

HUMAN RIGHTS IN URUGUAY

UPR Info Pre-sessions

Situation in Uruguay

- Discrimination against people with disabilities
- Promoting equality between women and men has been one of the emerging recommendations of previous UPRs.
- The installed legal framework and other provisions and strategies have not managed to modify social behaviors, and as a result, discrimination persists.
- An example: the rules of the Care System blur the human right to Personal Assistance included in Article 19 of the Convention on the Rights of Persons with Disabilities, awarding the Personal Assistant the functions of Caregiver

Situation in Uruguay

□ Inclusive Education

- Malaysia recommends intensifying efforts to improve the overall quality of children's education and Yemen's recommendation has been specific on inclusive education.
- Cuba recommends continuing to deepen the measures in progress to ensure greater social inclusion in the national education system.
- In June 2014, the Council of Initial and Primary Education approved an Educational Inclusion Protocol for Special Education.
- The Executive Power approved in Decree 72/2017 the "Protocol of action for the inclusion of people with disabilities in educational centers".
- However, it has proved meager and insufficient for achieving the objectives. Even concrete definitions are necessary for its implementation, training for those who must apply it, and control mechanisms.

Situation in Uruguay

- Right to work
- Promote equality between women and men, in particular with regard to the level of participation of women in public life and in the employment sector (Germany). It is important to mention the recommendation of Spain.
- Law N° 19.691 on the Promotion of Work for Persons with Disabilities.
- It is worrying that the required percentage of hiring when implementing the graduality is too low in the first years, taking into account that Uruguay has few companies with more than 500 workers while 99% of the private sector companies with economic activity in our country They are classified as MIPYMES (micro, small and medium enterprises).
- Concerned that people with disabilities usually can only access temporary or low quality jobs.

Recommendations

- The State must amend its legislation, and the denial of reasonable accommodation should be considered grounds for discrimination against persons with disabilities,
- The State must eliminate the pejorative and outdated language found in national regulations, in academic documents,
- That the Uruguayan State begin to work together with organizations of persons with disabilities, in the preparation of the National Plan for the Equalization of Opportunities and Rights of Persons with Disabilities, recognizing their active and not merely consultative participation,
- that the State specify, with the contributions of civil society, the creation of a National Institute for Disability (INADIS) to guarantee the implementation of public policies effectively addressed to persons with disabilities,

Recommendations

- that all persons with disabilities are guaranteed access to education, as well as active participation in completing basic education,
- that clear reporting mechanisms be implemented for situations of discrimination (eg, when access to education is impeded, when reasonable adjustments, etc. are denied),
- that the topics of diversity, gender, disability, independent living, dignity, equality, human rights, etc., be included in the curricula of all tertiary and university studies, with transversal treatment in the curriculum,
- that training be provided in the continuous updating of teachers and health professionals, of communication, as well as auxiliary and administrative personnel,

Recommendations

- that the Uruguayan State effectively apply the 4% hiring quota for people with disabilities in all areas of the public sector,
- that there is a single oversight body,
- that the Uruguayan State guarantees universal accessibility in transportation, the physical environment, facilities, services, information and communication in the country,
- that the appropriate labor inclusion of the person with a disability is made concrete in each public sector body to comply with the provisions of letter H) of art. 51 Law No. 18,651, contemplating the implementation of the reasonable adjustments that are required,
- ensure the achievement of productive and decent employment,
- modify the provision of the Care System, so that workers between 30 and 60 years old can access the Personal Assistants; and it also extends in the next 20 years,
- promote training in companies to hire personnel with disabilities, to adapt the work environment and to ensure the implementation of the necessary reasonable accommodations.