

Complementary Resettlement Initiative Sustainable Pathways (CRISP)



REPUBLIC OF URUGUAY
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CHAPTER 01: INFORMATION ON THE SUSTAINABLE RESETTLEMENT & COMPLEMENTARY PATHWAYS INITIATIVE (CRISP)

Introduction

This material has been produced within the framework of the "Sustainable Resettlement & Complementary Pathways Initiative" (CRISP) project, jointly led by the International Organization for Migration (IOM) and the United Nations High Commissioner for Refugees (UNHCR).

The Sustainable Resettlement & Complementary Pathways Initiative (CRISP) in the Republic of Uruguay results from an agreement between the Commission for Refugees (CORE) - Ministry of Foreign Affairs (MRREE), the United Nations High Commissioner for Refugees (UNHCR) and the International Organization for Migration (IOM).

The Initiative aims to provide tools to promote prompt integration of resettlement and complementary pathways' beneficiaries.

For people who are in a situation of mobility, migrating can be a stressful process since they have left behind their country of origin or usual residence and they arrive to a new environment that will require a certain process of adaptation to an idiosyncrasy, lifestyle and new customs.

In this sense, the Country Office for Uruguay of the International Organization for Migration (IOM), in its capacity as a United Nations agency, leader in migration matters, has developed this "Pre-Departure Orientation" document, aiming at providing information to the target population about the Republic of Uruguay, promoting access to rights and favoring integration processes in Uruguayan society.

Below, there is an introductory information on resettlement and complementary pathways: humanitarian visas, employment opportunities in third countries and family reunification.

Resettlement

Resettlement consists of the transfer of refugees from the country where they have sought protection to another country that has agreed to admit them as refugees, with permanent residence status. UNHCR has the mandate to support resettlement, as an ever lasting solution.

Resettlement is the only ever lasting solution involving the transfer of refugees to a third country. It is a protection tool to meet the specific needs of refugees whose lives, freedom, security, health or whose fundamental human rights are at greater risk. Urgent or emergency resettlement may be necessary to ensure the safety of refugees who are threatened with return to their country of origin, or those whose physical safety is seriously threatened in the country in which they have sought refuge.

Complementary pathways

Complementary pathways are safe and regulated pathways that complement the resettlement of refugees and through which these can be admitted to a country and thus satisfy their international protection needs. Not only do they offer an alternative to not resorting to irregular means, but they also facilitate the possibility of achieving a sustainable solution in the future.

Complementary pathways are not intended to replace the protection offered to refugees under the international protection regime, including through resettlement, but rather to complement it and serve as an important expression of global solidarity and international cooperation and a contribution to a shared more equitable responsibility.

Complementary pathways are carefully designed and implemented in such a way that refugee rights and continuing international protection needs are safeguarded. IOM and UNHCR work with States, civil society, the private sector, academia, government organizations and refugees to identify, establish and expand complementary pathways for admission to third countries that meet the continuing international protection needs of refugees.

Humanitarian Visas

Humanitarian visas can be used to admit people in need of international protection to a third country, where they can subsequently be given the opportunity to apply for refuge, including through expedited procedures. Humanitarian visas have also been used to facilitate the admission of family members who would not otherwise be entitled to family reunification under current legislation, as well as other vulnerable refugees who cannot access effective protection in their first countries.

Employment opportunities in third countries

Third country employment opportunities are safe and regulated pathways to enter or remain in another country for the purposes of employment, with the right to permanent or temporary residence. Employment opportunities in third countries may be part of traditional migration systems, which could be adapted to facilitate the admission of refugees.

In addition to developing the skills of refugees, employment opportunities in third countries can also help cover any labor or skills' gaps. Additionally, benefits may include remittance transfers to refugees' extended family and community networks in first asylum countries, as well as to countries of origin.

Family reunification under CRISP

Family reunification is often the only way to ensure respect for a refugee's right to family unity with immediate family members. To facilitate the achievement of this fundamental right, States are expected to provide legal pathways to make reunification possible.

In addition to family reunification for immediate family members, reunification pathways can reunite refugees with extended family members and with those who depend on them. Such pathways can help safeguard limited resettlement opportunities with pressing protection concerns in the first country of asylum.

Specific aspects of the operation of the Initiative

Arrival in the Republic of Uruguay

Upon arrival in Montevideo, resettled persons will be met at the airport and transferred to pre-booked temporary accommodations. Afterwards, a brief meeting will be held with the Initiative team to explain some aspects about it.

People welcomed by the Initiative initially arrive to temporary accommodations, while some administrative and documentation procedures take place and a brief training for adults on job placement in the country is given

People welcomed through complementary pathways will receive a briefing about the country. Upon arrival in Montevideo, they will be met at the airport and transferred to the corresponding accommodation.

Documentation

Once they arrive in Uruguay, the people who benefit from resettlement will be recognized as refugees by the CORE. This will allow them to access legal residence at the National Immigration Agency and obtain the Uruguayan identity card.

The identity card is the same as that of any foreigner: it does not identify refugee status. In these cases, the Initiative will cover the costs of obtaining the documentation.

Psychosocial support

In order to contribute to early integration into the country, the Initiative will provide all beneficiaries with social guidance from the IOM and from “Ecumenical Service for Human Dignity” (SEDHU for its initials in Spanish) protection team based on the criteria of autonomy, self-sufficiency and positive contribution to the host country.

Housing

To be able to rent in Uruguay, it is necessary to:

- Show evidence of formal employment for more than three months.
- Have sufficient funds to make a rental security deposit.

The Initiative ensures that the conditions of the housing units are adequate, and also offers support to refurbish and furnish them as required.

Employment

Resettled people or those who are within the framework of employment opportunities in third countries will arrive with a previously identified job proposal. The Initiative will ensure that the worker receives a salary commensurate with the tasks to be performed, which can never be less than the national minimum wage.

With respect to employment, in Uruguay a trial period of three months is established. After three months and one day of starting his/her job, the person is effective in said job. From the first day of work, the employer must register the worker with the BPS (Social Security Bank), which guarantees social security, health coverage for the immediate family, as well as the payment of retirement contributions.

In the Republic of Uruguay, minors under 15 years of age inclusive, are prohibited to work.

Job training

The Initiative provides for the possibility of accessing training and/or updates for all workers in order to facilitate integration into the labor market. If the person works and has job skills, but has no degree to prove it,

in some cases there is the possibility of certifying said knowledge, free of charge, through the National Institute of Employment and Vocational Training [INEFOP for its initials in Spanish.]

This allows access to a greater job offer and, consequently, to improve income; while, the contracting company improves its productivity and competitiveness in the market through human resources. The process is required to INEFOP through the company (or bipartite negotiation areas).

On the other hand, you can access a very wide range of courses free of charge through INEFOP. The list of courses may vary, but it offers knowledge about transversal skills (for example, digital skills for employability), as well as more specific topics linked to jobs in demand in the local market.

Education

Public education in Uruguay is free from preschool courses to university inclusive. The beneficiaries of the Initiative will have access to public education on equal terms with Uruguayan citizens.

The school calendar begins in March and ends in December. However, minors may immediately enter the educational system once they arrive in the country.

Subsistence

With good administration, the total income (salary + initiative supplement) will cover the expenses of the immediate family (food, clothing and others).

The Initiative's criterion is to inform, from the moment of arrival of the beneficiaries, about the need for careful administration of the fund that the Initiative allocates to them.

In the pre-departure orientation session, the average price of certain products is shown with the calculation made by the Ministry of Economy and Finance and others through the calculation made by the IOM Uruguay.

Settlement fund

Resettled refugees will receive, on a one-time basis, special assistance as a settlement fund.

General definition: it is a fund intended for the purchase of furniture, household appliances and other basic supplies necessary for the operation of the household and that will allow them to have a decent life. For example: beds, mattresses, wardrobes, tables, chairs, etc.

*Not included in the Installation category:

All items for personal use and periodic renewal due to wear and tear, for example: soap, toothpaste, toothbrush, mops, aluminum sponges, detergent, toilet paper, air freshener, shampoo, etc.

Nor do they include the installation of music equipment, computers, etc.

Proof of each installation purchase must be kept to be submitted to the Initiative and complete the expenses allocated to this item.

Health

The beneficiaries of the Initiative will have access to Public Health Services. To do this, this procedure can be done before the ASSE authorities, once the beneficiary has the Uruguayan identity card. The IOM protection team will accompany the beneficiaries throughout this process.

Emergencies and urgencies are always taken care of, even without the identity card. Once the person enters the labor market, he/she may choose to continue in the public health system, or join a mutual (private) system, in which tickets and orders are paid for to be cared for.

Children under 18 years of age in the care of the worker have free access to the system the worker chooses.

CHAPTER 02: GENERAL INFORMATION OF THE REPUBLIC OF URUGUAY

Location

Uruguay, officially the “República Oriental del Uruguay” [Republic of Uruguay], is a country in South America, located in the Eastern part of the American Southern Cone. It is the second smallest country in South America.

The territory occupies an area of 176,215 square kilometers. To the north and northeast it borders the state of Río Grande do Sul (Brazil), having a dry country boundary and a humid country boundary (Laguna Merín Basin). To the west it limits with the provinces of Entre Ríos and Corrientes (Argentina) from which it is separated by the Uruguay River; and to the south it has coasts on the Río de la Plata, which separates it from the province of Buenos Aires and from the city of Buenos Aires (Argentina). To the southeast, it has coasts on the Atlantic Ocean.

The soil is linked in the southern part to the Pampas lands and is made up of vast undulating plains crisscrossed by low hills. The most important hills are those that belong to the Cuchilla de Haedo [Haedo Range] and the Cuchilla Grande [Grande Range]. Its highest point is Cerro Catedral, 514 meters above sea level.

Climate and geography

Uruguay has four well-defined seasons: spring, summer, autumn and winter. The country has four seasons, summer from December to March, with a temperature that ranges from 20 to 30 Celsius degrees; autumn, from March to June with temperatures from 10 to 17 Celsius degrees, winter from June to September, with a temperature which ranges from 5 to 15 Celsius degrees and spring from September to December, with temperatures from 11 to 20 Celsius degrees. The average altitude is 300 meters above sea level, which, together with its location and latitude, determines that it has a temperate humid subtropical climate, with rainfall distributed throughout the year.

Administrative division

The country is administratively divided into 19 departments and 112 municipalities. The departments are: Montevideo, Canelones, San José, Colonia, Soriano, Flores, Florida, Maldonado, Lavalleja, Rocha, Durazno, Treinta y Tres, Cerro Largo, Tacuarembó, Rivera, Rio Negro, Paysandú, Salto and Artigas.

Capital

The capital of the Republic of Uruguay is Montevideo. It is located in the south of the country and on the Río de la Plata bay, with a well-equipped natural port and with the characteristics of a modern city in terms of services and buildings, and where approximately 50% of the total population is located.

Government

Uruguay has a democratic, republican and representative national government, with a presidential system. It is a democratic country, with clearly separated powers.

The doctrinal basis of the State is founded on the separation of the Executive, Legislative and Judicial branches. The Executive Branch is exercised by the President of the Republic acting in agreement with his ministers. The Legislative Branch is made up of two chambers elected directly by the proportional representation mechanism. The Senate has 31 members and the House of Representatives has 99 members. (The vice president of the Republic presides over the Senate). The Judicial Branch is made up of the Supreme Court of Justice, a body of five members elected by a 3/5 vote of the General Assembly (both chambers), tribunals and the courts.

The renewal of national, departmental and municipal authorities is carried out every five years, by secret and mandatory vote.

The country stands out for its political and institutional stability. Differences are resolved in parliamentary, union and electoral bodies.

Population

Current population: 3,492,391 inhabitants.

*Current male population (48.3%): 1,674,304 inhabitants.

*Current female population (51.7%): 1,794,019 inhabitants.

Language

The official language is Spanish.

Religion

Uruguay is a secular country, with absolute freedom of religion. It is considered by many observers to be the most secular country in Latin America, with just fewer than 40% of its population defining themselves as atheist or agnostic.

There is no official religion since the State is secular. The Catholic religion is the predominant one and there are Protestant and Jewish communities.

Economy

Uruguay is an agro-exporting country, which is why agriculture (rice, wheat, corn, sunflower, flax, soybeans, and sugar cane) and livestock (cattle, sheep) are the fundamental resources of the economy. The main industries are dairy and by-products, paper, cardboard, fertilizers, alcohols, cement and hydrocarbon refining. Mineral and energy resources are scarce, although there are large agate deposits in the north of the country, granite and marble deposits and limestone quarries.

The services sector (financial, logistics, transportation and communications) also stands out, as well as the thriving information technology industry, particularly the development of software and related services, being the largest software exporter in Latin America.

In recent years, forestry exploitation has grown in importance, with a view to the production of sawn wood and wood for the production of cellulose pulp.

Another of the country's main economic resources is tourism: Uruguay has a coastline on the Río de la Plata and the Atlantic Ocean is dotted with resorts, among which internationally famous Punta del Este, Piriápolis and Cabo Polonio, stand out. Agricultural, historical and thermal tourism is also important.

Economic data

- National Minimum Wage: 19,364 as of January 1st, 2022.
- Exchange rate: 1 USD = 41.2 Uruguayan pesos (October 2022)
- Annual inflation: 7.96% (2021)
- External debt: USD 19,353 million (first semester 2021)
- Average Household Income: \$75,088 (fourth quarter 2021)
- Average monthly income per capita: \$26,650 (fourth quarter 2021)
- Unemployment rate: 7.0% (December 2021)

In 2021, the poverty rate in Uruguay was 10.2%, the indigence rate was 0.2%.

Culture

As a result of an open-door immigration policy undertaken more than a century ago, the population of Uruguay has predominance - without prejudice to other nationalities - of people of Spanish and Italian origin. In any case, recent research indicates that a part of the population are also of Amerindian ancestry and 9% of the population is of African descent. In recent years, migrants have arrived from other Latin American countries: Cuba, Venezuela and also, in smaller numbers, from the Dominican Republic, among others.

Culture enriches the lives of Uruguayans, who are generally lovers of outdoor life and sports, specially soccer, the national sport par excellence.

The Rio de la Plata music par excellence is the tango and the 'milonga', but Uruguay also has rhythms that are exclusive to it, such as the 'candombe' and the 'murga', which have their peak in the month of February, with the celebration of Carnival, the longest in the world.

Mate (a type of hot infusion), barbecue and soccer mark the daily rhythm of many Uruguayan people.

Legal tender

The national currency is the Uruguayan peso. The highest denomination is the \$2,000 bill and there are also \$1,000, \$500, \$200, \$100, \$50 and \$20 bills and \$50, \$10, \$5, \$2 and \$1 coins.

CHAPTER 03: URUGUAYAN LEGISLATION

What behaviors constitute crimes and how does criminal justice work in the Republic of Uruguay?

Actions or omissions expressly provided for in the Penal Code, and available at: Penal Code (impo.com.uy), constitute a crime.

Crimes, based on their severity, are divided into crimes, felonies and misdemeanors. Crimes are the offenses within the jurisdiction of the International Criminal Court in accordance with the provisions of Article 5 of the Rome Statute and also all those that, due to their extreme severity, are governed by special laws, by this Code and by the rules of international law in as much as the same are applicable. The felonies are all others that do not have the seriousness indicated in the previous paragraph. The misdemeanors are divided into: offenses against public order, against morality and good customs, against public health, against physical integrity and against property.

Crimes committed within the territory of Uruguay will be punished in accordance with Uruguayan law, whether the perpetrators are national or foreign, without prejudice to the exceptions established by domestic public law or by International Law.

Justice in criminal matters is administered through the following bodies: the Supreme Court of Justice, the Tribunals of Criminal Appeals, the Courts of First Instance in Criminal Matters, the Courts of First Instance of the Interior with jurisdiction in criminal matters, the Courts of First Instance of Execution and Surveillance, the Misdemeanor Courts and the Departmental Small Claims Courts, within the framework of the jurisdiction constitutionally or legally vested on them.

The Code of Criminal Procedure is available at: Code of Criminal Procedure 2017 (impo.com.uy) which establishes an accusatory, adversarial, oral and public criminal system.

It provides functions and a major role to the Public Prosecutor's Office, who directs the investigation of crimes and carries out their criminal prosecution, and must also provide assistance and protection to the victims and witnesses thereof. Thus, prosecutors (as representatives of the interests of the State) will be in charge of the investigation of criminal offenses and they must present the evidence to the judges, in charge of solving the case. In this way, the investigation of the crime is carried out by the prosecutors.

Everyone has the right to be tried within a reasonable time, as provided in this Code. In its merit, the court must adopt the necessary measures to achieve the fastest and most efficient administration of justice, as well as the greatest economy in carrying out the process. Furthermore, the defendant has the right to be assisted by a lawyer from the beginning of the preliminary enquiry.

The criminal process is free, without prejudice to what the special provisions establish.

What does the legislation establish in the Republic of Uruguay regarding families?

In 2013, the Equal Marriage Act was approved, which recognizes civil marriage between people of the same sex as legitimate.

The law establishes that two people of the same or different sex can be married, regardless of their gender identity or sexual orientation, with civil marriage being the only marriage recognized by our law.

It is established that the upbringing and education of children are the responsibility of both spouses without differentiating whether they are the couple's children or the children of each of the spouses. On the other hand, it is established that any of the spouses or former spouses have the right to request alimony, as long as they meet the requirements established by the law: when the marriage lasted more than one year, the spouse or former spouse, not guilty of the separation, has the right to an alimony that allows him/her to preserve as much as possible the status he/she had during the marriage.

The period during which the alimony is received is equal to how long the marriage lasted, and may be extended taking into account the duration of cohabitation during the marriage, the age of the beneficiary and the probability of getting a job.

When the marriage lasted at least one year, the spouse or former spouse who proves that he/she was in charge of the tasks in the household also has the right to alimony.

The law grants the possibility to spouses who are biologically unable to conceive with each other - whether they are homosexual or heterosexual couples - who accept, through an express and written agreement, to be legal parents.

Surrogacy is allowed in Uruguay, but profiting from it is not permitted. The regulations provide that "Contracts for consideration or free of charge between a couple or a woman who provides gametes or embryos, whether their own or those of third parties, for gestation in the uterus of another woman, forcing her to hand over the baby to the other party or to a third party, will be absolutely void. Except as provided above, only the situation of the woman whose uterus cannot conceive her pregnancy due to genetic or acquired diseases, who may agree with a relative of hers of second degree of consanguinity, or with her partner "in her case, the implantation and gestation of her own embryo." Therefore, only the sister or sister-in-law of the woman who cannot carry her pregnancy can lend her womb for that purpose.

In the case of heterosexual couples, the own or adopted child will have his/her father's first surname and his/her mother's as second surname, and the order may be changed if there is agreement between them.

In the case of homosexual marriages, the own or adopted child will bear the surnames of his/her parents in the order that they expressly choose and if there is no agreement, the order will be determined by draw.

In all cases, the order of surnames established for the first child will govern the subsequent children.

Legislation available at: Law N° 19075 (impo.com.uy), Law No° 19119 (impo.com.uy).

What does the legislation in the Republic of Uruguay establish regarding gender identity?

In 2018, Uruguay approved law N° 19,684, available at: Law N° 19684 (impo.com.uy), a comprehensive law for trans people, which protects the right to gender identity.

The law establishes that we all have the right to the free development of our personality according to our own gender identity, regardless of biological, genetic, anatomical, morphological, hormonal, assignment sex or other.

The law defines gender identity as the sex with which the person identifies himself or herself, which may or may not coincide with the sex assigned at birth, and gender expression as any manifestation of gender identity, such as language, appearance, behavior, clothing and name.

Furthermore, it defines a trans person as an individual who self-perceives or expresses a gender other than the sex assigned to him/her at birth, or a gender that does not fit into the male-female classification.

The right to gender identity mentioned in the law includes the right to be identified according to one's own gender identity, and to have that identity match the name and sex that appear on the person's identity documents. Any person may request the adaptation of the registry of his/her name, sex, or both, when they do not coincide with his/her gender identity. The request must be made by said person, before the General Civil Register Office.

In the case of minors who do not have the consent of their legal representatives to adapt their identity documents, a judicial process must be filed, in which the best interests of the minors will be taken into account, applying the provisions that guarantee their rights.

The law declares of interest the promotion and implementation of public policies and affirmative actions aimed at trans people, whom the law recognizes as victims of discrimination and stigmatization. Likewise, the law has a reparatory regime that includes trans people born before 31/12/1975, who prove that because of their gender identity they were victims of violence or deprived of liberty, as well as prevented from fully exercising their rights, to free movement, access to work and study by agents of the State or others with their authorization or support.

What does the legislation in the Republic of Uruguay sets forth regarding gender-based violence?

In 2019, law N° 19,580 was approved, which aims to guarantee the effective enjoyment of women's right to a life free of gender-based violence. It includes women of all ages, trans women, of diverse sexual orientation, socioeconomic status, territorial belonging, belief, cultural and ethnic-racial origin or disability condition, without any distinction or discrimination.

Gender-based violence against women is any conduct committed by individuals, private institutions or agents of the State, supported by an unequal relationship of power based on gender, whose purpose or result is to diminish or nullify human rights or fundamental freedom of women. It is a form of discrimination that affects the life, freedom, and dignity, physical, psychological, sexual, economic integrity and personal safety of women.

The law declares the eradication of violence against women, children and adolescents as a priority.

Comprehensive mechanisms, measures and policies for prevention, care, protection, sanction and reparation are established.

The agencies involved are:

-Instituto Nacional de las Mujeres [National Women's Institute:] governing agency responsible for public policies for a life free of violence against women.

-Consejo Nacional Consultivo por una Vida Libre de Violencia de Género hacia las Mujeres [National Advisory Council for a Life Free of Gender Violence against Women:] inter-institutional agency for advice and coordination of actions related to this matter. Likewise, it will create in each department of Uruguay, a Departmental Commission for a Life Free of Gender Violence against Women, in charge of controlling the compliance with the actions in each department.

-Observatorio sobre Violencia basada en Género hacia las Mujeres [Observatory on Gender-Based Violence against Women:] its tasks include monitoring, collecting, analyzing and recording data and information, which the agency will disseminate periodically.

The law creates the Juzgados Letrados Especializados en Violencia basada en Género, Doméstica y Sexual [Legal Courts Specialized in Gender-Based, Domestic and Sexual Violence] that will deal with:

-Protection processes:

- provided for by this law for violence against adult women, girls or adolescents;
- provided for by Law N° 17,514 (domestic violence) for violence against adult males, children or adolescents.

Criminal and family processes (divorce, custody, visits, etc.) in cases of gender-based, domestic or sexual violence.

It is necessary to mention that, in case of doubt regarding the application of the law, it will be interpreted in favor of women.

Law N° 17,514 on domestic violence defines domestic violence as any direct or indirect action or omission, that by any means undermines, illegitimately limiting the free exercise or enjoyment of the human rights of a person, caused by another person with whom they have or have had a dating relationship or with whom he/she has or has had an emotional relationship based on cohabitation and originated by kinship, marriage or de facto union.

The law establishes that the following are manifestations of domestic violence, whether or not they constitute a crime:

- Physical violence. Action, omission or pattern of conduct that damages the physical well-being of a person.

- Psychological or emotional violence. Any action or omission aimed at disturbing, degrading or controlling the conduct, behavior, beliefs or decisions of a person, through humiliation, intimidation, isolation or any other means that affects psychological or emotional stability.

- Sexual violence. Any action that imposes or induces sexual behavior on a person through the use of: any force, intimidation, coercion, manipulation, threat or any other means that nullifies or limits sexual freedom.

- Financial violence. Any action or omission that, with manifest illegitimacy, involves any damage, loss, transformation, theft, destruction, distraction, concealment or retention of property, work instruments, documents or economic resources, intended to coerce the self-determination of another person.

Legislation available at: Law N° 19580 (impo.com.uy) – Law N° 17.514 (parlamento.gub.uy).

CHAPTER 04: THE EDUCATIONAL SYSTEM IN THE REPUBLIC OF URUGUAY

The Uruguayan educational system is organized into the following levels: Preschool Education; Primary Education (lasts 6 years); Secondary Education: basic cycle (3 years) and second cycle or baccalaureate (3 years) and Tertiary or Higher Education.

Educational levels

Preschool or initial education:

It serves the child population between 3 and 5 years old, inclusive, and it is free and mandatory for children 4 years of age and older. There is a trend towards universalization of the 3-year-old level, which is why in the near future schooling for children aged 3 years and older will be mandatory and free.

Primary education:

It serves the population from 6 to 14 years of age in the modalities of regular education, special education (it serves children with different abilities) and rural schools. It is free and mandatory.

Secondary education:

Basic Cycle: it serves the student population graduated from the primary cycle, it is common to all orientations and it is free and mandatory.

Second Cycle or Baccaulareate: Diversified High School and Technical Education. The first year of the second cycle of high school is divided into four basic areas: Biology, Humanistic, Scientific and Art and Expression, which are diversified into 6 options in the second and last year and it is a requirement to enter any tertiary studies. It is free.

Technical Education: It has different modes lasting from 1 to 7 years. It is divided into four sectors, Agricultural, Industrial, Artistic Crafts and Services; it is also free.

Professional Technical Education: Through its most advanced courses it enables entry to university and teacher training studies; it is free.

Tertiary or higher education:

This level is divided into University Tertiary studies and Non-University Tertiary studies. University Tertiary studies may be at the University of the Republic (autonomous and free), as well as several private universities (Catholic University, ORT University, University of Montevideo, “Universidad de la Empresa”, etc.).

Non-University Tertiary studies may be at any Teacher Training Institutes, at the Industrial Design Center of the Ministry of Education and Culture, at either the Military School, the Navy School and the School of Military Aeronautics of the Ministry of Defense, or at the National Police School of the Ministry of the Interior and at any Private Institutes.

International validation procedure

The validation of secondary studies is carried out by the Council of Secondary Education, at the “Sección Reválida de Inspección Técnica” [Validation Section of Technical Inspection.]

Previously, interested people must get an appointment via web - Go to: <https://www.ces.edu.uy/sae/agendarReserva/Paso1.xhtml?agenda=DEstud>

Then, they must complete the following 3 steps:

Step 1 - Select day and month.

Step 2 - Select time.

Step 3 - Complete Form with personal data.

In all situations you must submit:

- Uruguayan identity card and valid passport. If the person does not have it, if he/she comes from a Mercosur member country, he/she must submit the identity document of said country or a valid passport if the person comes from a non-Mercosur country.
- Certificate of studies with subjects and their approval grades, with its proper Apostille or legalization.
- Photocopy of all required documentation.
- If the person completed previous secondary studies in Uruguay: To request, at the last high school he/she completed, an authenticated Formula 69 for the Technical Inspection Office.

Translation:

Certificates from non-Spanish speaking countries, except Brazil, must be translated by a public translator sworn and certified in Uruguay.

- Those who have completed secondary studies (Baccalaureate) abroad, must choose an orientation and option of 2nd and 3rd CES Baccalaureate, (they will be informed at the time of starting the process).

Ten business days after starting the process, the person will be given the Certificate of Validation, to be submitted at the High School or at the University. The regulation (Circular 3496) must be attached to the Certificate of Validation to be submitted at the study center. In the case of the University, the person may enroll in the University Service according to the specific requirements of each career.

✓ The validation process is free.

Address: Juncal 1397 and Rincón Streets (Montevideo).

If you live in another department, you can start the process at any high school located out of Montevideo.

Business hours: Monday to Friday from 10:00 a.m. to 2:00 p.m.

Email: inspecciontecnica@ces.edu.uy (send "Reválidas Internacionales" [International Validations] as subject).

Telephone: +598 2916 22 25.

On the other hand, validations and recognitions of tertiary degrees are carried out through the Ministry of Education and Culture - National Agency of Education, online through www.gub.uy.

The validation refers to the administrative act by which academic and professional recognition is granted to any degree or postgraduate degree issued outside the Republic of Uruguay, by which the exercise of the profession in the country is authorized, without prejudice to other requirements stipulated by the regulations.

Recognition refers to the administrative act issued by the competent authorities that corroborates, within the regulatory framework of each State Party, the official character and the level and academic status of a foreign education degree, certificate or diploma, or of previous apprenticeships or partial studies. Said administrative act generates academic rights analogous to those possessed by nationals with similar studies, degrees and diplomas.

The process may result in some of the following resolutions:

- Issuance of Certificate of Recognition.
- Issuance of University Degree validation Certificate.
- Issuance of Certificate of Conditional validation of University Degree.
- Administrative act denying the request.

*It is important to keep in mind that the process of validation and recognition of foreign tertiary degrees in Uruguay is complex and takes time due to all processes involved.

For further information and to start the online process go to:

Application for recognition and validation of tertiary degrees | Procedures (www.gub.uy)

CHAPTER 05 HEALTH SYSTEM IN URUGUAY

The right to health

The country has an "Integrated National Health System." This System established the principle of universal coverage. Formal coverage is guaranteed to the extent that all employees (who contribute to the National Health Fund [FONASA for its initials in Spanish]) have "freedom of choice" of a comprehensive health care provider, whether public or private. Those who do not contribute to FONASA have the possibility of accessing the Administration of State Health Services (ASSE). There is a wide network of hospitals and health centers throughout the Uruguayan territory.

In the private sector, as a FONASA contributor, health care is free only for children under 12 years of age, the rest of the health system users have to pay a ticket for each medical appointment. Medications and medical examinations are also not for free, although costs are cheaper compared to prices out of the system. Hospitalizations and surgical interventions are free of charge.

Although emergencies are attended to immediately, there may be, for some medical specialties, delays in care (dentistry, mental health, specialized studies).

ASSE Affiliation

It is the process of affiliation to the State Health Services (ASSE) so that citizens can receive health care and use the benefits provided by ASSE throughout the territory of Uruguay.

Free affiliation:

- For people with effective residence in the country whose income DOES NOT exceed 62 Adjustable Units (U.R. for their initials in Spanish), to which 2.5 U.R. will be added for each member of the immediate family.
- For victims of State terrorism, and its illegitimate actions, in accordance with the provisions of Article 10 of Law 18,596 dated September 18th, 2009 and Article 1 of Decree 297/010 dated October 6th, 2010.
- For those people to whom the law expressly confers the right to receive medical care free of charge (see document: Decree 287/012).

Affiliation requirements:

- Valid identity document of the interested party and identity document of his/her immediate family members (original and copy).
- Proof of address (any receipt from the Water Works [OSE], Electricity [UTE], Telephone [ANTEL] companies or a police certificate to verify the person's address), with a less than two months validity.

Pay slips from each immediate family member (salary, pensions, retirement, etc.). If the payment is biweekly: two (2) last pay slips. If the person receives overtime and/or extra payment for working night shifts: six (6) last pay slips.

If the person does not have any pay slips, he/she must complete the Certificate of Socioeconomic Situation (see document), which can be downloaded and completed, or requested at the affiliation office).

Health care cost – Tickets & orders

People with free affiliation have the right to comprehensive health care free of charge at any of the ASSE's health services. This means that they do not pay for orders nor tickets, for their care.

Sede Central del Centro Nacional de Afiliaciones [National Affiliation Headquarters]:

Address: Cerro Largo Street 1816 between Fernández Crespo and Arenal Grande Streets (Montevideo).

Business hours: Monday to Friday from 9:00 a.m. to 5:00 p.m.

Telephone: 0800 2773

Email: atencionalusuario@asse.com.uy

System for reporting situations of discrimination in access to health care.

In Uruguay there is a unique system for reporting complaints to health institutions. It is a procedure that allows a user to file a complaint, to express gratitude, or to make a suggestion for improvements with his/her health provider, through a completely digital processing under the supervision of the Ministry of Public Health.

There are different ways to carry out the procedure:

Internet

- Enter the “Iniciar trámite en línea” [Start procedure online] button in the “Sistema Único de Denuncias a Instituciones de Salud” [Sole system of denunciation to health institutions] | “Trámites” [Procedures] (www.gub.uy).
- Access the procedure with your gub.uy User or with your electronic identity card and the corresponding reader.
- Select the desired action (complaint, disagreement, gratitude or suggestion).
- Complete the information requested in the web form.

In person

- Go to the health care provider's customer service office or the corresponding office at the Ministry of Public Health.
- The person must submit a written note (handwritten or digital) explaining what he/she wishes to express, with his/her signature, print name and the requested documentation.

Where and when is it done?

- a. Health care provider's customer service office.
- b. Ministry of Public Health's customer service office.

i. Montevideo:

1. Address: Avenida 18 de Julio 1892, Ground Floor, Office 09.
2. Phone: 1934 extensions 5023 / 5026.
3. Email: atencionalusuario@msp.gub.uy.
4. Business hours: Monday to Friday from 9:00 a.m. to 3:00 p.m.

ii. In other departments:

1. “Dirección Departamental de Salud” [Departmental Health Agency] of the respective department.

(Once the map is displayed, select the department and then the director's photo.)

i. Montevideo:

1. Address: Avenida 18 de Julio 1892, Ground Floor, Office 09.
2. Phone: 1934 extensions 5023 / 5026.
3. Email: atencionalusuario@msp.gub.uy.
4. Business hours: Monday to Friday from 9:00 a.m. to 3:00 p.m.

ii. In other departments:

1. "Dirección Departamental de Salud" [Departmental Health Agency] of the respective department.

(Once the map is displayed, select the department and then the director's photo.)

CHAPTER 06: EMPLOYMENT AND LABOR RIGHTS IN THE REPUBLIC OF URUGUAY

Key information for job search

In the Republic of Uruguay there are various online job search portals, in which the interested person must create a profile and a Curriculum Vitae and then apply for the available job offers.

The most notable online portals are:

- “Bolsa de Trabajo Uruguay” | “Computrabajo Uruguay” employment online portal
- “Smart Talent – Home”
- Search work, employment and Job Offers – “Gallito.com.uy”
- Job offers and job vacancies in Uruguay – “Buscojobs”
- “Opcionempleo.com.uy” - Jobs & Careers in Uruguay
- “VIA TRABAJO – INICIO” (mtss.gub.uy)

Likewise, there are Human Resources service companies:

- “Randstad Uruguay”| Global Human Resources and Employment Services
- “Advice”
- “Adecco”| “Better work, better life”.

On the other hand, the “Idas y Vueltas” NGO offers advice for job placement in Uruguay: it provides information on the documents requested to work, characteristics of the Curriculum Vitae as a fundamental tool for job search, it introduces beneficiaries to the selection processes and job interview.

Contact: laboral@idasyvueltas.org.uy

Likewise, the “Manos Venecuayas” NGO which has a job bank. Manos Venecuayas - Humanitarian Assistance to Venezuelans in Uruguay: contacto@manosvenecuayas.org

Labor rights in the Republic of Uruguay

Work schedule

There is a double limitation on the work schedule: a person cannot work more than 8 hours a day, nor 44 or 48 hours a week, depending on whether the person works in trade or in the industry.

Overtime:

According to current regulations, overtime is considered to be any time that exceeds the legal or conventional limit applicable to the labor activity and category. The allowed weekly maximum hours for overtime is eight hours, with the workers' consent. However, this limit may be exceeded in some cases.

Weekly rest period:

Weekly rest period is mandatory for workers in all trade and industrial establishments and their departments, regardless of their nature. It is different: 24 hours in the industry and 36 hours in the trade sector.

Leave of absence:

Annual leave: Workers hired by individuals or private companies of any nature, including domestic service, are entitled to at least a 20 day paid annual leave. The leave must become effective in a single continuous period, within which holidays will not be taken into account.

Payment for the leave must be made before starting to use it, in the case of day workers. While monthly workers get paid at the end of the corresponding month, as if they had worked.

* After the fifth year of work, one day of seniority leave is generated, which is added to the ordinary leave. Afterwards, one day is added every four worked years.

Marriage leave: Workers are entitled to three days of marriage leave.

Maternity leave: Workers must cease all work six weeks before the expected date of delivery and will not be able to restart until eight weeks after delivery. However, the previous leave periods may vary, maintaining that the rest period will not be less than fourteen weeks.

Paternity leave: Fathers are entitled to a maximum of 10 continuous day leave.

Study leave:

A) For up to 36 hours per week, minimum 6 days per year.

B) For more than 36 hours and less than 48 hours per week, minimum 9 days per year.

C) For 48 hours per week, minimum 12 days per year.

*Workers must have been in the company for more than six months to use this leave.

Leave for blood donation: Workers will have the right to one day of leave for blood donation.

Leave for gynecological examination: Women workers in the private sector and government employees will have the right to one day a year of special leave for gynecological examination.

Health insurance:

In the event of illness, workers have the right to receive the equivalent of 70% of all their taxable income. The subsidy will be paid from the fourth day of certification on. In case of hospitalization, at the health maintenance organization or at home, payment will be made from the first day. In the event of a work accident, workers will receive the complement corresponding to the compensation collected by the State Insurance Bank (B.S.E. for its initials in Spanish.)

Vacation Salary:

All workers in private activity and non-state public persons will receive from their employers a sum for the better use of the leave equivalent to 100% of the net vacation salary, which must be paid before the start of the leave and in proportion to the corresponding leave days. This benefit will also apply to rural and domestic service workers.

Annual Bonus:

Every employer has the obligation to pay his/her employees, within the ten days prior to December 24th of each year, an annual complementary salary. "Annual complementary salary" means one twelfth of the total salaries paid cash by the employer in the twelve months preceding December 1st of each year.

!It should be noted that, through collective agreements, or through the respective Salary Councils, more favorable regimes may be agreed upon for workers, which is why for adequate advice it is necessary to ask whether there are any special regulations for each group and subgroup of activity.

For more information go to:

Uruguayan Labor Law | Ministry of Labor and Social Security (www.gub.uy)

Free labor and salary enquiry/complaint system

The Ministry of Labor and Social Security, through the National Agency of Labor, provides a free labor and/or salary advice service to workers and employers in the private sector.

The labor enquiry is carried out before a specialized professional on a specific labor situation, which may include a settlement of labor items, which may be requested by the workers, and the employers of domestic service. Both labor and settlement consulting service have no binding effect. The salary consulting service consists of providing specific information on the content of

the agreements reached by the Salary Councils for each sector of activity (special leaves, salary allowances, benefits, etc.), as well as salary increases and their effective dates. Likewise, a worker as a third party can file a complaint before the General Inspection of Labor and Social Security Office about any irregular situation in terms of his/her employment relationship. These terms include the rights referred to the labor regulations in force in Uruguay (general or environmental working conditions.)

Internet

1. Go to: Ministry of Labor and Social Security - Labor and salary consulting service (mtss.gub.uy)
2. Select the reason, we suggest reading the instructions depending on the case:
 - Instructions for salary and labor inquiries without settlement.
 - Instructions for labor consulting services with settlement.
3. Personal data is uploaded.
4. The inquiry is made.
5. You receive an email with the answer.

In person

- Labor inquiries: First book an appointment at 0800 7171 or *7171 (any call made to these two numbers from an ANTEL cell phone is free), business hours from 9:00 a.m. to 5:00 p.m. Likewise, the agenda is available via WhatsApp 098 007 171 option 1.

It is advised to take the last 12 pay slips or those you have from the last year, and if not, take the Labor History with you.

-Further analysis queries: First book an appointment at 0800 7171 or *7171 (any call made to these two numbers from an ANTEL cell phone is free), business hours from 9:00 a.m. to 5:00 p.m.

Submit a note with two copies at the Citizen Service Center (CAC for its initials in Spanish). Answer is given at the Center itself, in writing, with an approximate 15 day delay.

-Salary inquiries: No reservation needed, it is a first come, first serve system at the Salary Department of the Enquiries Division, from 9:00 a.m. to 3:00 p.m. Due to health measures, it is suggested to make the enquiry via web - salary inquiries online.

- Labor complaints:

-In person: Montevideo - Office 108: Asesoramiento y Denuncias [Advice and Complaints] IGTSS [General Inspection of Labor and Social Security], 1st Floor, 1511 Juncal Street and Cerrito Street, MTSS [Ministry of Labor and Social Security]. Business Hours: Monday to Friday, from 10:00 a.m. to 2:30 p.m.. Upcountry: At the Upcountry Labor Offices.

To obtain contact information, please go to: <https://www.gub.uy/ministerio-trabajo-seguridad-social/institucional/contacto/dependencias>. Business Hours: Monday to Friday, 9:00 a.m. to 3:00 p.m.

By telephone: 0800 1877. Business Hours: Monday to Friday, from 10:00 a.m. to 2:30 p.m.

Via email: asesoramientoydenuncias@mtss.gub.uy.

!Take a valid identity card with you to the appointment. *Minors are advised to go with an adult.

CHAPTER 07: THE TRANSPORTATION SYSTEM IN THE REPUBLIC OF URUGUAY

Public transportation in Uruguay offers departmental transportation and interdepartmental transportation.

Public transportation has fixed fares which are set forth nationally. Each department has its independent transportation companies.

In Montevideo, there is the Metropolitan Transportation System (STM for its initials in Spanish) which uses a smart card to pay for each trip. Through this card one can obtain tickets at a lower cost.

There are several types of cards: Regular Card, Student Card, Retiree Card, Social Affairs Management Card, among others.

- The Regular card is a card that is not personalized, so it can be used by anyone. With it a person may use the "multi-trip" mode. This means that with a single card you can buy several trips, so that a user can travel with other people using the same card, paying for as many trips as there are members of the group. To make the second or subsequent trips, companions must remain with the card holder. The card can be obtained free of charge at the STM user service locations, by submitting an Identity Card, passport or diplomatic admission card. Minimum recharge is \$100.
- The student card is for users who regularly attend an educational center registered with the STM. Students under 18 years of age on January 1st of each year, who are enrolled in the first cycle of public or private secondary education with a 100% scholarship, and students under 20 years of age on January 1st of each year, who are enrolled in the second cycle of public or private secondary education with a 100% scholarship are entitled to free trips. These students can access a maximum of 50 free tickets and 50 paid tickets monthly from March 1st to December 31st of each current year. The other students, category A and B, must pay the ticket at a lower price and can access a maximum of 100 tickets per month, which will have a one

year validity as from the moment the recharge has been made. On the other hand, children who attend public schools can travel for free but are not required to submit the STM card; rather, it is necessary for children to wear the public school uniform.

- The Retiree card is for users over 55 years of age (women) and 60 years of age (men) who have a retirement and/or pension from one of the following agencies: Social Security Institute (BPS), Retirement and Pension Service of the Armed Forces and the National Police Assistance and Social Security Agency. In addition, they must receive a total income, lower than that defined by BPS. Currently, the established income limits are: Category A: up to \$18,074 and Category B: up to \$28,402.
- The social affairs management card intended for students of the Codicen special schools or people who meet the requirements established by the Care and Guidance Unit on Social Services of the Municipality of Montevideo. Holders of this card have the right to travel free of charge for a number of trips during a certain period on the urban buses of the STM.

For further information go to: “Tarjetas STM” | Montevideo Municipality.

CHAPTER 08: SERVICES OF INTEREST

Emergencies

In case of emergency please call: 911.

In situations of gender-based violence, call: 0800 4141 – Cell phone: *4141 Monday to Friday from 8 a.m. to midnight - Saturdays and Sundays from 8 a.m. to 8 p.m.

Taxes and services

State taxes and services (OSE [Water], UTE [Electrical Power], ANTEL [Telephone]) can be paid online or at payment facilitators (Abitab, Redpagos) by submitting the State taxes and services invoice. Sending the invoice to your home has an additional cost, so it is recommended to receive the invoice online.

Mobile telephony

In the Republic of Uruguay there is easy access to mobile telephone service. The simplest form of access is to have a cell phone and purchase a prepaid phone recharge chip, by which a phone number is immediately assigned to the person and the person is enabled to make calls, send messages and browse the Internet. The recharge system allows the person to continue the communication and the access to these services.

Financial/banking services

The Banco República Oriental del Uruguay (BROU for its initials in Spanish), that is to say, the Uruguayan state bank, offers different types of savings accounts: Savings Account, Microaccount Savings Account, Youth Account, Salary Account, Salary Account - Retirement, and Current Account.

Other banks available in Uruguay: Santander, Itaú, BBVA, Citibank, HSBC, Scotiabank.

To open a bank account in the Republic of Uruguay, the main requirements are:

- Identity card.
- Documentation that shows the origin of income, such as pay slips, affidavits, etc.
- Any utility service in the name of the account holder where the address is verified.

Foreign Exchange Services

Foreign Exchange Services are available at branches of Abitab, Redpagos, Indumex, etc. which offer financial and banking services.

FURTHER INFORMATION:

COMPLEMENTARY RESETTLEMENT INITIATIVE SUSTAINABLE PATHWAYS (CRISP) INITIATIVE IN URUGUAY

If you require more information about the Complementary Resettlement Initiative Sustainable Pathways (CRISP) in Uruguay, you may contact the International Organization for Migration in Uruguay, Servicio Ecumenico para la Dignidad Humana [Ecumenical Service for Human Dignity], UNHCR or the Permanent Secretariat of the Refugee Commission, using the data shown below:

International Organization for Migration - Mission in Uruguay. Address: 25 de Mayo 745 - 2nd floor. Montevideo, Uruguay. Phone: +598 2904 4064/ +598 2904 5080. Email: iommontevideo@iom.int.

Ecumenical Service for Human Dignity (SEDHU).

Address: Colonia 1569. 2nd Floor. Montevideo, Uruguay. Tel.: +598 2408.0934 / 2402.1827. Cell: +598 99 839 348. Email: reasantamiento@sedhu.uy.

United Nations High Commissioner for Refugees (UNHCR). The UN Refugee Agency Regional Office for Southern Latin America. Address: Cerrito 836, 10th floor, Buenos Aires, Argentina. Phone: +54 11 4815-7870 / 4815-3172. Email: argbu@unhcr.org

Permanent Secretariat of the Commission for Refugees (CORE). Address: Colonia 1206, 1st floor, Montevideo, Uruguay. Phone: +598 2902.7806. Email: secretaria.core@mrree.gub.uy.

About the Republic of Uruguay

Official Pages:

Presidency of the Republic

<http://www.presidencia.gub.uy>

Parliament of the Republic:

<http://www.parlamento.gub.uy>

Ministry of Social Development:

<http://www.mides.gub.uy>

Ministry of Foreign Affairs:

<https://www.gub.uy/ministerio-relaciones-exteriores/>

Ministry of Labor and Social Security:

<https://www.gub.uy/ministerio-trabajo-seguridad-social/>

Ministry of Public Health:

<https://www.gub.uy/ministerio-salud-publica/home>

Ministry of Education and Culture:

<https://www.gub.uy/ministerio-educacion-cultura/>

Judiciary Branch

<https://www.poderjudicial.gub.uy>

National Institute of Statistics

<http://www.ine.gub.uy>

About the Republic of Uruguay

Press:

National Newspapers:

La Diaria: <http://www.ladiaria.com.uy>

El Observador: <http://www.elobservador.com.uy>

El País: <http://www.elpais.com.uy>

La República: <http://www.larepublica.com.uy>

Classified Ads: <http://www.gallito.com>

Radios:

Radio SODRE: <http://www.sodre.gub.uy>

Radio El Espectador: <http://www.espectador.com>

Radio Carve 850 AM: <http://www.carve850.com.uy/>

Radio Nacional: <http://www.radionacional.com.uy>

Radio AM Libre: <http://www3.1410amlibre.com>

Radio Futura FM: <http://www.radiofuturafm.com.uy>

Radio Oceano FM: <http://www.oceanofm.com>

TV channels:

Television Nacional (State Channel): <http://www.tnv.com.uy>

TV Ciudad (Municipality of Montevideo Channel): <https://www.tvciudad.uy>

Teledoce Televisora Color: <http://www.teledoce.com>

Canal 4 - Monte Carlo: <http://www.canal4.com.uy>

Canal 10 - Saeta: <http://www.canal10.com.uy>

General information:

<http://www.rau.edu.uy/Uruguay>

<http://es.wikipedia.org/wiki/Uruguay>