



STRATEGIC PLAN 2020 -2024

Equality in
Diversity

PROMSEX

CENTRO DE PROMOCIÓN Y DEFENSA
DE LOS DERECHOS SEXUALES Y REPRODUCTIVOS



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Equality in
Diversity

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There are
still pending
struggles ”

Equality in Diversity

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New route of change



INTRODUCTION: WHY A NEW STRATEGIC PLAN?

PROMSEX has concluded its 2014-2019 Strategic Plan with significant achievements, lessons learned, and emerging challenges in all of its strategic areas of action. During the previous period, the organization promoted policies and legal frameworks for the exercise of sexual and reproductive rights (SRR); it promoted accountability mechanisms for the compliance of policies and regulations that ensure health, sexual and reproductive rights, and justice; it contributed to improving the quality of and access to the public services of health, education, and human security; and it strengthened a wave of public opinion informed on equality in diversity and the exercise of human rights. All of these achievements were accompanied by actions for institutional strengthening that led to consolidating labor policies that ensure the just recognition and opportunities of professional development of the PROMSEX team and to diversify strategies for financial sustainability.

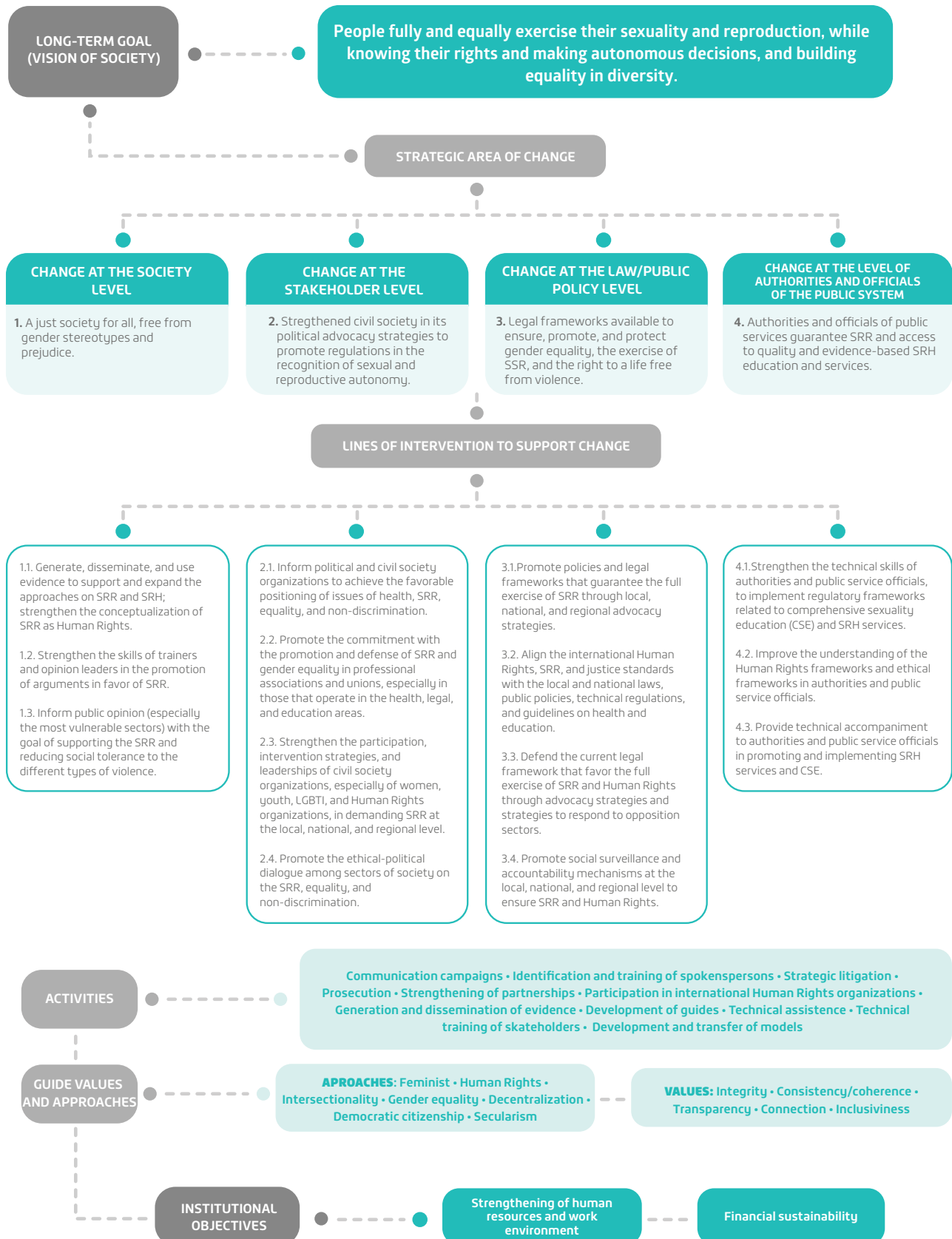
From the lessons learned, the recent evidence, the feedback with our local and regional partnerships, and the current challenges in the Peruvian and Latin American context, PROMSEX renews its commitment to building equality in diversity in Peru and Latin America. This will be done through a new guide for change for the 2020-2024 period. This new Strategic Plan—developed from participatory methodologies and the theory of change model—contributes to people fully exercising their sexuality and reproduction on equal terms, understanding their rights and making autonomous decisions, while respecting and valuing diversity. This will be done through an institutional focus in four strategic areas of change with complementary lines of action. PROMSEX intends to support the fulfillment of this guide for social transformation by strengthening its management of human resources and by diversifying its financial sustainability strategies.

In this document, PROMSEX gathers its achievements, mission, vision of society, approaches, values, strategic areas, lines of action, institutional vision, and internal objectives. It also includes a series of indicators that will guide the institutional accountability during the next five years.

¹ See Executive Summary

EXECUTIVE SUMMARY

SRR: Sexual and Reproductive Rights
SRH: Sexual and Reproductive Health





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**Equality in
diversity**

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Look at the
progress and
achievements

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PROMSEX: THE JOURNEY THUS FAR

PROMSEX was established in 2005 as a non-governmental organization for development (NGOD) with a feminist approach that led to it becoming a spokesperson, technical expert, and promoter of accountability mechanisms in critical issues for the exercise of citizens. These issues include access to legal and safe abortion; the right to contraceptives—including emergency oral contraceptives—the rights of LGBTI persons; and the prevention of teenage pregnancy, rape, sexual exploitation, trafficking, among others.

PROMSEX promotes policies and legal frameworks aimed at ensuring the full exercise of sexual and reproductive rights. In this role, the organization has provided assistance and technical opinions to bills, legislative discussions, and methodological protocols and guides at the local, national, and regional level.

PROMSEX also promotes accountability mechanisms for the compliance of policies and regulations that ensure sexual and reproductive health (SRH), justice, and human security. Through this, it implements strategic litigations with a line of action that has represented more than thirty people in search for justice before serious violations of their rights. In this framework, the organization maintains constant dialogue with the national and international Human Rights systems.

PROMSEX, in its commitment to improving the quality of care and access to public services in the framework of sexual and reproductive rights, strengthens the capacities and quality of care of the healthcare professionals, and the justice and security officials. Likewise, its work focuses on strengthening the citizenship of rights holders, including girls, boys, adolescents, youth, LGBTI persons, and women leaders in the defense of their rights.

PROMSEX, in strengthening a wave of public opinion informed on equality in diversity and the exercise of human rights, promotes the inclusion of voices and campaigns in national, regional, and international mass media (TV, radio, journals). It also disseminates research, modules, articles, and positioning through the promotion of the use of technology in communications, through social networks and websites, which allows it to reach millions of people.

PROMSEX, as an organization that supports Latin American and global processes, has been the Secretariat of the Latin American Consortium against Unsafe Abortion (CLACAI, based on its acronym in Spanish) since 2006. It participates in the citizen Monitoring Table on sexual and reproductive rights, in the Health Forum, in the Ibero-American Network of LGBTI Education, in the International Lesbian and Gay Association, and in the International Campaign for Women's Right to Safe Abortion, among other coordination and advocacy spaces.

Current
context

LATIN AMERICA

PERU



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Identifying
challenges

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Latin America

According to the report of the implementation of the Montevideo Consensus on Population and Development²—and other competent sources—there has been significant progress in terms of health and SRR in the region. However, there are critical challenges in the context that PROMSEX, as a stakeholder that operates at the regional and local level, must face during its new Strategic Plan. These include:

- Although the access to contraceptives has improved, the challenge regarding improving the access to quality services to reduce unwanted pregnancy remains. Contraceptive methods should be timely and efficient in relation to every population sector, given its specificities. It should also consider generational differences, diversity, and interculturality. Specifically, regarding the high rate of pregnancy in girls and youth, it is also necessary to include actions that promote the **expansion of services and information** that recognize the needs of adolescents and youth in every country.
- Although the indicators of the UNFPA State of the World Population report show a constant improvement in the access to prenatal consultations and skilled attendance at birth, these high rates of access are not compatible with the **high maternal mortality** in the majority of countries in the region. There is still the challenge of expanding to the entire population—especially to those that live in situation of poverty and in territories not easily accessed, and to those that suffer from any type of discrimination—the access to safe and legal abortion services. Another challenge is expanding quality information and care services provided during the prenatal period and during childbirth.

² CEPAL. (2018). *Project of first regional report about the implementation of the consensus (o agreement) of montevideo about population and development*. Santiago: Naciones Unidas. Retrieved from: https://repositorio.cepal.org/bitstream/handle/11362/43708/1/S1800378_es.pdf

³ UNFPA (2019). *The state of the world's population 2019*. New York: UNFPA. Retrieved from: https://www.unfpa.org/sites/default/files/pub-pdf/UNFPA_PUB_2019_ES_Estado_de_la_Poblacion_Mundial.pdf



- Progress regarding **comprehensive sexuality education is still insufficient.** These results—among other things—in a high rate of risky sexual behavior⁴. It also influences the persistence in fears, prejudice, and lack of skills to manage their own health or exercise rights regarding sexual and reproductive health. Finally, within the most complex manifestations of these challenges are the gender inequality in partner and family relations, sexual and gender violence—that still occurs often—and discrimination and stigmatization of childhood, adolescents, and LGBTI youth.

⁴ UNAIDS. (2018) *Global AIDS Monitoring 2019: Indicators for monitoring the 2016 Political Declaration on Ending AIDS*. Ginebra: ONU. Retrieved from: https://www.unaids.org/sites/default/files/media_asset/global-aids-monitoring_en.pdf

- The documentation of efforts to include men in the processes regarding reproduction is still weak. Information regarding the financial resources designated to health and SRR is missing as well. The majority of reports are also missing data disaggregated by territories or regions, by urban or rural areas, by race or ethnicity, and by groups with disabilities, among others.
- Gender violence –including sexual violence, and sexual harassment, among other forms of violence– is a serious and prevalent problem that persists despite greater public visibility and growing citizen mobilization in recent years, and actions implemented by States. Regarding this situation, it is necessary to standardize surveys on violence against women and improve administrative records to account for this persistent phenomenon. It is also necessary to strengthen actions to prevent, care, protect, and for the reparation of affected women.
- Reducing the gender gap becomes especially urgent in relation to femicide—the most extreme expression of gender violence and discrimination—which is the reason that, daily, women’s lives are lost in the region relating to preventable deaths.





- In terms of sexual health, the prevention and treatment of sexually transmitted infections—mainly HIV/AIDS—has progressed slower than expected. There are groups that adhere to the treatment in lower rates, such as sexual workers—especially trans women—people who use drugs, homosexual men, and other men that have sexual relations with men⁵. There is still a weak integration between prevention and treatment of infections to the reproductive system—including HIV/AIDS—and other sexual and reproductive health services.
- Gender violence against the LGBTI community and the lack of recognition of their rights still presents many challenges in the region.
- It is necessary to promote the implementation of positive legal frameworks to protect SRR and ensure that there are no setbacks. This is particularly important given the consolidation in the region of anti-right sectors that spread high levels of violence in their discourses and implement strategies that are harmful to democracy.

⁵ UNAIDS. (2018) *Global AIDS Monitoring 2019: Indicators for monitoring the 2016 Political Declaration on Ending AIDS*. Ginebra: ONU. Retrieved from: https://www.unaids.org/sites/default/files/media_asset/global-aids-monitoring_en.pdf

Peru

- In the past years, there has been significant **legislative progress**, although challenges remain in the implementation. For example, the law to prevent, sanction, and eradicate violence against women and family members (Law 30364); the law that modifies the penal code and the code for penal implementation to strengthen the prevention and sanction of crimes against freedom and sexual integrity; the law to prevent and sanction sexual harassment in public spaces (Law 30838); and the legislative decree that strengthens the fight against femicide, family violence, and gender violence (D.L. 1323). There are also important **public policies**, including the National Policy on Gender Equality (D.S. 008-2019-MIMP); the 2016-2021 National Plan against gender violence (D.S. 008-2016-MIMP); the 2017-2021 National Plan against Human Trafficking (D.S. 017-2017-IN); the 2018-2021 National Plan on Human Rights (D.S. 002-2018-JUS); the Base Protocol of Joint Action in comprehensive care and protection regarding violence against women and family members (D.S. 012-2019-MIMP); the 2016-2021 governance Agreement; the Technical Regulation on Family Planning (Ministerial Resolution 625-2016/MINSA); and the Technical Regulation on comprehensive health care of the female trans population for the prevention and control of sexually transmitted infections and HIV/AIDS (NTS 126-2016-MINSA-V.01).
- Regarding **abortion**, there are still many restrictions to the legislation in Peru; abortion is only permitted in cases of risk-to-life, and risks to the mental and physical health of the woman. According to research, in Peru there are 28,652 hospitalizations⁶ and 58 deaths⁷ due to induced abortion annually. The application of permitted cases faces many obstacles, part of them imposed by the Protocol of Health Actions (Resolution 486-2014/MINSA), due to the lack of training to health professionals and the gender stereotypes associated with maternity and the role of women. These are part of a health system that gives privilege to a biomedical model regarding care and understanding of needs and of women's rights.

⁶ Singh, S., & Maddow-Zimet, I. (2016). Facility-based treatment for medical complications resulting from unsafe pregnancy termination in the developing world, 2012: a review of evidence from 26 countries. *BJOG: An International Journal of Obstetrics & Gynaecology*. 123(9), 1489-1498.

⁷ World Health Organization. (2011). *Unsafe abortion. Global and regional estimates of the incidence of unsafe abortion and associated mortality in 2008. Sixth edition*. Retrieved from: https://apps.who.int/iris/bitstream/handle/10665/44529/9789241501118_eng.pdf;jsessionid=B739D62261454B8F2C89C4AC4C021DD6?sequence=1



- Regarding **human trafficking and trafficking of migrants**, Peru is third in South America with the highest rate of modern slavery.⁸ This affects women—the majority of whom are underage—who are forced to perform sexual work or forced labor, to sell their organs, or transport drugs. Despite the under-reporting of this phenomenon, data from the National Observatory of Criminal Policy, until 2017, shows that the most common form of trafficking of women is related to sexual exploitation activities.
- Regarding **contraceptives**, the use of contraceptive methods is still a challenge in the country. Although the use varies depending on the region, we know that at the national level, the use of some type of method increased from 74% to 76.3% between 2013 and 2018. However, the use of modern methods is significantly lower than this figure; according the same source, only 55% of women who currently have partners use a modern method, while 21.3% used a traditional type.⁹ In terms of emergency oral contraceptives or the morning-after pill, it was once again distributed free-of-cost after a 2016 precautionary measure after being suspended on October 16, 2009 by the Constitutional Court.

⁸ *The Global Slavery Index, 2018*. Retrieved from: https://downloads.globalslaveryindex.org/ephemeral/GSI-2018_FNL_190828_CO_DIGITAL_P-1576274114.pdf

⁹ National Institute of Statistics and Information. (2019). *Demographic and Family Health Survey- ENDES 2018*. Lima: INEI. Retrieved from: https://www.inei.gob.pe/media/MenuRecursivo/publicaciones_digitales/Est/Lib1656/index1.html



- The access to **contraceptives in adolescents** is a serious problem in the country. According to the 2018 ENDES survey (INEI, 2019)¹⁰, only 48.3% of female adolescents who currently have partners report using some type of contraceptive method; the mostly frequently used are injections (31.6%), followed by condoms (8.4%). Despite global recommendations on the use of long-term contraceptives in this population, only 4% of female survey respondents reported using this method.
- In terms of **teenage pregnancy**, the 2018 ENDES-INEI (INEI, 2019), survey reports that 12.6% of adolescents between the ages of 15 and 19 were mothers (9.3%) or were pregnant (3.3%) at the time of the survey. In the past five years, this figure has decreased by 1.3 percentage points (from 13.9% to 12.6%). It is also worth noting that, within the population of pregnant women, only 31.7% wanted the pregnancy when it occurred. The remaining percentage wanted it after or did not want more children. The highest percentage of adolescents who are already mothers or are pregnant (24.9%) is within the adolescents in the poorest quintile; this is in contrast with the wealthiest quintile, which has the lowest rate of teenage pregnancy (3.2%).

¹⁰ National Institute of Statistics and Information-INEI. (2018). *Demographic and Family Health Survey 2018*. Lima: INEI. Retrieved from: https://www.inei.gob.pe/media/MenuRecursivo/publicaciones_digitales/Est/Lib1656/index1.html



- Regarding **pregnancy in girls** between the ages of 11 and 14, the Registration System of the Certificate of Live Birth¹¹ reports that—in 2018—1,412 births occurred in girls younger than 15. This figure has increased compared to the figures in 2017 and 2016 (1,319 and 1,173 respectively). This is especially troubling considering the relation between pregnancies during this age and sexual violence.
- With regards to teenage pregnancy, it is strongly related to the occurrence of **forced and early unions**. According to the 2017 Population Census¹², of the total number of adolescents between the ages of 12 and 17, 1.9% are in a union. This represents a total of 56,065 persons. This situation is more frequent in the group between the ages of 15 and 17, where the figure ascends to 3.5% of the total number in this age group. This figure shows notable differences between women and men (3.1% versus 0.7%, respectively).
- In terms of the situation of **HIV/AIDS** in the country, the Joint United Nations Programme on HIV/AIDS (UNAIDS)¹³ ensures that, between 2010 and 2016, the number of new registered cases of HIV in Peru and deaths related to AIDS has increased in 24% and 14%, respectively. According to its figures, in 2016

¹¹ MINSA. (2016). Registration System of the Certificate of Live Birth On Line. Dynamic consultations. Retrieved from: <https://webapp.minsa.gob.pe/dwcnv/dwmadrenew.aspx>

¹² National Institute of Statistics and Information (2018). *Peru: sociodemographic profile. National report. National censuses 2017: XII of population, VII of housing and III of indigenous communities*. Lima: INEI. Retrieved from: https://www.inei.gob.pe/media/MenuRecur-sivo/publicaciones_digitales/Est/Lib1539/libro.pdf

¹³ UNAIDS. Peru. Retrieved from: <https://www.unaids.org/es/regionscountries/countries/peru>

Peru had approximately 2,700 (1,600-4,300) new infections and 2,200 (1,400-3,500) deaths related to AIDS. Likewise, of the total 70,000 (55,000-94,000) persons living with HIV/AIDS, only 60% were receiving antiretroviral treatment that year. Gay men (and other men that have sex with men) and trans women are the most affected by this virus, with a prevalence of 15.2% and 13.3% approximately.

- In the case of **rape**, according to a study by the Program of Criminal Investigations and Prospective Analysis of the Public Ministry, which covered 2013–2017, 76% of victims of rape are underage¹⁴. Likewise, the information gathered by the total of the Women's Emergency Centers (CEM, based on its acronym in Spanish) existing in Peru, shows that the reported cases of rape increased from 3,194 in 2002 to 12,839 in 2018.¹⁵ However, the representation of these reports regarding the total population of reports has not varied significantly throughout the years (11% in 2002 and 10% in 2018). As of May of this year, this entity had received 6,468 cases of rape of which 93.7% are women and 66.3% are underage (between the ages of 0 and 17).
- According to the virtual survey for **LGBTI persons** in 2017¹⁶, in Peru, 62.7% stated that they had suffered some type of violence or discrimination; more than 60% of those cases occurred in public spaces, in the education context, or in a State institution. Regarding the previous data, some initiatives in favor of the LGBTI community are worth highlighting: their inclusion in the 2018-2021 National Plan on Human Rights and their incorporation in two working tables of the Ministry of Women and Vulnerable Populations. However, there is no legislative initiative or bill approved in the legislative branch in favor of this group.
- The situation of NGOs in Peru is largely influenced by the transformations taking place to development cooperation. In the last years, there has been a reduction in the flow of resources of international cooperation in the country, mainly due to the fact that, in 2008, Peru was declared an upper-middle-income country.¹⁷

¹⁴ AFN. (March 7, 2018). Public ministry reported near a hundred cases of femicide in the country during the past year. [Press release]. Retrieved from: <https://www.mpfm.gob.pe/observatorio/?K=885&id=6674>

¹⁵ Ministry of Women and Vulnerable Populations(2018). *National Program against Family and Sexual Violence. Statistical Journals and Summaries. December, 2018*. Retrieved from: https://www.mimp.gob.pe/files/programas_nacionales/pncvfs/estadistica/boletin_diciembre_2018/BV_Diciembre_2018.pdf

¹⁶ National Institute of Statistics and Information-INEI.(2018). *First Virtual Survey for LGBTI Persons, 2017. Main results*. Lima:INEI. Retrieved from: <https://www.inei.gob.pe/media/MenuRecursivo/boletines/lgbti.pdf>

¹⁷ Peruvian Agency of International Cooperation-APCI. (2018). *Situation and Tendencies of International Technical Cooperation in Peru 2016*. Lima: APCI. Retrieved from: <https://www.apci.gob.pe/Novedades/situacionytendencia2016311218.pdf>



Full exercise of
their **sexuality** and
reproduction rights



Strategic Plan

2020 – 2024

IDENTITY AND MISSION

VISION OF SOCIETY

INSTITUTIONAL APPROACHES



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Immediate
scenarios
and **new**
expectations

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Identity and mission

PROMSEX is a feminist non-governmental organization that—through political advocacy, and generation of knowledge and partnerships—contributes to people deciding on their sexuality and reproduction with autonomy, dignity, justice, and equality.

Vision of society

People fully and equally exercise their sexuality and reproduction, while knowing their rights and making autonomous decisions and building equality in diversity.

Institutional approaches

PROMSEX implements all of its actions based on the following approaches:

- **Human Rights approach:** through its actions, PROMSEX has as a premise the respect and guarantee of the Human Rights of all persons, especially the underprivileged. This approach refers to ensuring the exercise of human rights, especially of the marginalized, excluded, and discriminated population. This approach often requires an analysis of the gender norms and the imbalance of power, in order to ensure that actions reach the groups that most need it in society.¹⁸ The civil, cultural, economic, political, and social rights provide a reference framework for all the actions that PROMSEX implements.
- **Gender approach:** the actions of PROMSEX are based on the recognition of existing gaps in the exercise of rights as a result of norms, stereotypes, and prejudice based on gender. In all of its actions, PROMSEX critically analyzes gender norms and dynamics and strengthens or looks for the co-creation of systems that support gender equality.
- **Feminisms:** related to the gender approach, the feminist approach recognizes the existing power relations between men and women, and looks to eliminate the different forms of oppression generated from androcentrism and patriarchy. In its actions, PROMSEX recognizes and looks to transform the existing power relations in the Peruvian and Latin American society. The organization consists of people from different genders that identify as feminists.

¹⁸ UNFPA. (s.f). *A human rights-based approach*. Retrieved from: <https://www.unfpa.org/es/el-enfoque-basado-en-los-derechos-humanos>.

- **Sexual diversity approach:** proposes interpreting the gender perspective broadly, and overcoming the binarism that currently characterizes the “sex-gender” system, and promoting a comprehensive recognition of LGBTI persons. This implies identifying the intersections between the sexual diversity and gender perspectives to reflect and analyze the challenges that arise from the visibilization and positioning of LGBTI persons in the concepts of gender established thus far. The goal of this is to provide comprehensive responses to the diverse situations that need to be addressed, especially regarding cooperation and education for the global citizenship.
- **Childhood approach:** based on the rights approach, ensuring the rights of children and adolescents is considered one of the roles of society and States. This includes aspects such as the right to life, to health, to nutrition, to education and development of skills, and to an identity. The latter is not limited to the right to a name, but, rather, includes the respect of the culture where one is born and raised. In assuming its commitment to this, PROMSEX recognizes girls, boys, and adolescents as subjects of rights. Further, through its actions, it looks to ensure that the State complies with its obligation to provide mechanisms to respond to the needs of this population.
- **Intersectional approach:** PROMSEX recognizes that there are different forms of oppression (racism, sexism, homo/lesbian/transphobia, classism, xenophobia, etc.) that are interconnected and affect people in different ways. In its work, PROMSEX looks to visibilize these interconnections and transform the inequalities in the exercise of SRR that arise from the converging forms of oppression.
- **Decentralization approach:** in response to the tendencies of transferring roles and the power of decisions at the different administrative levels locally and regionally, and to the institutional commitment to build equality in diversity, PROMSEX works with stakeholders in all the territorial levels, and strengthens their ability and response in terms of SRR.

- **Democratic citizenship approach:** this refers to the “active participation of people in the rights and responsibility system in democratic societies.” The majority of people have legal citizenships from one or another Nation-State, which ensures that they have rights. However, they also have obligations that must be fulfilled within their jurisdiction.¹⁸ PROMSEX aims for these citizens to recognize the obligations that they have with their State, as well as for them to assert the protection of their fundamental interests.
- **Secular approach:** secularism takes place through the legal instruments that separate the State from the different religious, agnostic, or atheist institutions, and the neutrality of the State regarding the different choices regarding religion and beliefs. Secularism is positioned as a social system of coexistence, whose political institutions are legitimated by popular sovereignty and not by religious elements.¹⁹ PROMSEX is a secular entity, guided only by its values and approaches aimed at ensuring the rights of the population.



¹⁸ Council of Europe. (s.f). *Citizenship and participation*. Retrieved from <https://www.coe.int/es/web/compass/citizenship-and-participation>

¹⁹ Europa Laica. (s.f). *¿What is secularism?* Retrieved from <https://laicismo.org/que-es-el-laicismo-definicion-de-laicismo-y-laicidad/>

Institutional values

Through its daily practices, in the design, implementation, and monitoring of its initiatives and in the relations with other stakeholders, PROMSEX is guided by values such as:

- **Integrity:** the rational and transparent use of resources, prioritizing the well-being of represented persons, and a sense of responsibility and respect for everyone who interacts with the organization.
- **Consistency/coherence:** adherence to the mission, vision, and approaches in all its actions; ability to promote and implement the discourse, and ability to identify contradictions to establish solutions and alternatives.
- **Transparency:** trustworthy and honest management of human and financial resources; active accountability before donors, represented persons, beneficiaries, societies, and authorities; and sincerity in the relations among the team.
- **Connection:** empathetic relations with people in and outside of the institution; desire to support and build non-assistance practices; recognition of the privileges to build honest relations; and sorority.
- **Inclusiveness:** affirmation of diversity and interculturality; recognition of the privileges and weaknesses to work jointly; and active practices to include different opinions and visions.

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Autonomy, equality
and justice

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Guide to change:

Strategic areas,
lines of action, and
indicators



²⁰ The impact indicators will not be measured directly by PROMSEX. Secondary sources will be used (for example, government reports and from international agencies, demographic and health surveys).

²¹ The positive results in impact and result indicators are not only a product of the actions of PROMSEX. Multiple stakeholders play a key role in positive changes where PROMSEX contributes.

STRATEGIC AREA OF CHANGE 1

Change at the society level: A just society for all, free from gender stereotypes and prejudice

| Lines of action | Actions | Indicators |
|--|--|--|
| 1.1. Generate, disseminate, and use evidence to support and expand the approaches on SRR and SRH; strengthen the conceptualization of SRR as Human Rights. | <p>Generate quality evidence regarding SRR through the use of a quantitative and qualitative methodology.</p> <p>Disseminate evidence (existing and generated) relevant for the defense of SRR and the strengthening of their conceptualization as Human Rights.</p> | <p>Impact indicators:</p> <ul style="list-style-type: none"> - Decrease in social tolerance to violence. - Decrease in the percentage of women who have suffered violence in the last years. - Increase in search for help in institutions after abuses. - Increase in the favorable opinion regarding the access to contraceptive methods for adolescents. - Increase in the favorable opinion regarding access to emergency oral contraceptives in girls, adolescents, and adult women. - Increase in the favorable opinion regarding the legality of abortion. |
| 1.2. Strengthen the skills of trainers and opinion leaders in the promotion of arguments in favor of SRR. | <p>Monitor current indicators/advocacy for the use of new indicators that account for the intersectionality.</p> <p>Strengthen institutional voices and partnerships for the promotion and defense of SRR.</p> | <p>Results indicators:</p> <ul style="list-style-type: none"> - Changes in knowledge, attitudes, and practices of actors involved in the training and awareness processes, as well as campaigns, led by PROMSEX. <p>Process indicators</p> |
| 1.3. Inform public opinion (especially the most vulnerable sectors) with the goal of supporting the SRR and reducing social tolerance to the different types of violence. | <p>Train actors/voices (including the media) in the population.</p> <p>Awareness campaigns through social media and other media and community action (for example, in Madre de Dios).</p> | <ul style="list-style-type: none"> - Number of people involved in training and awareness processes, as well as campaigns led by PROMSEX. - Number of media that have asked the institution to give an opinion on some issue of interest in the area of human rights, including SRHR - Number of persons reaches through social networks. - Number of persons reached through the institutional website. - Number of developed digital media campaigns. - Number of developed community campaigns. - Number of studies led by PROMSEX. |

STRATEGIC AREA OF CHANGE 2

Change at the stakeholder level: Strengthened civil society in its political advocacy strategies to promote regulations in the recognition of sexual and reproductive autonomy.

| Lines of action | Actions | Indicators |
|--|---|--|
| 2.1. Inform political and civil society organizations to achieve the favorable positioning of issues of health, SRR, equality, and non-discrimination. | Generate legal arguments and from the public health sector. | <p>Impact indicator:</p> <ul style="list-style-type: none"> - Number of successful legislative initiatives, ordinances, plans, and technical regulations in which a commitment to work on SRHR is established, to which PROMSEX has contributed. <p>Results indicators:</p> <ul style="list-style-type: none"> - Number of agreements/ consensus between civil society organizations or organizations and associations and professional unions, in spaces where PROMSEX participates. <p>Process indicators:</p> <ul style="list-style-type: none"> - Number of events/conferences/ meetings convened by PROMSEX to discuss issues of the Human Rights agenda, including SRR. - Number of national and international coordination spaces, in which PROMSEX participates (advocacy strategy). - Number of civil society institutions whose capacities were strengthened by PROMSEX disaggregated by type and subject. |
| 2.2. Promote the commitment with the promotion and defense of SRR and gender equality in professional associations and unions, especially in those that operate in the health, legal, and education areas. | <p>International advocacy in strategic spaces.</p> <p>Strategic litigation.</p> <p>Development of law proposals, technical guidelines, and key messages for advocacy.</p> | |
| 2.3. Strengthen the participation, intervention strategies, and leaderships of civil society organizations, especially of women, youth, LGBTI, and Human Rights organizations, in demanding SRR at the local, national, and regional level. | <p>Strengthen partnerships.</p> <p>Act as the Secretariat of regional and international networks/coalitions.</p> | |
| 2.4. Promote the ethical-political dialogue among sectors of society on the SRR, equality, and non-discrimination. | | |

STRATEGIC AREA OF CHANGE 3

Change at the law/public policy level: Legal frameworks available to ensure, promote, and protect gender equality, the exercise of SRR, and the right to a life free from violence.

| Lines of action | Actions | Indicators |
|--|--|--|
| 3.1. Promote policies and legal frameworks that guarantee the full exercise of SRR through local, national, and regional advocacy strategies. | Map stakeholders. | <p>Impact indicators:</p> <ul style="list-style-type: none"> - Number of successful legislative initiatives, plans, laws, and guidelines²² to which PROMSEX has contributed to modify, approve or implement in favor of SRHR. <p>Results indicators:</p> <ul style="list-style-type: none"> - Number of LGBTI litigated cases with favorable sentences. - Number of sexual and reproductive health cases with favorable sentences. <p>Process indicators:</p> <ul style="list-style-type: none"> - Number of alternative reports and technical opinions of new laws. |
| 3.2. Align the international Human Rights, SRR, and justice standards with the local and national laws, public policies, technical regulations, and guidelines on health and education. | <p>Develop alternative reports and technical opinions of new laws, including Bills.</p> <p>Participation of opinion leaders and the media in disseminating evidence.</p> | <ul style="list-style-type: none"> - Number of LGBTI litigated cases. - Number of therapeutic abortion litigated cases. - Number of constitutional processes carried out. - Number of civil processes carried out. |
| 3.3. Defend the current legal framework that favor the full exercise of SRR and Human Rights through advocacy strategies and strategies to respond to opposition sectors. | <p>Technical assistance to organizations to develop informed positions on SRR, equality, and non-discrimination.</p> <p>Train stakeholders for political advocacy.</p> | <ul style="list-style-type: none"> - Number of LGBTI litigated cases. - Number of therapeutic abortion litigated cases. - Number of constitutional processes carried out. - Number of civil processes carried out. |
| 3.4. Promote social surveillance and accountability mechanisms at the local, national, and regional level to ensure SRR and Human Rights. | Strategic litigation. | <ul style="list-style-type: none"> - Number of penal processes carried out. - Number of processes carried out before the Interamerican System of Human Rights. - Number of processes carried out before the Universal System of Human Rights. - Number of Bills with the organization's collaboration. |

²² "Successful" will be understood as including final approval of a legal framework, intermediate approval (e.g., in an organization) fulfillment of a key step for approval (approval of a Bill for discussion). For more information, see: Protocolo de indicadores, Plan Estratégico 2020-2024.

STRATEGIC AREA OF CHANGE 4

Change at the level of authorities and officials of the public system: Authorities and officials of public services guarantee SRR and access to quality and evidence-based SRH education and services.

| Lines of action | Actions | Indicators |
|--|--|--|
| 4.1. Strengthen the technical skills of authorities and public service officials, to implement regulatory frameworks related to comprehensive sexuality education (CSE) and SRH services. | <p>Technical assistance to regional and local governments in Peru to implement policies with a gender, Human Rights, and sexual diversity approach.</p> <p>Train health providers and other public service officials in the prevention of unwanted pregnancy and provision of legal and safe abortion, and its legal framework.</p> | <p>Impact indicators:</p> <ul style="list-style-type: none"> - Decrease in the number of people with an unmet need regarding contraceptive methods at a national level. - Decrease in teenage pregnancy (15-19 years old) - Decrease in teenage pregnancy (11-14 years old) - Decrease in teenage pregnancy in areas where PROMSEX works. - Decrease in the institutional tolerance to violence in the areas where PROMSEX works. - Number of institutions that implement the gender approach in the national curriculum and CSE. |
| 4.2. Improve the understanding of the Human Rights frameworks and ethical frameworks in authorities and public service officials. | <p>Train health providers and other public service officials in addressing the specific needs of girls, boys, adolescents, LGBTI persons with quality standards in sexual and reproductive health and a life free from violence.</p> <p>Strengthen skills in the education community for the provision of a comprehensive sexuality education.</p> <p>Promote and implement community intervention models to be appropriated by the State.</p> | <p>Results indicators:</p> <ul style="list-style-type: none"> - Increase in the budget allocation of regional and local governments for the compliance of policies in favor of sexual and reproductive autonomy. - Number of adolescents that access differentiated sexual health services. - Number of persons that benefit from the services of the Centers for Community Guidance. <p>Process indicators:</p> <ul style="list-style-type: none"> - Number of health establishments strengthened on the therapeutic abortion regulation. |
| 4.3. Provide technical accompaniment to authorities and public service officials in promoting and implementing SRH services and CSE. | <p>Develop models to restitute the rights of victims of trafficking.</p> <p>Monitor and social surveillance processes for the allocation and use of budgets in the area of sexual and reproductive health.</p> | <ul style="list-style-type: none"> - Number of health establishments that receive training and technical assistance for the implementation of the Technical Regulation of family planning. - Number of local and regional governments in Peru that receive technical assistance for the development/implementation of ordinances. - Number of education institutions that receive assistance to implement training programs on SRR and free from violence. |



Motivation
and integration
for our
commitment



Institutional vision

PROMSEX inspires feminist leaderships at the local, national, and regional level. It consolidated its technical recognition and its ability to innovate, and strengthened inclusive partnerships for political public advocacy in SRR.

Institutional objectives

PROMSEX's commitment to achieving its strategic areas of change, lines of action, and institutional vision, requires prioritizing Safe Spaces in its headquarters and working networks, with zero tolerance towards sexual harassment and violence, considering the following institutional objectives for the 2020-2024 period:

INSTITUTIONAL OBJECTIVE 1

Strengthen human resources and institutional culture

Key identified needs: incorporate new profiles, keeping team constantly updated.

| Actions | Indicators: |
|--|--|
| 1.1. Strengthen the intra- and inter-team work in the various areas of the institution with the goal of improving institutional actions guaranteeing safe spaces free of all types of violence. | <ul style="list-style-type: none"> - Existence of a plan of action to strengthen human resources that guarantee safe spaces free of all types of violence. - Existence of an assessment of the organizational environment and culture of the NGO in HR management, and prevention and protection measures against all types of harassment and violence in the workplace. - # of individuals of the PROMSEX team that benefit from training processes annually. - Meet the goals established by the institutional plan of action. |
| 1.2. Develop an assessment of the organizational environment and culture with the goal of strengthening the human resource management processes and prevention and protection measures against all types of harassment and violence in the workplace. | |
| 1.3. Promote leaderships based on quality, commitment, competitiveness, and professionalism while facilitating training strategies and motivation and integration mechanisms. | |
| 1.4. Generate and validate a plan of action to strengthen human resource management that strengthens the organizational vision established by the leaders of the institution. | |

INSTITUTIONAL OBJECTIVE 2

Financial sustainability

Key identified needs: PROMSEX has been able to consolidate a solid strategy to obtain external resources; therefore, the most urgent need is to strengthen the generation of own resources to counter the exit of donors in the region.

| Actions | Indicators: |
|--|---|
| 2.1. Continue strengthening partnerships and consortiums with organizations that have complementary profiles to PROMSEX at the national and regional level. | <ul style="list-style-type: none"> - Resources obtained from external donors annually. - % of restricted resources annually. - % of non-restricted resources (unrestricted use) annually. - % of institutional income from initiatives to generate own resources. - # of awards and recognitions of the work implemented by PROMSEX. - # of articles published in indexed media. - # of research carried out by PROMSEX or where PROMSEX has participated. |
| 2.2. Implement innovative strategies to obtain non-restricted funds from individual donors (e.g. Crowdfunding, through volunteers). | |
| 2.3. Design initiatives to generate own resources. | |



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