men and women solve their and their family's needs of care and whether they participate in the labour market and/or access Social Security services.
- Courses and workshops about dignified treatment of domestic workers, fostering their access to the Social Security system based on a call to NGOs.

Results achieved:

- Continued incorporating the gender approach in the Social Security Reform.
- Strengthened the coordination of INMujeres with institutions that address remunerated and non-remunerated work.
- Surveyed the demands of vulnerable groups of women (rural and domestic service women) to learn how the current health reform affects their social services.
- Publicity campaign (using telephone service invoices) about the care and distribution of family chores (agreement Institute/ANTEL) with a coverage of a million homes.

1.5 Information and Communications Technologies (ITCs), Culture and Education

Strengthening the gender perspective in educational and cultural environments.

This product had the least progress in the joint project since it is a new area of work at the national level. Even so, the first activities had a very good reception and generated new training requests.

Activities carried out:

- Hired international technical assistance, in the form of an UNESCO consultant, to participate in the meeting about "Women, Science and Technology" organized by the Ministry of Education and Culture (MEC for its acronym in Spanish) for their referents.

Results achieved:

- Installed the gender approach in the training of stakeholders of the MEC.
- Generated new demands in a new area for gender equality.

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

A specialized interdisciplinary team was integrated by a gender expert, a linguist, a sociologist and a lawyer in order to design a plan for training in gender and generations issues targeting the civil service of the Legislative Branch, legislators and advisers.

Training materials and spaces were created for the incorporation of the gender perspective on legislative matters through the updating of the website *Parlamenta*.



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

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

Capacity building of the National Institute of Statistics by training human resources in a gender perspective (participation of the teams in three specialized trainings abroad and a virtual training) and recruitment of two specialized consultancies, one of them with expertise in gender focus.

The Statistical System was strengthened; a specific research/paper was developed in family and generations issues.

The preparation of the Census 2010 was also supported in this period. One senior consultant was hired, an internship at the Brazilian Institute of Geography and Statistics (IBGE for its acronym in Spanish) was supported, and the hardware and software were improved.

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

A new stage in the process of institutionalization and mainstreaming of sexual education in the formal system was initiated with the development of the Project through the strengthening of the infrastructure necessary for the development and growth of the program. A proper space for the Sexual Education Programme is now functioning according to the projected requirements.

The sexual education team was strengthened through the selection of new specialized human resources to develop the operating structure (coordinators, teachers and assistant support). Also, three research teams for the upgrade and expansion of knowledge were incorporated into the programme.

Trainings for teachers from primary, secondary and professor schools were developed in November-December 2008 to deepen understanding of sexual education issues for each level separately. Over 320 teachers were trained in these workshops, accumulating experience from previous workshops.

Best practices

In general terms some aspects that were assessed as best practices are:

- Strengthening at different levels (central and territorial) of the policies carried out by INMujeres.
- Coordination with other cooperation bodies and projects that work with INMujeres, achieving greater impacts and a more efficient use of resources.
- Recognition of the role of INMujeres in the integration of the gender approach to the main policies and reforms of the national government by other national bodies: Health Reform,



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Democratic Transformation of the State and Social Security Reform.

- Campaigns and training about Uruguayan regulations (Domestic Service Law, Health system reform, labour rights, social security, etc.)
- Inclusion of the gender perspective in new areas such as ITCs.
- Bilateral meetings of State bodies to coordinate activities and obtaining greater impacts.

Difficulties

The greatest difficulty was related with the modes of participation of the agencies associated to the Project. This issue was discussed in the Management Committee and some solutions were drafted such as: a list of the contributions that the agencies can make; bilateral meetings between government bodies, agencies of the United Nations System and the project coordinator; meetings where the government bodies present the activities they carry out to the agencies.

IV. FUTURE WORK PLAN

The plan for the first semester of 2009 includes continuing support for the areas of mainstreaming and decentralization by maintaining the staffing contracts, in the understanding that the semester will present a strong demand based on the prior work. In the second place, there will be a further strengthening in the ITCs and gender areas, through training with the referents of the MEC and the design of interactive IT materials. Finally, it is worth highlighting that there will be a promotion of activities that stimulate the training of women in non-traditional areas, based on good experiences and receptivity in the prior semester in the subject of ITCs. There will be further effort of coordination of the Output 1 activities with the rest of the cooperation received by INMujeres. Additionally, there will be special emphasis in continuing the coordination among the four bodies that work in the project. Lastly, in response to the difficulty found in 2008 concerning the participation of associated agencies, there will be efforts by both the Government and the United Nations System to overcome this obstacle.

Strengths

There was a gradual growth process for the Project that incorporated confidence building among the different stakeholders; this allowed for a greater willingness to exchange information and reach mutual understandings.

Ability to work as a team developed from the Project Coordination Unit and channels of communication and coordination constructed between the national partners, the executing agencies and the Coordination Unit of the Project; this incorporated good teamwork, ongoing support, coordination and a constructive spirit.

Weaknesses

Integration of actions taken in gender and generations as well as in the coordination with relevant organizations in these areas need to improve.



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There seems to be a deficit in the inclusion, coordination and active participation of partner agencies.

Strategic lines for 2009:

Strength of inter institutional cooperation.

Strength of gender and generation issues.