

QUICK GUIDE TO ADDRESS WOMEN'S ISSUES DURING THE UNIVERSAL PERIODIC REVIEW ON URUGUAY¹

These Guides include:

- A list of issues mentioned in the National Report, the Compilation of official UN Documents and the Summary of Other Stakeholders Submissions, with references to the particular paragraphs in which they can be found.
- The full text of those paragraphs
- A reference to "gaps", that is, issues on which the National Report should/could have applied a gender perspective but failed to do so.
- In those cases in which the Sexual Rights Initiative has submitted reports, we have included an Annex with our recommendations.
- In all cases we have included suggested recommendations from the Treaty Bodies and civil society submissions.

References in the two working languages of the Council (English and French) have been kept in their original language. References in Spanish from the Summary of Stakeholders have been translated into English.

Issues are highlighted. References from the National Report are *in Italics*. All women's rights issues (included sexual rights' issues related specifically to women) are referred to in this Guide. Other sexual rights issues are referred to in the Sexual Rights Guides for each state under review

CEDAW ratified, OP-CEDAW ratified, Palermo Protocol ratified, Rome Statute ratified. The Committee on the Elimination of Discrimination against Women (CEDAW) encouraged Uruguay () to accept, as soon as possible, the **amendment to article 20**, paragraph 1, of the Convention concerning the meeting time of the Committee (Para 1, Compilation).

Gaps

The National Report should/could have applied a gender perspective -that is, make reference to how the issue affects women and men in particular ways- but failed to do so in the following sections: Right to the freedoms of expression, information and public transparency (21-23), Right of access to justice (24-25), Right to the truth, justice, memory and compensation, and guarantees of non-repetition (28-34), Action to combat poverty and social exclusion (41-42), Right to education (43-47), Right to adequate housing (56,57), Right to a healthy environment (58-60), Right to food (61-62), Right to culture (63-64), Rights of elderly persons (73), Rights of indigenous peoples (81), Rights of migrants and refugees (88).

ISSUE	N Report	Compilation	Summary
Abortion		High rates of teenage/young women pregnancies. High rates of maternal mortality	Increase of maternal mortality rates related with illegal abortions. Ministry directive instructing health

¹ These Guides were produced by the Sexual Rights Initiative, a coalition of organizations based in Africa, Asia, Eastern Europe, Latin America and North America whose mandate is to advance women's issues broadly and sexual rights issues in the Human Rights Council. For questions, comments, suggestions please contact Alejandra Sardá-Chandiramani at alejandra@mulabi.org

		because of unsafe abortions. Need for effective measures to prevent unsafe abortion and its impact on health (35)	providers to advise about less risk abortive methods, only applied in metropolitan public health facilities (43)
Domestic workers	Domestic service act (53)		
Domestication of CEDAW		Call for domestication of CEDAW and definition of discrimination. (2)	
Early / forced marriage		Need to raise minimum age of marriage to 18 years (13)	
Equality and Non discrimination		Poor knowledge of the Convention and OP. Poor information on remedies for protection of women's rights (6). Reports on measures taken to achieve de facto gender equality requested (47)	No constitutional status of gender equality (18). Need to train government officials training on gender issues (14). International standards not applied by magistrates, practically no jurisprudence on gender (19).
Ethnic Minority women		Poverty and multiple discrimination. Need for measures. Need to recognize their contributions to the economy and integrate gender perspective in development programs. (40)	No special measures for Afro-descendent women in spite of high rates of school dropout, under qualified jobs, lower wages than other women. (23)
HIV/AIDS		Increasing rate among women. Need for comprehensive measures. (34)	
Laws that discriminate against women		Need to eliminate Civil (13) and Penal Code (14) discriminatory provisions	
Patriarchal attitudes/stereo types		Need for measures to achieve equality, esp. in workplace and politics. Need to eliminate social stereotypes on family and society women roles. (15),(28).	
Public and political participation	Low rate of participation in government. Parliament seats: 12.3%. Ministerial	Need for strategies for greater participation, esp. in decision-making/ enactment of quotas and political parties laws.	Low rates of women in government posts. No women in Supreme Court. Low rate of representation in labour unions and business

	posts: 30% (19)	Training programs including indigenous and Afro-descendent women (28)	associations (20)
Reproductive health/rights	National Women's Health and Gender Programme (51)		Need to include SSRR as priority action line in Youth State policies (12). Sexual education not included in curricula, obstacles to access to contraceptives methods, criminalization of abortion in all cases (42). High breast and cervix cancer rates/ feminization of HIV-AIDS requires massive awareness-raise campaigns. Large number of SSRR programs and services offered by the State. Assessment and recommendations on them. (44). Bill on SSRR that includes decriminalization of abortion, formal sexual education, universal access to contraception vetoed by President. (45). Need to guarantee adequate pre and post abortion care, and access to SSRR services throughout the country (43)
Right to education		Girls: high rates of repetition in primary school /dropout in secondary school. Pregnant adolescents expelled of. Need for special measures (37)	
Right to social security	Benefits for working mothers (55)		
Right to work	Higher unemployment rate, wage gap. Unremunerated work: 73.2 % correspond to women. Guaranteed right of pregnant women to work, maternity benefits and paternity leave (54).	Higher rates of underemployment /unemployment, esp. rural areas. Significant salary gap. No national programs to prevent discrimination in workplace. Need for measures and legislation (Para 29), Need to repeal exception to discrimination related with sex-specific jobs	Domestic work falling on women only. Wage gap and discrimination in the labour market Instruments to protect women's work exist, but have not been fully used (39)

		(15). Full wages in maternity leave, breaks for breastfeeding, paternity leave. (43).	
Rights of girls		33% victims of physical/psychological abuse (19)	
Rural women	Rural workers Act (53)	High disparities on economic and work situation. Lack of policies (33)	
Sexual Violence	Bill on sexual harassment in workplace and education (52)	Need to criminalize marital rape (18)	Need for harmonization of Penal/ Penal Procedural Codes with international standards, examples of patriarchal contents (18)
State Institutions/ Plans of Actions	National Women's Institute. National Plan for Equality of Opportunity and Rights. Gender mechanisms in ministries (65)	Concerns about NWI's capacity and budget (6) Adoption of plans welcomed (8)	Concerns about NWI's budget and status. Only one Gender Commission in the Legislative power, with a temporary status (11)
Trafficking of women/ Forced prostitution	Migration Act: trafficking as an offence (39).	Lack of effective measures to halt women and girls' sexual exploitation. Need to intensify combat, compile information, establish a comprehensive strategy (21)	Lack of campaigns /massive plans to combat trafficking of persons. No Action plan promulgated (47)
Violence against Women /Gender Violence	National Plan. Domestic violence included in health policies: compulsory attention in public and private centres. (67)	Need for a statistical data system, shelters and crisis centres for victims. Counselling services, awareness-raising programs to judicial personnel, police, legal and health agents. (19).	Increasing rate of denounces of domestic violence. Judicial training and resources are insufficient. Public and non-government services are overwhelmed by the demand. (24)
Women in prison	House arrest for pregnant women. Remission of penalty system (83)		Prison overcrowded. Lack of enforcement of the right to conjugal visits, and of house arrests for pregnant/breastfeeding women. (30)

Abortion

CEDAW remained concerned at the high pregnancy rates among teenage and young women and at the high incidence of high maternal mortality, the leading cause of it being the practice of unsafe abortion. It regretted that no strategies for the reduction of maternal

mortality had been developed and that maternal health policies did not include attention to complications arising from unsafe abortion. CRC expressed similar concerns. (Para 35, Compilation)

Instituto de Estudios Legales y Sociales del Uruguay (IELSUR) reported that domestic legislation criminalizing abortion has not been amended, ignoring the number of illegal abortions and its direct link with the high maternal mortality rates. According to Comité Latinoamericano para la Defensa de los Derechos de la Mujer (CLADEM) the exponential increase in the number of death by abortions performed in unsafe conditions lead the Ministry of Public Health in 2004 to establish the obligation for health professionals to inform on the least risky methods for abortion but later on the same Ministry issued other directives restricting access to Misoprostol. CLADEM points out that more than 4 years later, pre and post-abortion counselling is not provided in most public hospitals. Grupo EA-Uruguay and Sexual Rights Initiative (JSI) states that this obligation is only enforced in some public health facilities in the metropolitan area (Montevideo-Canelones) but not in privately owned health centres or in public health facilities in the interior of the country (Para 43, Summary)

Domestic workers

The *Domestic Service Act* provides for equality between domestic and other workers and is regarded as one of the most advanced texts in the region (Para 53, NR).

Domestication of CEDAW

While noting that the Uruguayan Constitution enshrines the principle of equality between men and women, CEDAW, in 2008, called on Uruguay to take urgent steps to fully incorporate the Convention and the definition of discrimination against women as contained in article 1 of the Convention into domestic legislation (Para 2, Compilation)

Early / forced marriage

CEDAW was seriously concerned that the Civil Code continued to contain provisions that discriminated against women with regard to family and marriage, particularly those establishing the minimum age for marriage, which continues to be set at 12 for girls and 14 for boys, (Para 13, Compilation).

Equality and non-discrimination

While commending the establishment of a Tripartite Commission of equal opportunities to deal with complaints of sexual harassment at work, CEDAW regretted the poor knowledge of the Convention and the Optional Protocol and the general absence of information on existing judicial remedies for the protection of women's rights and on the use of such remedies (Para 6, Compilation)

CEDAW requested Uruguay to provide, within two years, written information on the steps undertaken to implement the recommendations regarding temporary special measures to accelerate de facto equality between men and women (Para 47, Compilation).

CLADEM informed that the principle of equality between women and men is not explicitly recognized in the Constitution and there is no domestic norm defining discrimination against women in the public and/or the private realm (Para 18, Summary).

CLADEM said that a massive effort on gender sensitization and training for State officers is needed (Para 14, Summary). CLADEM indicated that the judicial power has no executive unit or plan for eliminating gender discrimination in its area, and that magistrates do not apply international norms ratified by Uruguay and incorporated into domestic law; such

international norms are seldom referred to in verdicts and there is practically no jurisprudence on gender issues. (Para 19, Summary).

Ethnic Minority women

() CEDAW regretted that insufficient information had been provided on the situation of indigenous and Afro-descendant women, who were disproportionately affected by poverty and suffered from multiple discrimination based on gender and ethnic origin. (Para 40, Compilation).

CLADEM pointed out that no special measures of a temporary nature for Afro-descendant women have been implemented in spite of the high rates of school-drop out, concentration in unskilled work and lower wages than other women documented for this population (Para 23, Summary)

HIV/AIDS

CEDAW was also concerned about the recent increase in the prevalence of HIV/AIDS in Uruguayan women (Para 34, Compilation).

Laws that discriminate against women

CEDAW was seriously concerned that the Civil Code continued to contain provisions that discriminated against women () , as the prohibition of widowed or divorced women from remarrying for a period of 300 days from the death of the husband or the date of the divorce, and the withholding of alimony from women who lead a "disorderly life". (Para 13, Compilation). CEDAW was concerned that certain provisions of the Penal Code, particularly those contained in Title X, entitled "Crimes against decency and the family order", discriminated against women by retaining concepts such as modesty, virtue and public scandal in the characterization of sexual offences. (Para 14, Compilation).

Patriarchal attitudes/stereotypes

() CEDAW remained concerned at the persistence of stereotypes relating to the role of women in the family and society and at deep-rooted attitudes and conducts based on the assumed superiority of men in the public and private spheres.

Public and political participation

Uruguay has a low proportion of women in the National Parliament (). In 2005, 14 women became members of Parliament - 10.8 per cent of the total parliamentary membership. There are currently 16 women members of Parliament (12.3 per cent of the total), 4 of them senators and 12 deputies. The presence of women in ministerial posts is significantly higher than in the past: quantitatively, they constitute 30 per cent of the total, while, qualitatively, women have become managers in areas traditionally monopolized by men, such as national defence and internal security. (Para 19, NR)

As regards the political participation of women, measures were implemented with the aid of international cooperation such as the "Parlamenta" project of the Bicameral Women's Caucus of the Uruguayan Parliament and the Political Science Institute (University of the Republic) with the aim of increasing the visibility and incidence of women in politics and promoting the inclusion of the gender agenda in the election platforms of the political parties at the next national elections. To this end, the "Mujeres Políticas" project has trained and empowered some 800 female political leaders throughout the country (Para 66, NR).

A 2008 United Nations Statistics Division source indicated that the proportion of seats held by women in the national parliament, in 2008, was 12.1 per cent (Para 28, Compilation). CLADEM indicated that in the Legislative Power women occupy only 11% of the available seats; female Ministers make up 31% of the Cabinet and there is no woman at all in the Supreme Court of Justice. It adds that two law proposals establishing sex quotas in electoral lists have not been passed, and that women are also under-represented in business associations and trade unions. CLADEM indicates that, in spite of this, the State has failed to implement Special Temporary Measures to overcome this situation, as mandated by its international commitment (Para 20, Summary).

Reproductive health/rights

In 2005, the National Women's Health and Gender Programme was established under the Ministry of Public Health with the aim of reducing gender inequality in health care. Protocols and clinical guidelines were drawn up for action by health teams of the sexual and reproductive health services, taking as a conceptual framework the recommendations of the platforms for action of the international conferences on population and development, and on women () (Para 51, NR). Also established in 2005 was the National Commission for the monitoring and reduction of women's deaths occurring in pregnancy, childbirth, Caesarean section, puerperium and abortion. (Para 51, NR)

JS1 informed that youth policies in Uruguay are still incipient and new, particularly in terms of sexual and reproductive healthcare, and the promotion of sexual and reproductive rights. (Para 12, Summary).

CLADEM indicated that the State fails to fulfil its obligations in terms of sexual and reproductive rights; sexuality education has not yet been integrated into the school curricula; access to contraception is not always guaranteed everywhere in the country and since 1938 every induced abortion is penalized in spite of the many legislative proposals to decriminalize it and growing popular support for such initiatives that, according to several public opinion polls, reaches 64% today. JS1 points out that abortion is a crime under all circumstances according to the law, and that the woman as well as whoever helps her in the act are sanctioned (Para 42, Summary). JS1 pointed out that in spite of the legal vacuum in this area, there are many decrees, regulations and Ministerial directives regulating the quality of sexual and reproductive healthcare, and mentioned several examples. JS1 highlighted many sexual and reproductive health actions and services designed by the State with a gender perspective (space for orientation on sexual and reproductive health with a gender perspective called "Sexuality to the point, can you believe it?"; Childhood, Adolescence and Family Programme; State Health Services Administration; National Women and Gender Program; National Adolescent Health Program; Priority Program on STI/AIDS; Sexuality Education Commission; Human Rights Direction; and different areas or offices devoted to youth across government departments), in many cases valuing the work they do, highlighting their achievements and formulating specific recommendations for each one of them (Para 44, Summary).

According to JS1, the 2007 Draft Proposal to Defend the Right to Sexual and Reproductive Health that includes decriminalization of abortion, sexuality education integrated to formal education and guarantees for universal access to contraception has not yet been passed² (Para 45, Summary). (Para 43, Summary).

² Note: The proposal was passed but then vetoed by President Tabaré Vasquez because of the abortion clause

Right to education

CEDAW was concerned about the high repetition rate of girls in primary school and high drop-out rates in secondary school, especially among rural and Afro-descendant women (Para 37, Compilation).

Right to social security

Uruguay has taken a number of legislative measures to expand the social security rights of workers, inter alia: () accrediting years of service for women according to the number of children (Para 55, NR).

Right to work

Uruguay has ratified most ILO Conventions, including those designed to protect motherhood, promote equal remuneration, protect workers against discrimination and promote equal opportunity for workers with family responsibilities. The overall unemployment rate has been reduced in Uruguay, although unemployment continues to be substantially higher among women than among men. The most flagrant inequalities are found in unremunerated work in the family context: 65 per cent of remunerated work time is accounted for by men, as against 35 per cent for women; 73.2 per cent of unremunerated work time corresponds to women, while 26.8 per cent corresponds to men. There are also persistent differences in income between men and women. Uruguay has regulations guaranteeing the right of pregnant women to work and enjoy maternity benefits, and progress has been made in the granting of paternity leave () (Para 54, NR).

CEDAW noted with concern that Uruguayan women continued to suffer from higher rates of underemployment and unemployment, including in rural areas, and that women were segregated in employment sectors with low wages. CEDAW was further concerned at the persistence of a significant salary gap in the private sector and at insufficient understanding of the principle of equal pay for work of equal value and regretted Uruguay's statement that no national programmes were in place to prevent discrimination against women in the workplace and that it was therefore not possible to assess the impact on specific unemployment indicators, pay levels or pay gaps between men and women. CESCR in 1997 raised similar concerns. (Para 29, Compilation).

In 2007, an ILO Committee of Experts referred to section 3, paragraph 1, of Act No. 16045, which prohibits all forms of discrimination that violate the principle of equality of treatment and opportunity for both sexes, with the exception of cases in which being of a particular sex is an inherent requirement for carrying out the activities involved in a certain job. (Para 15, Compilation)

A 2007 ILO report indicated that progress is beginning to be seen with clauses on work-family reconciliation measures in collective agreements including a guarantee of full wages during maternity leave, extension of daily breaks for breastfeeding, extension of the period during which daily breastfeeding breaks are allowed and the introduction of paternity leave (Para 43, Compilation).

CLADEM pointed out that, in spite that massive incorporation of Uruguayan women to the labour market having occurred more than 30 years ago, domestic work is still being assigned only to them ... CLADEM also remarked that in spite of having signed ILO Convention 100 the wage gap persists, discrimination in the labour market is revealed through several indicators and the Executive Power has tools to protect women's work that it has not fully used yet (Para 39, Summary)

Rights of girls

UNICEF noted that violence remains a challenge as some 33 per cent of girls and 43 per cent of boys report that they had been victims of physical and/or psychological abuse. (Para 19, Compilation)

Rural women

An Act limiting rural workers' working day to eight hours was adopted () (Para 53, NR)
CEDAW was concerned about the situation of rural women, who suffer from higher levels of poverty, lower wages, higher unemployment and underemployment rates and higher drop-out rates than the urban population. CEDAW was particularly concerned about the absence of any public institution or policy for rural women (Para 33, Compilation).

Sexual Violence

The Executive has submitted to the Parliament a bill on sexual harassment in the workplace and education (Para 52, NR).

CEDAW noted with appreciation that Law 17,938, of 2006, abolished articles 116 of the Criminal Code and 23 of the Code of Criminal Procedure, which provided that charges for a crime of rape be withdrawn if the perpetrator married the victim. (Para 18, Compilation).

CLADEM added that there is an urgent need to harmonize particularly the Penal and Penal Procedural Codes with international standards ratified by the country, to include sexual harassment as a crime and self-defence homicide. According to CLADEM, the Penal Code still considers that in sexual crimes the legally protected interests are "honour and good customs"; treats abortion as a crime regardless of the circumstances but allows as one of its mitigating factors that it was committed to "protect one's own honour, that of one's wife or close relative"; to be considered as a crime incest has to be accompanied by "public scandal"; and conjugal rape is not penalized (Para 18, Summary)

State Institutions/Plans of Actions

From 2005 on, the gender institutions were redefined. During this period, there was a change from the National Institute for Family and Women's Affairs under the aegis of the Ministry of Education and Culture (MEC) to the National Women's Institute (INMUJERES), a national organ under the Ministry of Social Development (MIDES) supported by human and financial resources, with its institutional commitments being reformulated. In 2006, a participatory process resulted in the first National Plan for Equality of Opportunity and Rights (2007-2011). Gender mechanisms were created within most ministries at various institutional levels and each government organ is committed to activities for the realization of this plan (Para 65, NR)

CEDAW remained concerned that National Women's Institute (INAMU)'s capacity to carry out its mandate effectively was limited by the fact that it was not institutionally autonomous, that the state contribution to its budget was insufficient and that it had limited territorial coverage (Para 6, Compilation). CEDAW welcomed the adoption of the First National Plan for Equality of Opportunities and Rights (2007-2011) and the National Plan to combat domestic violence (2004-2010) (Para 8, Compilation) CLADEM indicated that even though the leading institution for gender policies has acquired new dimensions, it does not have enough budget to guarantee effective application of plans and policies for gender equality () According to CLADEM, organized women have been demanding for years the creation of a Women's Ministry or at least that INAMU be granted Ministerial status and provided with a budget on line with the State's commitments and plans. It added that there is only one Gender and Equity Commission in the Legislative Power, in one of the two

Chambers, but its nature is temporary and its existence has to be authorized again with each new Legislature. (Para 11, Summary).

Trafficking of women/Forced prostitution

In 2008 the Uruguayan Parliament adopted the Migration Act, which classifies trafficking in persons as an offence. The Government proposes to implement a State policy through an interagency commission comprising various State and civil society bodies. (Para 39, NR)

While welcoming the 2007 National Plan for the Eradication of Commercial and Non-commercial sexual exploitation, CEDAW was deeply concerned about the persistence of trafficking in women and girls from and into Uruguay for the purposes of sexual exploitation. It regretted the lack of sufficient and effective measures to address trafficking in human beings. (Para 21, Compilation). CEDAW requested Uruguay to provide, within two years, written information on the steps undertaken to implement the recommendations regarding trafficking in women and girls (Para 47, Compilation).

CLADEM indicated that Uruguay has no massive campaigns or plans to combat trafficking of persons, even though there are indications that international networks are active in the country and the IOM (International Organization for Migration) informs about trafficking of women for sexual exploitation taking place alternatively for the summer seasons of Uruguay and Europe. The Observatorio de Políticas Públicas de Derechos Humanos en el MERCOSUR (OPPDHM) pointed out that a National Plan of Action against Trafficking of Persons has not been promulgated yet (Para 47, Summary)

Violence against Women/Gender Violence

In 2004, Uruguay launched the first National Plan to Combat Domestic Violence. The issue of domestic violence was also included in health policies. In 2006, it was made compulsory for public and private health institutions and personnel to attend to situations of domestic violence. Data are incorporated in the medical record of patients over the age of 15 (Para 67, NR).

CEDAW commended the various legislative and policy measures taken to address domestic violence, including the law 17.514 on the prevention, early detection and eradication of domestic violence. (Para 19, Compilation).

CLADEM indicated that domestic violence complaints have significantly increased () as well as the promising care that the Interior Ministry has devoted to register them. However, it also pointed out that the Judicial Power lacks enough resources or training to adequately enforced the Domestic Violence Act. Protection orders are not respected in an alarming number of cases, and there are no mechanisms or resources to enforce them. There are only 4 specialized Courts, all of them in the Capital city. CLADEM said that the Judicial Power has unsuccessfully requested resources to create two more Courts. According to CLADEM, State services for victims are insufficient and non-governmental organizations caring for victims and/or perpetrators lack State subsidies and are overwhelmed by the demand they get (Para 24, Summary)

Women in prison

In 2005, the Government introduced the special regime of early provisional release; it introduced house arrest for pregnant women -among others- and it introduced a system of remission of penalty by work or study at the rate of one day of imprisonment for two days of work or study.(Para 83, NR).

() CLADEM documented overcrowding in prisons, a deficit in health care and lack of proper nutrition, adding that the right of women to conjugal visits is not respected. House arrest for women in the last trimester of pregnancy or the first three months of breastfeeding (Para 30, Summary)

Suggested questions and recommendations:

- Recommend that Uruguay increases its efforts to adequately train judicial personnel, including magistrates, in human rights standards and its application, particularly on issues related to women's rights.
- Recommend that an comprehensive Action Plan to protect the rights of women deprived of their liberty be designed and implemented, including better conditions of detention; adequate nutrition; work and study opportunities; access to conjugal visits and healthcare; and strict enforcement of house arrests for pregnant and breastfeeding women.
- Recommend that the national institution for women's rights (INAMU) be upgraded to Ministerial status and provided with a budget that will allow for effective implementation of State obligations in the area.
- Ask what measures are being taken to address physical and psychological abuse against children in the family /Recommend that Uruguay takes all necessary steps to address physical and psychological abuse against children in the family
- Ask if there are any specific State programs to attend to the needs of and protect the rights of elderly women, and recommend that such programs be developed if they don't already exist.

CEDAW

- To take urgent steps to fully incorporate the Convention and the definition of discrimination against women as contained in article 1 of the Convention into domestic legislation (Para 2, Compilation)
- To adopt and implement effective measures to prevent unsafe abortion and its impact on women's health (Para 35, Compilation)
- To raise the minimum age of marriage for both men and women to 18 years (echoed by CRC) (Para 13, Compilation)
- To take comprehensive measures to combat HIV/AIDS and particularly its impact on women (Para 34, Compilation)
- To eliminate discriminatory legal provisions in matters relating to family and marriage in order to bring its legislation into line with the Convention (Para 13, Compilation)
- To speed up the process of adoption of the draft reform of the Penal Code, submitted to the Senate in 2005, and to repeal the articles in Title X, entitled "Crimes against decency and the family order that discriminate against women by retaining concepts such as modesty, virtue and public scandal in the characterization of sexual offences without delay so as to bring the Code into line with the Convention (Para 14, Compilation)
- To take effective measures, including temporary special measures, to eliminate discrimination against (ethnic) minority women (Para 40, Compilation).
- To recognize (ethnic) minority women's contributions to the economy by collecting sex-disaggregated data on rural production and to ensure the incorporation of a gender perspective in all development programmes (Para 40, Compilation)
- To adopt urgent measures to eliminate social stereotypes, particularly by strengthening its awareness-raising programmes (Para 15, Compilation) and to promote changes in attitudes and perceptions, held by both women and men, as regards their respective

roles in the household, the family, at work and in society as a whole (Para 28, Compilation).

- To take appropriate action and implement broad strategies, including temporary special measures, with a view to promoting greater participation by women in public life, particularly in decision-making. (Para 28, Compilation)
- To speed up adoption of draft laws on quotas and on political parties and encouraged it to provide training programmes for women, including indigenous and Afro-descendent women, to strengthen their roles in leadership and decision-making positions in society (Para 28, Compilation)
- To introduce temporary special measures to reduce and eliminate high drop-out and repetition rates of girls and include incentives for parents to send girls to school (Para 37, Compilation)
- To take proactive measures to eliminate discrimination in employment and occupational segregation and to enact appropriate legislation that guarantees the principle of "equal pay for work of equal value" (Para 29, Compilation)
- To criminalize marital rape, defined on the basis of lack of consent of the wife (Para 18, Compilation)
- To intensify its efforts to combat trafficking in women and girls and study its scope, causes, consequences and purposes; to systematically compile information to formulate a comprehensive strategy that includes measures of prevention, prosecution and punishment of offenders, as well as measures to protect and rehabilitate victims and reintegrate them into society (Para 21, Compilation)
- To establish a system for the regular collection of statistical data on domestic violence; to establish accessible shelters and crisis centres for victims of violence and ensure that if a victimized woman agrees to reconcile with the perpetrator, counselling services are provided to the perpetrator and the victims and the situation is monitored to prevent further abuse; and to offer training and awareness-raising programmes to judicial personnel, law enforcement officials and members of the legal and health professions (Para 19, Compilation)

Committee on the Rights of the Child (CRC)

- To effectively monitor discrimination against female students who are expelled due to pregnancy and sanction those responsible within the educational system (Para 37, Compilation)

ILO Committee of Experts

- To consider the possibility of repealing the exception to Act 16045 which prohibits all forms of discrimination except of cases in which being of a particular sex is an inherent requirement for carrying out the activities involved in a certain job (Para 15, Compilation)

Grupo EA and Sexual Rights Initiative:

- To strengthen and upgrade the National Youth Institute (NYI) to consolidate it as the leading, coordinating and promoting body for inclusion of a youth perspective in public policies, and to integrate Sexual and Reproductive Rights as an NYI priority action line in order to guarantee the full exercise of their sexual and reproductive rights to young Uruguayans (Para 12, Summary)
- To create an specific body for Youth and Sexual/Reproductive Rights to coordinate all State actions on this realm and to include in the national budget genuine resources for a sustainable agenda on Sexual and Reproductive Rights.

- To invite civil society organizations with a trajectory on Youth and Sexual/Reproductive Rights as well as a representative from the National Youth Institution to the Advisory Commission on Sexual and Reproductive Health, an intergovernmental and intersocial space providing advice on the sexual and reproductive health policies to be promoted by the Uruguayan government in different national, regional and intergovernmental fora and summits.
- To implement the require mechanisms to guarantee that the Ministerial directive establishing quality pre and post-abortion care as an obligations for health institutions be enforced also in privately owned facilities and in public institutions across de country.