



National Action Plan

UNOFFICIAL TRANSLATION

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National Action Plan
Women,
Peace and Security
2021 - 2024



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Peace and Security
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Uruguay Presidencia

Ministerio **del Interior**
Ministerio **de Relaciones Exteriores**

Ministerio **de Defensa Nacional**
Ministerio **de Desarrollo Social**

credits

Members of the Interinstitutional Working Group created by RM No. 296/2020

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List of acronyms

A4P Action for Peacekeeping

ALCOPAZ Latin American Association of Training Centers for Peacekeeping Operations

CEDAW Convention on the Elimination of All Forms of Discrimination against Women

CICIG International Commission Against Impunity in Guatemala

DCAF Geneva Centre for Security Sector Governance

IAPTC International Association of Peacekeeping Training Centers

MFO Multinational Peacekeeping Force and Observers in the Sinai Peninsula

MINUSCA United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic

MINUSTAH United Nations Stabilization Mission in Haiti

MONUSCO United Nations Stabilization Mission in the Democratic Republic of the Congo

MPS Women, Peace and Security

SDG Sustainable Development Goals

UN United Nations Organization

ONUMOZ United Nations Operation in Mozambique

SINOMAPA National Support System for Peacekeeping Operations

SPC Standing Police Capacity

UNAVEM III Verification Mission III of the United Nations in Angola

UNDOF United Nations Disengagement Observer Force

UNIFIL United Nations Interim Force in Lebanon

UNMIL United Nations Mission in Liberia

UNMIT United Nations Integrated Mission in East Timor

UNMOGIP United Nations Military Observer Group in India and Pakistan

UNTAC United Nations Provisional Authority in Cambodia

UNVMC United Nations Verification Mission in Colombia

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Foreword

Uruguay, in accordance with its values and principles of defense and promotion of Human Rights and International Humanitarian Law, equal rights, equity and non-discrimination, and its commitment to international peace and security, has supported early on the Women, Peace and Security (WPS) Agenda.

Within the framework of the twentieth anniversary of the approval of Resolution 1325 (2000), Uruguay assumed the responsibility of co-chairing, together with Canada, the World Network of Focal Points on WPS and with it, the commitment to move from the rhetoric to the action called for by the Secretary-General of the United Nations.

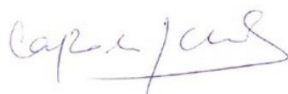
After more than 60 years of Uruguayan participation in the United Nations peacekeeping and security system and with a recognized track record in contributing military and police personnel to UN Peacekeeping Operations, the preparation and approval of the first National Action Plan on the

Agenda for Women, Peace and Security (PAN-MPS), is a clear and tangible sign of this renewed commitment.

On the one hand, it represents an exercise in systematizing policies and actions that are linked to the MPS agenda and that Uruguay has historically developed, in areas such as gender-based violence, human trafficking, and the protection of the civilian population. in conflict scenarios, and cybersecurity.

On the other hand, it means assuming new commitments and challenges, such as addressing the structural barriers that prevent a greater number of women from participating, without role discrimination, in United Nations peace operations. In this sense, we are pleased to be the country in America with the highest participation of women in these operations and to have been one of the first troop-contributing countries in the world to complete the study of barriers within the framework of the Canadian Elsie Initiative.

One of the most relevant contributions that is expected to be evidenced is the understanding and acceptance that the MPS agenda is valid and contributes beyond conflict and post-conflict situations, since it also applies to the construction and sustainability of peaceful, fair and inclusive societies. . We intend to project and consolidate this notion at the regional level, with the fundamental support of key partners in this challenge, such as the various United Nations agencies, especially UN Women, and other related actors.



Dr. Carolina Ache Battle

Undersecretary of the Ministry of Foreign Affairs



Coronel (R) Rivera Elgue

Undersecretary of the Ministry of National Defense



Mónica Bottero

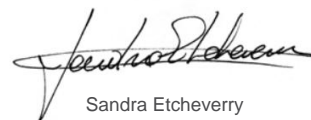
Director of the National Institute for Women

Finally, in addition to the important objectives and actions set forth in this Action Plan, the commitment we assume today is to ensure its inclusive nature, its sustainability over time and its openness to continuous improvement that allows us to implement the agenda of Women, Peace and Security in a comprehensive and tangible way both within borders and in the international projection of the Eastern Republic of Uruguay.



Dr. Guillermo Maciel

Undersecretary of the Ministry of the Interior



Sandra Etcheverry

Secretary of Human Rights of the Presidency of the Republic



1. Introduction

1. Introduction

Equality between women and men is, in addition to a fundamental pillar of democratic societies, an unavoidable requirement for the construction of peace and the achievement of sustainable development.

On October 31, 2000, the United Nations Security Council adopted Resolution 1325 on "Women, Peace and Security", which allowed the establishment of a historical legal and political framework that recognizes the importance of the participation of women. women at different stages of conflict resolution. Together with the nine subsequent Resolutions, they constitute a regulatory framework that emphasizes the need to prevent, protect and compensate women and girls who are victims of an armed conflict and post-conflict, offers adequate conditions for the construction of a sustainable peace, highlights the role essential and unavoidable role of women in all international peace and security initiatives and insists on their inclusion in all decision-making spaces.

With the adoption of these Resolutions, an international agenda on women's equality is incorporated in the field of international peace and security, including peace negotiations, peace operations, humanitarian actions and the consolidation of peace and governance.

Gender Perspective

"It is a strategy aimed at making the concerns and experiences of women, as well as men, an integral element of the design, implementation, monitoring and evaluation of policies and programs in all political spheres. , economic and social, so that women and men benefit equally and inequality is prevented from being perpetuated. The ultimate goal is to achieve [substantive] gender equality."

"Gender equality is the long-term and general development goal, while gender mainstreaming is a set of specific and strategic approaches as well as technical and institutional processes that are adopted to achieve this goal. The incorporation of a gender perspective integrates gender equality in the public and private organizations of a country, in central or local policies, and in service and sector programs."

*In the NAP we have adopted the definition arising from the 1997 ECOSOC agreed conclusions taken from <https://www.unwomen.org>

After having completed 20 years, the mandate of UNSC Resolution 1325 (2000) seems to have acquired greater validity, due to the appearance of a new factor that has further deteriorated the situation in which women and girls find themselves in the areas that they suffer an armed conflict: COVID 19. Likewise, in the world in general, existing gender inequalities have deepened, both within households – including an increase in gender-based violence – and outside them.

Although the Women, Peace and Security Agenda involves different actors, it is the Member States of the United Nations – whether or not they are in conflict – that are called by nature to develop the greatest number of actions to achieve equality between women and men. men and incorporate the gender perspective transversally in all its activities.

The direct correspondence of this Agenda with the 2030 Agenda for Sustainable Development demonstrates its priority nature and the need to place it in a preferential place in the definition of national and international public policies. SDG 5 (Gender Equality) – which, in addition to a specific Sustainable Development Goal, cuts across the 2030 Agenda as a whole – and SDG 16 (Peace, Justice and Strong Institutions), promote a holistic understanding of the notion of “peaceful, just and inclusive societies”, in which the defense of human rights and access to justice, as well as the development of a culture of conflict prevention and resolution from a gender perspective, are fundamental in the definition of public policies.

In this context, even before the approval of the Resolution UNSC 1325 (2000) Uruguay has developed actions that have

contributed to the implementation of the MPS Agenda, especially through its participation in peace and security activities related to peace operations. The adoption of a National Action Plan (PAN) was a pending issue that is being finalized today, with full awareness of the importance of this agenda to achieve peace and security at the national and international levels, in line with the commitments assumed at the United

This PAN thus constitutes an instrument for the implementation of the aforementioned resolutions of the Security Council, useful for systematizing and reinforcing what, in the absence of a written document, Uruguay has carried out in the field of international peace and security. and human rights and international humanitarian law.

Uruguay aspires to continue advancing in this Agenda as a dynamic, effective and sustained project, which requires constant attention in order to achieve real and tangible progress.

Along these lines, the general vision of the PAN is as follows: *"Within the framework of Uruguay's commitment to the "Women, Peace and Security" agenda, promote and incorporate analysis from intersectionality with a gender perspective in all activities. and peace and security initiatives, promoting the participation of women under equal conditions in representation mechanisms, in decision-making processes and in activities related to human security, strengthening the international response capacity to protect the civilian population in general. All this in accordance with the purposes and principles of the Charter of the United Nations and the principles of Uruguay's foreign policy".*



2. Uruguay and the “Women, Peace and Security” agenda

2. Uruguay and the “Women, Peace and Security” agenda

2.1. Background on the role of Uruguay in the MPS Agenda

Before the approval of the Charter of the United Nations in 1945, women were already participating and fighting for the introduction of anti-discrimination legislation, in order to promote advancement in their lives and therefore in the communities both in legal and social terms.

After its creation, within the United Nations Organization – of which Uruguay is a founding member – a multitude of documents in favor of gender equality have been negotiated and approved, showing Uruguay its unconditional support for gender equality. initiatives that fight for this cause.

Uruguay not only adapted its legislation to enshrine the human rights and fundamental freedoms of women and girls since the dawn of the 20th century – less than a century after its emergence as an independent State – but also accompanied and supported all efforts of the international community aimed at women's empowerment and gender equality.

The commitment that the Uruguayan State has assumed with the MPS Agenda is consistent with its multilateralist spirit, with its

participation in peace operations – considered a key tool for the maintenance and consolidation of peace – and also with its broader commitment to the promotion and protection of human rights.

2.1.1. Contribution of Uruguay to international peace and security

The Uruguayan contribution to peacekeeping operations is consistent with the traditional adherence of its foreign policy to multilateralism. However, the participation of our country in this type of operation precedes the founding of the UN and dates back to 1935, with the participation of military observers in the conflict between Bolivia and Paraguay, over the Chaco Boreal.

After the creation of the multilateral organization, in 1952 and already using the blue helmet, Uruguay began to deploy military observers in the territory of Kashmir, on the border of India and Pakistan.

International participation continued to increase and, in 1982, a contingent of vehicle drivers belonging to the National Army was deployed in the Sinai Peninsula, forming the Multinational Peacekeeping Force and Observers (MFO), established from the Camp David Agreements, between Egypt, Israel and the United States of America.

Starting in 1992, the Uruguayan State authorized the Armed Forces to deploy battalion-level contingents to Cambodia (UNTAC), Mozambique (ONUMOZ) and Angola (UNAVEM III).

With the new millennium, in 2000 contingents were deployed in the Democratic Republic of Congo (MONUC/MONUS CO) and, in 2004, in the Republic of Haiti (MINUSTAH).

Throughout its history, Uruguay also maintained participation in the following countries: Afghanistan, Burundi, Cyprus, Ivory Coast, Ethiopia, Eritrea, Georgia, India-Pakistan, Liberia, Western Sahara, Sierra Leone, East Timor and Nepal.

For its part, the Ministry of the Interior has contributed with personnel since 1991, deploying the first Police Observer (UNPOL) to MINURSO (UN Mission for the Referendum in Western Sahara), carrying out since that date, the dispatch of Officers of Police and Personnel to the missions in: ONUSAL in El Salvador, MINURSO in Western Sahara, UNOMEZ in Mozambique, UNAVEM II / MONUA in Angola, UNIMIL in Liberia, UNMIT in Timor Leste, ONUCI in Ivory Coast, UNMIS in Sudan (today Northern Sudan), MINUSTAH in Haiti, UNIOGBIS in Guinea Bissau, UNAMID in Darfur, MONUSCO in the Democratic Republic of the Congo and MINUSMA in Mali. A section of the National Directorate of Firefighters was also deployed, which participated in the mission in the Democratic Republic of the Congo from 10/7/2003 to 2/25/2009, where Doctors and Nursing graduates were deployed, in support to the contingents of the National Navy in the Missions of MINUSTAH (Haiti) and MONUSCO (Congo), Standing Police Capacity (SPC) and Police Division (PD).

Personnel are currently deployed in the UN Political Verification Mission in Colombia. Being the deployments by CICAME (Instruction and Training Center for Police Peacekeeping Operations, created on 03/01/1993, currently the Office of International Affairs).

Figure N° 1: Historical of participation of Uruguay in peace operations



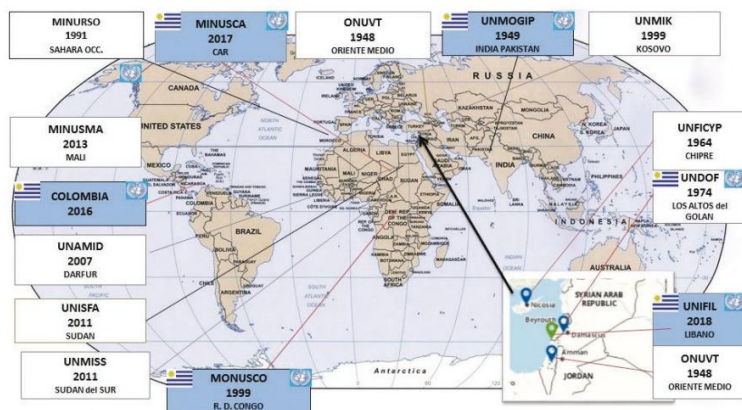
Source: *National System of Peacekeeping Operations (SINOMAPA)*. Data as of April 20, 2021.

To date, the Uruguayan Armed Forces are deployed in India-Pakistan (UNMOGIP); Lebanon (UNIFIL); Democratic Republic of the Congo (MONUSCO); Central Republic-

African (MINUSCA); Colombia; Syria-Israel (UNDOF), as well as in Egypt (MFO).

More than 48,000 men and women have been deployed in the different peace operations over time. Our country participates in 6 of the 15 United Nations Peacekeeping Missions in progress, ranking 17th among the 122 countries that contribute military and police personnel to these operations and number 1 among the countries of the region.

Figure N° 2: Deployment of Uruguay in peace operations



Source: SINOMAP. Data updated to April 20, 2021. In tables highlight and with the national flag the operations in which Uruguay currently has a presence are observed.

2.1.2. Participation of women in peace operations

The first woman deployed to the MFO in 1992, to the Army's Special Contingency as a Medical Officer. Subsequently

In the cadres of that same mission, other women were enrolled in administrative functions.

Willingness to deploy in Peacekeeping Operations

In Uruguay, admission to the Armed Forces and the National Police, as well as the presentation to be deployed in Peace Operations, is voluntary, which gives special significance to the contribution of Uruguay to these activities. related to international peace and security.

In the United Nations contingents that our country began to deploy in 1993 Cambodia, Mozambique and Angola, Support and General Services Officers were also deployed, as well as female Junior Personnel.

More than 3,300 peacekeepers, women and men from more than 120 countries, have died in the line of duty under the United Nations flag.

35 are the Uruguayan troops who have died in compliance with the assigned mission, since 1993 when the first death was recorded in Cambodia. Of that total, only one was a woman. 2nd Air Technician Yiyí Anabel Medina Rodríguez, who worked as a systems operator, lost her life while on duty in a plane crash in the Republic of Haiti.

In 2006, for the first time an Army Command Corps Officer was deployed in an executive position, with personnel in charge and on a par with her male comrades. From there, the official women

They have been assigned positions according to their hierarchy and specialty within the Command Corps, such as Aircraft Commander Pilots, Section Chiefs, Executive Officers, Company Commanders, Staff Officers. Accompanying the career plan for Officers, since 2016 the deployment of female personnel has been consolidated, with the participation of Officers in positions of Experts in the UN Mission (Military Observers and Staff Officers). More than 1,500 women have been deployed in Peace Operations, in various roles and positions. This has been achieved, among other aspects, by making specific calls for volunteers to be deployed in Peacekeeping Operations. This point is particularly significant, since the selection process of the personnel that is deployed in Peace Operations begins with the voluntariness of the applicants to attend.

It should be noted that in 2006 the Ministry of the Interior deployed the first peace mission. She was an officer enrolled in the East Timor - UNMIT mission, to which three more female police officers were added between 2007 and 2008. In 2011, two female police officers were deployed to the Haiti - MINUSTAH mission. ; and in 2012 in Liberia – UNMIL one, all of them were Official rank as armed observers.

At the same time, it is also highlighted that for the mission of Guatemala - UN CICIG Commission, in 2011 and 2012 two armed officers were incorporated as security, of which one of them was the first female police officer Chief of Uruguayan Contingent in mission. In 2013, an armed officer participated as an investigator, and by 2019 two Basic Scale officers were enrolled as armed security. As regards the mission in Republic

of the Congo - MONUSCO, in 2011 two nurse police officers were appointed.

In relation to the Brindisi – SPC mission, for 2019 an Officer was appointed as unarmed P-5 Team Leader.

From 2018 to 2019 inclusive, four women officers were deployed for the Colombian mission - UNVMC as unarmed observers, and then three more were designated who enlisted in 2021 for the same mission, which accounts for a total of five female police officers currently deployed.

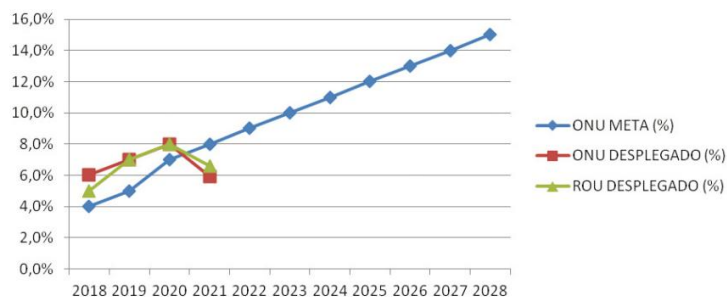
Currently, Uruguay is in the 17th place among those countries that deploy women in peace operations.

Since 2018, Uruguay has been deploying a growing proportion of female personnel in its missions, even higher than what was requested by the UN. Graph No. 1 shows the trend that as the UN requirements for the proportion of female personnel deployed increase, Uruguay responds to them by exceeding them year after year. The exception to this rule is given in 2021, due to the closure of missions where a significant number of women were. At this time, however, the country has a higher proportion of female personnel than that deployed by the UN itself.

The country's commitment is to meet the UN goals in the medium and long term, which point to achieving 15% of women in the contingents by the year 2028. It is for this reason that the realization and execution of

of this National Action Plan-MPS, in order to be able to achieve these goals in a gradual and sustained manner over the coming years.

Graph N° 1: Proportion of women deployed in Peace Missions



Source: self made.

2.1.3. Participation of Uruguay in the United Nations Security Council

Uruguay held a seat on the United Nations Security Council as a non-permanent member twice throughout its history. The first time in the period 1965-1966 and, the most recent, during the biennium 2016-2017.

During this second term and based on its long tradition in the promotion and protection of human rights and, in particular, in the defense of women's rights, Uruguay worked to integrate the gender perspective in geographic and thematic issues. that are treated by that body.

In this way, a proactive position was maintained, seeking to integrate elements of the MPS Agenda into documents and resolutions, prioritizing the issue in Council meetings and during trips made by its members to the field. Likewise, based on the interest that peace operations have for the country, the integration of female personnel in the contingents was strongly encouraged, under the conviction of the fundamental role that women play in the maintenance of international peace and security. .

General Recommendation No. 30

CEDAW General Recommendation No. 30 on the women in conflict prevention and in conflict and post-conflict situations, reaffirms that the Convention establishes the normative framework required for the full protection of the human rights of women at all times, to promote substantive gender equality before, during and after a conflict and ensure that the diverse experiences of women are fully integrated into all peace-building and reconstruction processes.

Likewise, it reiterates the need for a concerted and integrated approach that places compliance with the MPS Agenda within a broader framework of application of CEDAW and its optional protocol.

In its recommendations, it urges the States Parties to guarantee that the National Action Plans for the implementation of 1325 comply with the Convention and that sufficient budgets are allocated for its application.

In 2016, Uruguay organized a meeting under the format of *Fórmula Arria*¹ on the synergies between the resolutions of the Council of Security on women, peace and security and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), with the aim of emphasizing that they are mutually reinforcing and that the use of General Recommendation 30 of CEDAW contributes to the monitoring and reporting by Member States of UNSC Resolution 1325 (2000).

In 2017, our country co-chaired, together with Sweden, the Informal Group of Experts of the Security Council on Women, Peace and Security, established by Resolution 2242 (2015). At the group level, meetings were held on Yemen, Afghanistan, Mali, Iraq, the Central African Republic and the countries of the Lake Chad Basin.

Under Uruguay's second presidency of the Security Council, an Open Debate on Women, Peace and Security and Sexual Violence in Conflict as a tactic of war and terrorism was organized. An informative meeting on Yemen was also held, in which a representative of Yemeni civil society was invited as a speaker, who reported on the situation of women and civilians in the armed conflict in that country.

2.1.4. Defense and promotion of human rights

Uruguay's commitment to the protection of Human Rights Human Rights is not only clearly reflected internally as it is the center of all public policies promoted in the country,

¹ The *Arria Formula* is a process of informal consultations in the Security Council of the United Nations Organization promoted in 1992 when the Venezuelan diplomat Diego Arria presided over said organization.

but it also has a very important external component, which can be seen in the active participation of Uruguay in the various instances of the international and regional system for the promotion and protection of Human Rights, especially in the defense of the rights of women and men. the children.

With its active participation in the Human Rights Council, Uruguay reaffirms its decisive contribution to the defense of the multilateral system and, in particular, of the international architecture for the protection of human rights in the world and the permanent relationship of cooperation established with this body of the United Nations since its creation in 2006. So much so that Uruguay was elected to integrate the first Council (2006-2009) and re-elected for the periods 2009-2012 and 2019-2021. During the period 2011-2012, she also held the presidency of the body, being the first time that the Council was chaired by a woman.

The country has also promoted the work of the Office of the High Commissioner for Human Rights and all the special procedures of the system, in support of its important work and independence. Uruguay promotes the strengthening and preservation of the norms of International Humanitarian Law, also ensuring the full validity of the principles of humanity, neutrality, impartiality and independence, which govern humanitarian action, for the purpose of defending rapid and uninterrupted access for humanitarian personnel. in adequate security conditions.

2.2. Participation of Uruguay in current initiatives linked to the MPS Agenda

2.2.1. Network of Focal Points on Women, Peace and Security

The year 2020, in which the twentieth anniversary of UNSC Resolution 1325 (2000) was celebrated, found Uruguay playing an active and leading role in this agenda, both at the global level, through the co-chair with Canada of the Network of Focal Points on Women, Peace and Security (which will run until September 2021), as well as at the regional level, promoting a Hemispheric debate on this issue within the framework of the aforementioned network.

Uruguay is the first Latin American country to co-chair the Network of Focal Points, launched in 2016 by Spain, which has the important task of assisting States and regional organizations in the implementation of the MPS Agenda, promoting the exchange of best practices in ways to strengthen women's participation in the security sector, peace processes and mediation efforts.

In December 2019, within the framework of the launch of the Uruguay-Canada co-chairmanship of the Network of Focal Points and in line with what was suggested by the Secretary General of the United Nations to move from rhetoric to action, a workshop in Montevideo, with the participation of different actors from the continent linked to this issue. This meeting allowed reflection on this relevant agenda not only for the maintenance of international peace and security but also for the construction and sustainability of peaceful, tolerant and inclusive societies.

2.2.2. Elsie initiative

It is an innovative multilateral pilot project that is developing and testing a combination of approaches to help overcome barriers and increase the meaningful participation of uniformed women in UN peace operations.

Uruguay is one of the eight countries (the only one in the Americas) that participates as a pilot in the Barrier Assessment implemented by the Geneva Center for Security Sector Governance (DCAF) and Cornell University, with the aim of identifying the obstacles that they exist to increase the participation of female personnel (military and police) in United Nations peace operations; and it is the only country that has carried out the evaluation both in the Armed Forces and in the Police. The

final report containing the results and recommendations arising from said evaluation would be an excellent input for this NAP.

Meaningful Participation

Meaningful participation is demonstrated by the presence and leadership of women in UN Peacekeeping Operations, at all ranks and functions. Women can participate meaningfully when they contribute to and are included in all aspects of mission and operational planning and decision-making processes; when they occupy operational positions of command and leadership, and non-traditional and non-stereotyped roles; when they have access to the same opportunities for training, promotion,

tion and career advancement than their male colleagues; when they hold positions in accordance with their training, rank and area of specialization; and when your workplace is free from all forms of bullying, harassment, and intimidation.

*In the PAN we have adopted this definition taken from the Elsie initiative

2.2.3. Generation Equality Forum

The Generation Equality Forum is a world meeting in pursuit of gender equality, convened by UN Women and co-chaired by the Governments of Mexico and France, within the framework of the 25th anniversary of the Beijing Declaration and Platform for Action. It is constituted as an international public dialogue for urgent action and accountability on gender equality, organized through six thematic Coalitions for Action. Coalitions for Action are innovative, multi-stakeholder global alliances involving governments, civil society, international organizations and the private sector, with the purpose of driving collective action, promoting greater public and private investment, and delivering results that really make a difference for women and girls around the world.

In accordance with the human rights agenda and the political guidelines of the Uruguayan State, our country is part of and leads the coalition for action against gender violence of the Foro Generación Equality, which is working on the definition of transforming and accelerating commitments of the agenda for equality of

gender. In this area, Uruguay is also a catalyst member of the Pact of Women, Peace and Security and Humanitarian Action.

2.2.4. Peacekeeping Action

Uruguay was part of a select group of United Nations member states that led the development of the Secretary-General's initiative entitled "Action for Peacekeeping" (A4P), and co-facilitated membership-level deliberations that resulted in the Declaration of Shared Commitments on peacekeeping operations. Likewise, it was one of the first countries to sign this Declaration, which today has the support of more than 150 member states.

The A4P initiative, particularly through its Declaration, seeks to renew the collective commitment to peacekeeping in the United Nations and strengthen it from various areas, including the MPS Agenda.

In the Declaration, the member states collectively committed to executing the MPS Agenda and its priorities, guaranteeing a meaningful and equal participation of women in all stages of peace processes, integrating a gender perspective in all the stages of analysis, planning, execution, as well as reporting. In this way, the commitment was renewed to increase the number of uniformed and civilian women in peace operations at all levels and in key positions (in accordance with the provisions of the Gender Parity Strategy of the Department of Peace Operations).

2.2.5. Commitment 2025 on the participation of women in peace processes

In September 2019, Finland and Spain launched, within the framework of the Network of Focal Points Women, Peace and Security, a joint initiative, signed by Uruguay, called “Commitment

2025” that establishes 10 specific commitments for the States and 5 requests addressed to the United Nations, aimed at guaranteeing by 2025 (year of the 25th anniversary of Resolution 1325) the full and effective participation of women in all peace processes .

3. Guiding principles

3. Guiding principles

The National Action Plan for the implementation of the MPS Agenda is inspired by a series of principles that guide Uruguay's actions in foreign policy, national defense policy and human rights. Likewise, it is prepared on the basis of the four pillars that arise from UNSC Resolution 1325 (2000) of the United Nations Security Council.

3.1. Principles that govern Foreign Policy

Uruguay's foreign policy is based on certain traditional pillars that have governed its actions throughout history, such as the defense of democracy and the rule of law, the commitment to multilateralism, including the purposes and principles of the Charter of the United Nations. The latter include the sovereign equality of States; the prohibition of the threat or use of armed force; the peaceful solution of international controversies, betting on dialogue and peace; non-intervention in the internal affairs of other States; the self-determination of peoples; and respect, protection and promotion of human rights and international humanitarian law.

Pillars of Resolution 1325 CS

Prevention

Women have a key role in the prevention and resolution of armed conflicts, as well as in peacebuilding processes.

Stake

Full participation of women on an equal footing with men, in the prevention and resolution of conflicts, in peace processes, in public institutions and in decision-making processes.

Protection

Protection of women and girls during and after armed conflicts.

Victim Relief and Recovery

Include a gender perspective in the planning and execution of activities related to the assistance and recovery of victims in armed conflicts.

These principles that Uruguay has historically defended and actively promoted in its international actions constitute a State Foreign Policy, supported by the political system as a whole, without prejudice to the different ideological or programmatic orientations that alternate in power based on the rotation connatural to our idea of democracy.

3.2. Principles that govern the National Defense Policy

In its contribution to the State's foreign policy, National Defense contributes to the preservation of international public goods such as the maintenance of international peace and security, support for disarmament and any solution to threats determined in the national context. and the overall.

National defense

Set of civil and military activities aimed at preserving the sovereignty and independence of our country, to preserve the integrity of the territory and its strategic resources, as well as the peace of the Republic; contributing to generate the conditions for the social welfare of the population. (Article 1, National Defense Framework Law 18.650/010)

Uruguay is one of the world's largest troop contributors and the largest per capita contributor to UN peacekeeping operations. This contribution to international peace and security is a State policy enshrined in the National Defense Framework Law. It constitutes a sovereign decision determined by

foreign policy to promote national interests in the international arena, the practice of measures of mutual trust and the promotion of relations of cooperation and respect between the different actors of the international community. The strengths

Armed Forces, made up of the National Navy, the National Army and the Uruguayan Air Force, constitute the military institution responsible for the military activities of national defense.

For its part, the National Defense Policy has a clear orientation towards human security at its different levels: individual, social and state, and establishes its strategic guidelines for an effective policy, based on two fundamental pillars:

Preserve sovereignty, independence, the integrity of the national territory, the rule of law, and democratic republican institutions, based on knowledge of and respect for Human Rights.

A multidimensional approach to National Defense, whose referent objects of security are people, society and the State. Among the proposed objectives, it is worth mentioning: ensuring the sovereignty of the State in the land, maritime, aerospace and cyberspace spaces; guarantee the peace of the Republic; ensure strategic alignment between Foreign Policy and National Defense; contribute to generating the conditions for human security and the social well-being of the population; contribute to the protection of the environment and guarantee the protection of strategic natural resources; and participate in missions abroad within the framework of international organizations and treaties in which the State

forms part, for defensive, humanitarian, stabilization or peacekeeping purposes.

Finally, consistent with the objectives, the Directives of the National Defense Policy were established for the period 2020-2025:

Continue with the integration of women at all levels of action in the National Defense and particularly in their participation in the Armed Forces.

Reaffirm as a State policy the presence of our country in peacekeeping missions in support of Foreign Policy, reinforcing the commitment in this area, including increasing the participation of women in peace processes and in the implementation of the Agenda MPS.

Human Security

An approach that helps States identify and overcome pervasive and cross-cutting challenges that affect the survival, livelihoods and dignity of citizens. It implies the right of all people to live free from fear and want, to equal opportunities and to fully develop their human potential. It demands people-centered responses. It recognizes the interrelationship of peace, development and human rights, and takes into account equally civil, political, economic, social and cultural rights...

(Resolution 66/290 of the United Nations General Assembly States of September 10, 2012)

3.3. Human Rights Principles

3.3.1. The defense and promotion of human rights

Uruguay's commitment to the protection of Human Rights is reflected internally as it is the center of all public policies promoted in the country, but it also has a very important external component that can be seen in the active participation of Uruguay in the various instances of the international system for the promotion and protection of Human Rights.

Likewise, to ensure this protection, the International Committee on Civil and Political Rights establishes in its General Comment No. 18 the obligation of the State to respect and guarantee all people their rights without distinction of any kind based on race, ethnicity, sex, language, religion, political or other opinion, national or social origin, economic position, or any other social condition.

3.3.2. Equality and non-discrimination

Resolution No. 32/2 of the United Nations Human Rights Council, of July 15, 2016, reaffirms that all human beings are born free and equal in dignity and rights, without distinction, highlighting non-discrimination in relation to gender identity or sexual orientation.

From a Human Rights framework, gender-based violence against women is understood as a violation of rights. This was declared at the II World Conference on

Human Rights, held in Vienna in 1993, instance in the

that the Declaration on the Elimination of Violence against Women was adopted, which was subsequently approved by the General Assembly of the United Nations. It defines violence against women as “Any act of violence based on belonging to the female sex that has or may result in physical, sexual or psychological harm to women, as well as the threat of such acts, coercion or arbitrary deprivation of freedom, whether it occurs in public or private life.”

For its part, the Inter-American Convention to Prevent, Punish and Eradicate Violence against Women (known as the Convention of Belén do Pará, 1994) puts on the table that this type of violence goes against human dignity and is a manifestation historically linked to unequal power relations between women and men.

General Recommendation No. 19 of the Committee for the Elimination of Discrimination against Women established the idea that “violence against women is a form of discrimination that seriously prevents them from enjoying rights and freedoms on an equal footing with men”, placing the responsibility on the State to adopt measures that guarantee women the right to a life free from gender-based violence, whether it is perpetrated by agents in the public or private spheres.

Uruguay has ratified the international mechanisms for the defense of human rights related to this issue, which obliges it to account for it in its national regulations, guaranteeing women a life free of gender-based violence.

Along these lines, at the national level, in December 2017, Law No. 19,580 on “Gender-based violence against women” was approved, which aims to guarantee the right of all women to a life free of violence based on gender. To this end, it establishes comprehensive mechanisms, measures and policies for prevention, attention, protection, punishment and reparation. It is a law of public order and general interest that marks a milestone in the design of public policies on the matter.

Article 4 of said law defines gender-based violence as a type of discrimination experienced by women directly or indirectly, and that affects all areas of their lives, freedom, dignity, security, as well as their physical integrity, psychological, sexual, economic and patrimonial, being therefore a form of violation of the fundamental Human Rights of women. This definition also incorporates violent behavior perpetrated by the State, as well as by public and private institutions.

In 2018, Law No. 19,643 on “Prevention and combat of human trafficking” was approved. Modifications to the Penal Code”, which aims to prevent, prosecute and punish human trafficking and exploitation, as well as care, protection and reparation for victims.

In that same year, Decree 137/18 approved the National Strategy for Gender Equality 2030, which is based on a human rights and sustainable development approach, understanding gender equality as an intrinsic component of inclusive and equal societies.

Finally, in 2019, Law No. 19,846 was enacted on "Approval of the obligations arising from international human rights law, in relation to equality and non-discrimination between women and men, including formal, substantive and recognition", which aims to guarantee equal rights and non-discrimination based on gender between women and men, including formal, substantive equality and recognition.

3.3.3. Comprehensiveness: Intersectionality and intersectorality

The perspective of intersectionality provides a broad conceptual framework for addressing equality and non-discrimination,

as well as gender-based violence, including in its analysis those other inequalities that converge and cause a greater violation of rights; that is, conditions that derive from the interaction of social, economic, political, territorial, cultural and symbolic factors.

Carrying out the MPS Agenda effectively requires a coordinated intervention of different sectors of the State

with national and international anchorage, building a comprehensive view of it that, in addition, includes generational, race and ethnicity, disability, gender identity, social class and the notion of territoriality as central intersectional approaches.



4. Time frame and methodology

4. Time frame and methodology

4.1 Marco Temporal

The National Action Plan is valid for four years (2021-2024). This duration allows several objectives to be combined: optimizing the efforts dedicated to drawing up the plan, having a period of validity that allows focusing on the application of the plan itself, including achievable objectives and evaluating its fulfillment, drawing conclusions that allow future improvements.

4.2 Methodology

The National Plan of National Action on the MPS Agenda has been prepared by the Inter-institutional Working Group created by Ministerial Resolution 296/20 dated July 29, 2020.



5. Expected results

5. Expected results¹

As expressed in the Introduction, the general vision of the PAN is as follows:

Within the framework of Uruguay's commitment to the MPS agenda, this first National Action Plan incorporates actions with the aim of promoting and incorporating analysis from intersectionality with a gender perspective in all peace and security activities and initiatives, fostering the participation of women under conditions of equality in representation mechanisms, in decision-making processes and in activities related to human security, strengthening the international response capacity to protect the civilian population in general. All this in accordance with the purposes and principles of the Charter of the United Nations and the principles of Uruguay's foreign policy.

Based on our country's commitment to equal rights and opportunities between women and men, this PAN constitutes an essential element to advance and consolidate concrete measures at the national and international levels in the security and peacekeeping sectors.

¹ The term Results (Long, Medium or Short term) is used instead of Objectives, so that both in the design and in the implementation of the PAN, the item or items to be achieved are clear and determined, and not are expressed as elements of desire or expression of achievement in the future.

Likewise, assuming that the MPS Agenda is valid beyond conflict and post-conflict situations and also applies to the construction and sustainability of peaceful, fair and inclusive societies, the PAN seeks to join forces and interrelate the public policies that are developed. at the national level in some of the issues that are transversal to the MPS agenda, such as gender-based violence, human trafficking and cybersecurity, which are even addressed in specific action plans.

In line with the general vision, the PAN contains three long-term results, namely:

- 1. Promote the gender perspective in all activities. data on peace and security**
- 2. Promote the human security approach with pers gender perspective**
- 3. Strengthen international response capacity vin linked to the MPS Agenda and the Protection of Civilians in Peace Operations, to promote a more just, peaceful and inclusive society.**

UNSC Resolution 1325 (2000) calls on the United Nations and its Member States to adopt measures to protect the civilian population during armed conflict and in post-conflict situations, with special emphasis on women and girls.

For this, it is necessary to design prevention strategies

Adequate monitoring and early identification of the signs that emerge from the field to agree on specific actions that allow preserving the physical and moral integrity of people.

Protection of Civilians

Most peace operations today have a mandate to protect the civilian population, which implies the use of all necessary means to prevent or respond to threats of physical violence against civilians, in line with the three pillars : protection through dialogue and links with the population; physical protection; establishment of a protective environment.

* This concept is based on the United Nations policy Nations for the protection of the civilian population in peace operations (2019)

The inclusion in peace missions of the mandate to protect civilians remains one of the most important measures adopted by the Security Council to improve protection on the ground. Indeed, to achieve sustainable peace it is essential that the civilian population be protected. It is not possible to consolidate a situation of stability based on political agreements that allow systematic violence against sectors of the population or that are incapable of putting an end to armed violence, human rights violations and transgressions of international humanitarian law. .

The participation and inclusion of women make humanitarian aid more effective, strengthen the protection efforts of peace operations, contribute to the culmination of peace negotiations and the application of the agreements reached,

they are important for the achievement of sustainable peace and accelerate economic recovery.

In this framework, the experience that Uruguay has acquired in the implementation of complex mandates that include the protection of civilians in certain peace operations, promoting a humanitarian and human rights approach, has allowed a unique accumulation of knowledge and good practices that we wish to disseminate as part of the implementation of this NAP.

In this regard, considering that nearly 70% of the members of the Uruguayan Armed Forces have participated in peace operations, this has led over the years to a model of action that distinguishes the Uruguayan contingents, which is It is reflected not only in its performance but also in its interaction with the destination society, showing signs of its commitment, solidarity and why not, bringing hope to local communities.

This experience has also shown that the participation of women in liaison teams has been essential for the effective protection of the civilian population and humanitarian assistance in the face of epidemics, for example, in the case of the Stabilization Mission in the Democratic Republic of the Congo. , ultimately contributing to the success of the mission. For this reason, another of the objectives of the Plan will be to promote this experience.

Even so, convinced that it is necessary to increase the full participation of women in peace operations, Uruguay intends to continue working on identifying the barriers and obstacles that affect them when they are deployed, developing actions to be able to overcome them.

Now, together with the protection of women and girls, the participation of women in all peace processes and their representation at all levels of decision-making related to

das with the prevention, management and resolution of conflicts, is a central theme of the MPS agenda.

In this sense, although progress has been made in recent years, in Latin America and the Caribbean the level of representation of women in peace processes, political positions and in the security sector in general continues to be low. , and Uruguay is no exception.

For this reason, local and national initiatives will be promoted that promote the participation of women in decision-making spaces and community organization and allow their voices and expectations to be heard, in order to achieve the construction of peaceful, fair and inclusive societies. For this, work will be done on training that enables the development of conflict resolution and prevention skills and initiatives.

Likewise, it is substantive to carry out constant work in prevention, reviewing the social norms that order the behavior of people and promoting the construction of safe spaces for all inhabitants, especially women, girls and boys, with the purpose to reduce the impact of gender-based violence in its different manifestations and spheres of incidence.

Uruguay therefore proposes actions aimed at deconstructing practices and behaviors that are detrimental to equal rights and opportunities, emphasizing the joint work of all parties involved, recognizing that gender-based violence is not a women's problem, but rather a violation of human rights whose impacts affect the entire society.

Likewise, we will focus on the young generations as protagonists of changes at the social, environmental, cultural,

among others. For this reason, the participation of young people will be encouraged, emphasizing their capacities and potentialities to influence their environment.

On the other hand, given the new challenging scenarios that are presented to us in which gender-based violence is manifested, such as in virtuality, and which also generate an ambiguous bridge between the public and private spaces, it is It will work on prevention through different lines of action, highlighting the importance of raising awareness, informing, promoting and educating in human rights, as well as more specific promotional actions such as training to generate new tools.

Likewise, with a view to generating alliances, training human resources and reinforcing the technical knowledge and political will necessary to advance in the implementation of the MPS Agenda, other objectives of the Plan are related to the dissemination of knowledge and training on the subject, both within institutions and at the level of civil society and academia.

Finally, based on the recognition obtained by the country both for its performance in peace operations and for its role at the multilateral level as a country that respects international law and promotes human rights, Uruguay will seek to maintain its leadership by actively participating in regional and multilateral forums that address the issue, such as the Network of Focal Points for Women, Peace and Security, the Latin American Association of Training Centers for Peacekeeping Operations (ALCOPAZ), the International Association of Training Centers for the Maintenance of Peace (IAPTC in English), the Peacekeeping Ministerial Conferences, the open debates of the Security Council, among others.



6. Monitoring and evaluation

6. Monitoring and evaluation

The National Action Plan on the "Women, Peace and Security" agenda is the result of a participatory and essentially changing process based on the very reality of the situations.

tions related to said Agenda.

Through the monitoring and evaluation of the PAN, Uruguay has a real opportunity to, on the one hand, evaluate its progress and results and, on the other hand, help build an evidence base that makes it possible to continue learning about the issues on the agenda. MPS that have been developed for many years.

The monitoring and evaluation will focus on the activities foreseen in the Results Matrix of the Plan, in order to visualize their degree of compliance, identify those changes that have already had to be implemented in the course of their execution and, above all, evaluate the results of the activities carried out.

The responsibility for monitoring the activities projected in the Plan will be in charge of an Inter-institutional Working Group, made up of all the institutions involved in its execution, which will be able to assess the relevance of having the support of external institutions to advise on this process.

The monitoring of the implementation of the PAN will be developed through three main axes:

Evaluation and monitoring platform – SIMORE (System of Recommendation Monitoring)

Medium term reports

Final report

The Group will hold regular meetings in order to maintain the application of the commitments assumed in the PAN and gradually adapt the application to the circumstances. Likewise, a meeting of the Group will be held every six months to monitor the activities carried out and the short-term results. The results of these meetings will be reflected in the corresponding follow-up reports.

6.1. Evaluation and monitoring platform

To evaluate the achievement of the activities foreseen in the matrix of objectives, the SIMORE Software will be used (System of Monitoring of Recommendations), taking into account the different indicators established in the development of the results

Two short term.

Decree 358/2016 establishes the Ela National Mechanism Elaboration of Reports and Follow-up of Recommendations of Uruguay, creating the Inter-institutional Network of Focal Points as the institutional articulation that will prepare the periodic and national reports before the United Nations human rights protection mechanisms, and establishing the SIMORE software as the online computer tool to be used, one of the tasks being the Inter-institutional Network to supply information to said SIMORE software.

The use of this pre-existing and publicly accessible system in the MPS National Action Plan will greatly facilitate the effort to carry out evaluation and monitoring, reinforcing the country's commitment to transparency, accountability and access to public information.

In the computer system, the members of the Working Group Inter-institutional for the monitoring of the Plan, the expected results of the PAN (instead of Recommendations), the different activities to be carried out and the deadlines to be met, among other variables necessary for the evaluation and monitoring of the Plan, will be entered.

same. The information uploaded in the system on the degree of compliance with the planned activities will allow the preparation of the medium-term reports as well as the final evaluation report of the PAN.

6.2. Medium term reports

Monitoring reports will be prepared every six months from the approval of the Plan, which will be presented to the competent authorities, within a period not exceeding sixty days thereafter. The preparation of these reports will be the result of the work of the Interinstitutional Follow-up Working Group.

6.3. Final evaluation report

Once the PAN has been finalized and based on the medium-term reports and the latest data from SIMORE, a final report will be prepared that accounts for the process of carrying out the activities (through their specific indicators) and the achievement (or not) of the different expected results in the design, which in turn is the basis for the development of a new National Action Plan, subject to budget approval.



7. Financing

7. Financing

Each institution participating in the PAN will carry out the activities contemplated therein with the human and financial resources that are allocated in the budget or through international cooperation.

To this end, the Interinstitutional Working Group in charge of its follow-up will coordinate with the national institutions responsible for planning and the national budget, a survey of the human and financial resources already available, as well as

as an estimate of the specific additional resources that may eventually be needed to implement all NAP activities.

Based on this estimate, the Ministry of Foreign Affairs will promote actions at the international level with a view to identifying possible additional resources from strategic partners that can contribute to the implementation of the PAN.

In recognition and thanks to the women and men of the Uruguayan Armed Forces who gave their lives to ensure lasting peace in countries torn apart by armed conflicts.

ANNEX I: Results Matrix

Objective Statement (results and products)	activities	Institutions charged with activities	Institutions associated	
Vision				
Within the framework of Uruguay's commitment to the "Women, Peace and Security" agenda, promote and incorporate analysis from intersectionality with a gender perspective in all peace and security activities and initiatives, promoting the participation of women in conditions of equality in representation mechanisms, in decision-making processes and in activities related to human security, strengthening the international response capacity to protect the civilian population in general. All this in accordance with the purposes and principles of the Charter of the United Nations and the principles of Uruguay's foreign policy.				
Long term result 1				
Promote the gender perspective in all activities on peace and security.				
Medium Term Result 1.1				
Existing barriers to the participation of women in Peace Operations identified and disseminated.				
Short-term result 1.1.1				
Significant participation of women in Peace Operations, identifying the barriers and obstacles that affect them at the time of being deployed.	Prepare an analysis document with the assessment of the results of the participation of Uruguay in the study of barriers to the deployment of female personnel in Peace Operations within the framework of the ELSIE Initiative of Canada, with the recommendations about the actions to follow .	MDN -MI		
	Complement the study of the barriers to increasing the participation of women in Peace Operations by conducting a qualitative survey of Armed Forces personnel on the following variables: functions/tasks to be performed in Peace Operations; adequate infrastructure; specific training needs.	MDN		
Medium term result 1.2				
Increased participation of women in Peacekeeping Operations and other related settings.				

	indicators		goals					Means of Verification	assumptions
	statement	Calculation formula	Quantity	Implementation term/year					
				2021	2022	2023	2024		
	Document prepared and disseminated at the level of the MDN and the institutions participating in the PAN.		1			X			
	Survey designed, applied and data processing performed		1			X			
	Final report		1			X		Final report made	

Objective Statement (results and products)	activities	Institutions charged with activities	Associated Institutions	
Short term result 1.2.1				
Actions developed to overcome the barriers that hinder a greater participation of women in Peace Operations and in other areas of public activity.	Carry out dissemination activities about rights, benefits and administrative procedures related to co-responsibility and care, with the aim of providing support and advice to civil servants.	MRREE – MDN - MI		
	Identify opportunities (initiatives, funds) that allow obtaining technical cooperation and/or financing to overcome the barriers detected and promote the participation of Uruguay in them.	MRREE		
	Increasing the capacity of day care centers to care for children/ care of military personnel providing an adequate environment for the families of the women deployed in the Peacekeeping Missions.	MDN		
	Incorporate into the Peacekeeping Operations curriculum, specific training for women in leadership roles, according to the profiles required for the positions offered by the UN.	MDN		
	Carry out an annual dissemination campaign on the entry conditions and possibilities for women in military and police activities in the different Units of the Armed Forces and the National Police.	MDN - MI		
	Train people in leadership positions on gender and gender analysis to facilitate the participation of women in all activities.	MDN – MRREE	ME	

	indicators		goals					Means of Verification	assumptions	
	statement	Calculation formula	Quantity	Implementation term/year						Achievements
	Dissemination activities aimed at all civil servants on rights, benefits and administrative procedures.	Simple sum	1		x	x	x		Minutes of activities carried out	
	Number of opportunities identified	Simple sum		x	x	x	x		Associated Docs	
	Number of places created in daycare centers for children of military and police personnel.	Simple sum of places created	?				x		List of places before and after the reform	
	Number of trainings carried out.	Simple sum	?			x			Training records and materials used	
	Number of trained women in leadership positions.	Simple sum	?			x			Lists of attendees and graduates	
	Number of campaigns carried out: brochures, means of dissemination used, estimated scope.	Simple sum	4	x	x	x	x			
	Number of trainings carried out.	Simple sum	1	x	x	x	x		Minutes or course certification notes	
	Number of trained personnel (disaggregated by sex).	Simple sum		x	x	x	x		Minutes or course certification notes	

Objective Statement (results and products)	activities	Institutions charged with activities	Associated Institutions	
Short term result 1.2.2				
Conflict resolution and prevention skills and initiatives developed and implemented.	Participate in the Network of Women Mediators of the Southern Cone.	MRREE		
	Identify other actors at the national level who are involved in mediation issues and invite them to participate in the network.	MRREE	ME	
		MRREE	ME	
	Seek the support of UN-WOMEN and other institutions to train civil servants in conflict resolution and prevention, and in international and local mediation.	MRREE	MI- MDN	
Medium term result 1.3				
Role of women in decision-making related to their respective security needs promoted.				
Short-term result 1.3.1				
MPS Agenda and gender perspective promoted in the institutional sphere at the national level.	Continue with courses on gender in the different training centers of the MDN and officials of the MI.	MDN - MI		
	Training in contents of the Women's Agenda for Peace and Security and related topics, to deepen the incorporation of this line of work in the institutions.	MDN – MRREE		
	Incorporate training and training thematic units that deal with the "Women, Peace and Security" Agenda, in the training of diplomatic officials in the basic and refresher courses of the Artigas Institute of the Foreign Service.	MRREE		
	Training for gender institutions, with a focus on working with Territorial Gender Referents, in mediation and conflict resolution tools.	INMUJERES – MRREE		

	indicators		goals						Means of Verification	assumptions
	statement	Calculation formula	Quantity	Implementation term/year			Achievements			
	Number of exchanges and instances within the framework of the Network of Women Mediators.	Simple sum			x	x	x			
	Number of actors identified.	Simple sum			x	x	x			
	Number of invited actors.	Simple sum			x	x	x			
	Number of instances or actions in pursuit of training.	Simple sum			x	x	x			
	Number of training courses carried out	Simple sum			x	x	x	Minutes or course certification notes		
	Number of students who took the courses	Simple sum			x	x	x	Records or notes of training certification		
	Training carried out					x		Training minutes		
	Number of people trained	Simple sum				x		Training minutes		
	Number of thematic education and training units imparted.	Simple sum				x	Embedded Thematic Unit Course Programs			
	Training developed					x				

Objective Statement (results and products)	activities	Institutions charged with activities	Associated Institutions	
Medium-term result 1.4				
Incorporate analysis based on gender in the activities carried out by State institutions linked to peace and security.	Develop training on gender-based analysis in participating institutions.	MRREE – MDN – MI		
Long term result 2				
Promote the human security approach with a gender perspective.				
Medium-term result 2.1				
Human security approach with a gender perspective promoted in the institutional sphere.	Develop a dissemination seminar to introduce the human security approach contained in the National Defense Policy.	MDN – MRREE – SDH	ME	
Medium term result 2.2				
Hierarchize the main MPS areas at the national level.				
Short-term result 2.2.1				
Importance of the "Women, Peace and Security" agenda announced at the national level.	Carry out dissemination actions (press releases, conferences, presentations, accountability, among others) of the National Action Plan at the local level.	MRREE – MDN – SDH	ME	
	Develop specific activities (talks, workshops) related to the MPS agenda in the study areas of the Bachelor of International Relations (UdelaR)	MRREE – MDN	ME	
	Promote the drafting of academic articles on the theme of Women, Peace and Security.	MRREE – MDN		

	indicators		goals					Means of Verification	assumptions
	statement	Calculation formula	Quantity	Implementation term/year			Achievements		
	Number of trainings developed	Simple sum				x		Training minutes	
	Seminar developed					x		seminar minutes	
	Number of annual dissemination actions.	Simple sum		x	x	x	x	Acts or minutes	
	Number of activities carried out.	Simple sum	4		x	x	x	Minutes or minutes of activities	
	Number of articles scholars on the subject of women, peace and security.	Simple sum			x	x	x	Articles	

Objective Statement (results and products)	activities	Institutions charged with activities	Associated Institutions	
Medium term result 2.3				
Experiences, lessons learned and good practices of Uruguay's participation in Peacekeeping Operations are disseminated.	Informative days for the dissemination of the activities and experiences of women and men in Peace Operations, in the national public and private sphere.	MDN	ME	
	Carry out at least one academic activity at the Artigas Institute of the Foreign Service in order to disseminate the experience of women and men in Peacekeeping Operations.	MRREE	ME	
	Produce a publication that consolidates the lessons learned and experiences gathered by the Armed Forces. Uruguayans in Peacekeeping Operations and their contribution to the MPS Agenda.	MDN	ME	
	Incorporate the experiences and activities in Peacekeeping Operations into the web dissemination systems of the MDN.	MDN	ME	
Medium term result 2.4				
Promote digital security with a gender perspective in the population, with an emphasis on the young generations.				
Short-term result 2.4.1				
Contribute to the deconstruction of traditional and hegemonic gender stereotypes, through communication to citizens and education in digital security.	Incorporation of workshops on gender-based violence, with a focus on digital violence (virtual harassment, grooming) in a seminar on human rights in agreement with ANEP Teacher Training.	UNWOMEN		
	Preparation and dissemination of a campaign to prevent the safe and responsible use of social networks, aimed mainly at adolescents and young people, with a focus on manifestations of gender-based violence (consent, virtual harassment, grooming, humiliation, among others).	UNWOMEN	ME	
	Incorporate non-hegemonic masculinities as a central theme in one of the next editions of the Violence-Free Dating Campaign.	UNWOMEN	MDN - MI -MRREE	
	Develop a national campaign in order to promote co-responsibility, non-hegemonic masculinities and the overcoming of barriers that hinder a greater participation of women in different areas of public activity.	MRREE - MDN - SDH – IMWOMEN – MI		

	indicators		goals					Means of Verification	assumptions
	statement	Calculation formula	Quantity	Implementation term/year			Achievements		
	Number of annual conferences held.	Simple sum	?			x	x		Minutes or list of conference attendees and work plan
	Number of academic activity carried out	Simple sum	4			x	x		Minutes or list of attendees to the academic activity and work plan
	Number of publications made at the national and regional/international level.		1				x		publication
	Number of additions to web systems.	Simple sum			x				Website
	Number of workshops incorporated to Seminars	Simple sum	1						Minutes of held workshops or list of attendees
	Spot or similar of advertising campaign	Simple sum	1						Spot or similar advertising campaigns carried out.
	Spot or similar campaign, masc theme. non-hegemonic incorporated		1						Spot or similar advertising campaigns carried out.
	Spot or similar of advertising campaign	Simple sum	1						Spot or similar advertising campaigns carried out.

Objective Statement (results and products)	activities	Institutions charged with activities	Associated Institutions	
Long term result 3				
Strengthen the international response capacity linked to the MPS Agenda and the Protection of Civilians in Peace Operations, to promote a more just, peaceful and inclusive society.				
Medium term result 3.1				
Uruguay leading the agenda on MPS and human rights at the regional and international level.				
Short-term result 3.1.1				
Regional and international initiatives on the MPS Agenda promoted.	Workshop with the participation of national and foreign experts, and members of specialized organizations, in order to raise awareness about the importance of the MPS Agenda.	MDN – MRREE – SDH	ME	
	Carry out an activity of the Network of Focal Points for Women, Peace and Security with a focus on the region.	MRREE		
Short-term result 3.1.2				
Experiences and good practices of the "Women, Peace and Security" (WPS) agenda shared at the regional and international level.	Include gender equality, the prevention of gender-based violence against women and the MPS agenda in Bilateral Political Dialogues with third countries.	MRREE	ME	
	Actively participate in regional and international forums promoting gender equality and the MPS Agenda.	MRREE – MDN	ME	
	Share experiences and good practices in relation to the MPS Agenda at the Ministerial Conferences.	MRREE – MDN	ME	

	indicators		goals						Means of Verification	assumptions
	statement	Calculation formula	Quantity	Implementation term/year				Achievements		
	Number of annual workshops held.	Simple sum	8				x		Minutes or list of workshop attendees and work plan	
	Activity performed.		1	x					Minutes or list of attendees to activity	
	Number and name of the countries with which Uruguay has developed a bilateral dialogue in relation to the MPS agenda.	Number of instances that include prevention /Total instances * 100	80%	x	x	x	x		Minutes of meetings	
	Number and context of Uruguay's annual participation in international forums in relation to the MPS agenda.	Number of forums attended / Total forums *100	100%	x	x	x	x		Minutes or minutes of forums	
	Number of Ministerial Conferences in which experiences and good practices were shared in relation to the MPS agenda.	No. of conferences where MPS exp and bp are shared/ total conferences Ministerial *100	100%	x	x	x	x		Minutes or minutes of conferences	

Objective Statement (results and products)	activities	Institutions charged with activities	Associated Institutions	
Short-term result 3.1.3				
Shared experiences on the role of Uruguayan women in the UN Peace Mission in the DRC and the response to COVID-19 as a case study of Uruguay's expertise.	Seminars on the experiences of personnel deployed in the UN Peacekeeping Mission in the DRC and the response to COVID-19 as a case study of Uruguay's expertise.	MDN – MRREE		
Short-term result 3.1.4				
Uruguayan experience in the use of the Liaison Teams as organic elements of the Battalions deployed in the Democratic Republic of the Congo, for the effective protection of the local population and humanitarian assistance in the face of the Ebola and COVID-19 epidemics is disseminated.	Carry out information sessions in the different military and police spheres, on the role of the Liaison Teams (Military Units), made up mostly of women, as a way of promoting the participation of female personnel in Peacekeeping Operations.	MDN	ME	
	Seminar on the experience of Uruguay in the formation, training and deployment of Liaison Teams in Uruguayan units in peacekeeping missions, at the national, regional and international levels.	MDN – MRREE	ME	
Medium term result 3.2				
Policies and practices for the protection of the civilian population, particularly women and children in contexts of promoted armed conflicts.				

	indicators		goals					Means of Verification	assumptions
	statement	Calculation formula	Quantity	Implementation term/year			Achievements		
	Number of seminars held	Simple sum			x			Minutes or list of seminar attendees	
	Number of workshops held, territorial and personal scope (number of participants).	Simple sum	1		x	x	x	Minutes of the conference	
	Number of people attending the information sessions (disaggregated by sex).	Simple sum			x	x	x	List of conference attendees	
	Number of events, academic and training sessions held at the national and regional level/ International.	Simple sum				x		Minutes of the conference	

Objective Statement (results and products)	activities	Institutions charged with activities	Associated Institutions	
Short-term result 3.2.1				
Promote the humanitarian and human rights approach of Uruguay in the protection of the civilian population, strengthening its protection in contexts of armed conflicts.	Dissemination seminar on the impact of the activities carried out by the military units deployed in Peace Operations in terms of protection of the civilian population, particularly women and children.	MDN-MRREE		
	Informative day on the Uruguayan approach to carry out activities on the ground, which is fundamentally evidenced in the tasks that the Military Units carry out for the protection of the population, at the national, regional and international levels.	MDN - MRREE		
	Systematize training on Peace Operations issues in the curricula of military training centers.	MDN		
	Promote the preparation of academic articles on the role of the Uruguayan contingents in safeguarding human rights and the protection of civilians in Peace Operations.	MDN		
Short-term result 3.2.2				
Promote the exchange of experiences in multilateral bodies on the promotion of policies for the protection of the civilian population in conflict contexts.	Identify multilateral bodies to promote the exchange of experiences on the protection of the civilian population in conflict contexts.	MRREE		

	indicators		goals					Means of Verification	assumptions
	statement	Calculation formula	Quantity	Implementation term/year			Achievements		
	Number of seminars held.	Simple sum	1	x	x	x		Seminar minutes or similar	
	Number of seminar attendees (disaggregated by sex).	Simple sum	2	x	x	x		List of attendees	
	Number of events and conferences held at the national and regional/inter national levels.	Simple sum	3	x				Minutes of events and/or conferences held	
	Number of publications made at the national and regional/ international level.	Simple sum	4	x				Publication in paper or digital link	
	Updated curricular programs	Simple sum	?		x	x		curricular programs	
	Number of items scholars on the role of the Uruguayan contingents in safeguarding human rights and the protection of civilians in Peace Operations.	Simple sum	5	x	x	x		Publishing articles in paper or digital link	
	Number of identified instances.	Simple sum	6	x	x	x		Minutes of instances	

Objective Statement (results and products)	activities	Institutions charged with activities	Associated Institutions	
Medium term result 3.3				
Prevention and combat of Human Trafficking.	Promotion of public campaigns to raise awareness and prevent human trafficking and exploitation at the national level.	MRREE- MDN -SDH - MI		
	Training of officials and actors involved in the processes of trafficking and exploitation.	MRREE- MDN -SDH - MI		
	Implementation through the Uruguayan Consulates (especially those on the border) abroad of Law No. 19643 - Law to Prevent and Combat Trafficking in Persons	MRREE - MI		
Long-term result 4				
NAP monitoring and evaluation system established				
PAN evaluation and monitoring platform designed and in operation through the SIMORE platform	Design and put into operation the PAN evaluation and monitoring platform.			
	Carry out mid-term annual evaluation and monitoring reports of the PAN			
Mid-term evaluation and monitoring reports carried out	Preparation of the final report of the PAN			
Final evaluation report of the PAN carried out				

	indicators		goals						Means of Verification	assumptions
	statement	Calculation formula	Quantity	Implementation term/year				Achievements		
	Number of campaigns carried out.	Simple sum				x			Spots or similar from campaigns carried out	
	Number of trainings carried out.	Simple sum			x	x	x		Training minutes	
	Number of officials/ the qualified	Simple sum			x	x	x		Lists of trained officials	
	Numbers of implementation initiatives.			x	x	x	x			
	platform in operation	0 - Has no platform Monitoring and Established monitoring 1- It has a monitoring platform Monitoring and Monitoring established	1	x	x	x	x		web platform	
	Annual report made		1	x	x	x	x		Annual report delivered	
	Evaluation and monitoring documents delivered	Simple sum	4	12/2024					Report delivered	
	Final report made		1	12/2024					Report delivered	

ANNEX II: Institutional Description

Ministry of Foreign Affairs

The defense and promotion of Human Rights and fundamental freedoms, of International Humanitarian Law, of the Protection of Civilians in armed conflicts, of the Rights of Women and Gender Equality, of the Rights of Children, already integrate inherently Uruguay's Foreign Policy Agenda, reflecting abroad values and principles that intrinsically identify and unite us as a Nation.

Along these lines and in line with the country's commitment to maintaining international peace and security, the Ministry of Foreign Affairs has played an active and leading role in relation to the Agenda on "Women, Peace and Security", both international, regional and national level.

The active participation of the Foreign Ministry in the initiatives launched at the multilateral level to advance in the implementation of this agenda is highlighted, such as: the Network of Focal Points, which we have integrated since its launch in 2016; the Group of Friends on Women, Peace and Security that we also belong to; Commitment 2025 for the participation of women in all peace processes that we signed in 2019; and the organization of two Open Debates in Formula Aria format during the

Uruguayan membership in the United Nations Security Council during the 2016-2017 biennium that addressed this issue.

In terms of Human Rights, the Ministry of Foreign Affairs actively participates in all multilateral and regional spaces where the issue is directly or transversally addressed, both within the United Nations and the Organization of American States, coordinating at the national level. The submission of reports to the treaty bodies and the follow-up of recommendations are now national.

Regarding gender and climate change, Uruguay has also advanced in the integration of the gender perspective in the country reports presented before the monitoring bodies established within the framework of the United Nations Framework Convention on Climate Change, with the active participation of the Ministry of Foreign Affairs.

Likewise, this portfolio integrates various national coordination areas, highlighting its active participation in the National Support System for Peace Operations (SINOMAPA), the National Council for the Prevention and Combat of Trafficking and Exploitation of Persons, the National Board of Migration – chaired by the Foreign Ministry – and the National Gender Council.

Finally, in terms of consular assistance, the Foreign Ministry, through the Compatriot Assistance Office and its Consulates abroad, accompanies and assists compatriots in situations related to gender-based violence, human trafficking, sounds, among others.

Internally, during this year the Specialized Gender Unit was created, in compliance with the provisions of article 255 of Law 19,924 of December 18, 2020, and the First Gender Action Plan of the Ministry of Education was approved. Foreign Relations, whose implementation is underway.

Ministry of National Defense

The MDN and the Armed Forces. They have contributed to the MPS Agenda with specific policies and actions linked to their role as a country that contributes troops to the UN Peacekeeping Missions, in accordance with the State's foreign policy.

The process of incorporating women into the military career has been consolidated, without restrictions by weapon or specialty, which includes their participation in Peacekeeping Missions.

Since 2012, the MDN has had a Specialized Gender Commission with responsibility for gender awareness, and participation in national bodies for the prevention of gender violence.

SINOMAPA, as the body responsible for coordinating and advising on Uruguay's participation in Peace Operations, has systematized information in

including an MPS section that tracks the participation of women.

Regarding training on the MPS Agenda, at the Center for Higher National Studies, since 2013 a Course on Gender in Defense issues has been taught and the ENOPU offers an annual regional seminar on the MPS Agenda and Peace Operations; all these activities are open to the general public.

In the specific field of Peacekeeping Operations, since 2008 the ENOPU has been responsible for providing this training to personnel prior to their deployment in Peacekeeping Missions, and has become a regional benchmark in the field, including areas such as the protection of human rights, child protection and conflict-related sexual violence. The training provided by the ENOPU is complemented by the pre-deployment training workshops organized and coordinated by the General Directorate of Defense Policy of the Ministry of De

National Defense, aimed at personnel about to be deployed in a UN Peacekeeping Operation.

The MDN has assumed the responsibility of maintaining the highest standards of conduct of the personnel that are deployed, issuing specific regulations that incorporate them and that establish disciplinary procedures in case of non-compliance. All this has resulted in great efficiency in the performance of the personnel deployed in the Peacekeeping Operations, with a relevant role in the prevention and mitigation of violence related to the conflict; in their various functions and operations, they allowed the development of a more effective protection of the civilian population.

Ministry of Interior

In 1914, the Ministry of the Interior included women in its police activities and in 1931, by Resolution of President Terra, six women were hired for civil guards, and in 1943 the Women's Police Corps was created. Surveillance and Security. Beginning to work on the gender perspective and increasing the number of women and the creation of the Police Station for Women and the Police Station for Abandoned Minors, the issue of domestic violence and sexual crimes.

Actions are currently being carried out to guarantee equal rights and opportunities between men and women, incorporating the perspective of human rights, gender and diversity in public security policies and in human management and development policies. The priority focus of these policies is the strengthening and professionalization of the police response on issues of domestic and gender violence, as a way to improve access to justice for women, children and adolescents.

For this purpose, Departmental Directorates were created. Specialized in Domestic and Gender Violence (19 in total, one per department) and the Police Stations Specialized in Domestic and Gender Violence (51 nationally) throughout the country, the creation of the Department of Gender and Diversity in the National Rehabilitation Institute, the creation of the Service of Gender in Health, elaboration of a Practical Guide for the

Police training with a gender and sexual diversity approach, as well as the development of an inclusive language guide.

The participation of the MI in two large inter-institutional projects stands out: Trust Fund - Project "Uruguay United to end violence against women, girls and adolescents", and the "Comprehensive Program to Fight Gender Violence".

Likewise, in the articulation and coordination with other institutions involved in the subject in order to give a comprehensive response to the phenomenon, it integrates the following spaces: Council National Gender; National Advisory Council for Life Free of Gender Violence towards Women; National Council to Prevent and Combat Trafficking and Exploitation of Persons; Comprehensive System for the Protection of Children and Adolescents against Violence (SIPIAV); National Committee for the Eradication of Commercial and Non-Commercial Sexual Exploitation of Children and Adolescents (CONAPEES); Honorary Commission Interinstitutional of the Observatory on Violence Based on Gender towards Women; Open Government; Special Reparation Commission for Trans People; Honorary National Commission for the Protection of Sex Work; National Coordinating Council for Public Policies on Sexual Diversity; National Consultative Council for Racial Ethnic Equity and Afro-descendants; Honorary Commission against Racism, Xenophobia and all other forms of discrimination; Interinstitutional working group for the design and elaboration of the First MPS National Action Plan.

The Directorate of the National Police contributes with police personnel deployed in UN Peacekeeping Missions, Political Missions and Personnel in Professional positions of the UN Police Division. Adopting SCR 1325, women have been deployed since 2006, having increased by 45.45% of the total personnel enrolled, one of the highest figures in Latin America.

Secretariat of Human Rights

The Human Rights Secretariat of the Presidency (SDH) of the Republic is, as of 2013, the governing unit of the human rights approach (HR) of the Uruguayan State. As such, its fundamental role is the mainstreaming of this approach in the design, implementation and evaluation of public policy, having within its strategic objectives the development of said policies and the generation of institutions with a human rights approach.

Within the framework of these strategic objectives, the SDH actively participates in the Meeting of High Authorities on Human Rights and Chancelleries of Mercosur and Associated States (RAADH), being a focal point in four of the nine Permanent Commissions of the XXXV RAADH, including that of Gender and Human Rights of women and Discrimination Racism and Xenophobia.

It is also part of the National Council for the Prevention and Combat of Trafficking and Exploitation of Persons (this being the governing body in the prevention and combat of trafficking and exploitation) and of the National Commission for Human Rights Education (CNEDH), where Gender issues have a prominent place.

National Institute for Women of the Ministry of Social development

The National Institute for Women (Inmujeres) created in 2005 under the Ministry of Social Development (Law No. 17,866), is the governing body for gender policies, responsible for the promotion, design, coordination, articulation and execution of public policies from a gender perspective, as well as their monitoring and evaluation, with the aim of guaranteeing the human rights of all women and achieving gender equality.

Our country has inter-institutional councils for the design, implementation and evaluation of policies for gender equality, created by law and chaired by InMujeres:

The National Gender Council (CNG) created by Law No. 18,104 of 2007, is made up of the highest State authorities and representatives of different social sectors (academy, business, trade union movement, women's and feminist movement).

Its main objective is to define the strategic lines of public gender policies in Uruguay.

The National Consultative Council for a Life Free of Gender-Based Violence against Women (CNC) is created by Law No. 17,514 of 2002 and strengthened by Comprehensive Law No. 19,580 on Gender-based Violence against Women of 2017. The CNC It is made up of different State agencies with competence in the matter and representatives of organized civil society. Among its main tasks are advising the Executive Power; ensure compliance with Law 19,580; design, supervise and monitor national plans against Gender-Based Violence against Women as well as other specific plans, programs and actions for the implementation of this law; articulate the implementation of sectoral policies to combat gender-based violence against women.

The National Council for the Prevention and Combat of Human Trafficking and Exploitation (CNTE) is created by Law No. 19,643 of 2019 as the governing body in the matter. It is made up of State agencies with direct competence in the matter and civil society organizations. One of its main tasks is to design and approve public policy and the national trafficking plan; as well as ensuring the effective prosecution of traffickers and exploiters, and the due protection, attention and reparation of the victims.

At the regional level, InMujeres integrates and participates in the Meeting of Ministers and High Authorities for Women (RMAAM) of MERCOSUR. The RMAAM is a space for intergovernmental coordination on public policies related to gender and trafficking issues, and which brings together the main authorities of the MERCOSUR National Mechanisms for Women, as well as International Organizations, representatives of civil society and the academic field.

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Uruguay **Presidencia**

Ministerio **del Interior**

Ministerio **de Relaciones Exteriores**

Ministerio **de Defensa Nacional**

Ministerio **de Desarrollo Social**