



## National Police of Timor-Leste unveiled its first Gender Strategy for 2018-2022

National Police of Timor-Leste (PNTL) demonstrated its commitment to promote gender equality within the institution by officially launching its **Gender Strategy (2018-2022)**. This Strategy was the result of a long process of collaboration between PNTL and UN Women in Timor-Leste, under leadership of the Chief of the Gender Cabinet of the PNTL, with support from the Government of Japan. Development partners, such as Australia's Timor-Leste Police Development Program (TLPDP) and UNDP also collaborated in the Strategy's development.

In her opening remarks, **Ms. Guilhermina F.S. Ribeiro, the Director General of Corporate Service for the Ministry of Interior**, stressed that, *"The Strategy will not achieve success by itself. It will require financing from the PNTL. It should allocate the necessary resources for the activities to ensure that the strategy will bear fruits"*.

The official launch of the Strategy was followed by a workshop to identify priorities for the implementation of the Strategy in 2019. Representative of development partners as well as civil society organizations joined for the launch.

In his official remark, **Chief Superintendent Jerónimo Carlos, the Inspector General of PNTL**—who was representing the General Commander of PNTL—said that, *"When it comes to developing strategy, we need to see it in breadth and in depth. We should consider views from various parties, not just one. Therefore, I am glad to see that all of you here represent the aspirations of female PNTL members. I believe it will be a good guide and of course the PNTL institution will support the priorities decided today"*.

Click [here](#) for complete report on our website.

**WATCH:** [Safe Streets for Cyclists and All People: UN Women collaboration with Secretary of State for Youth and Sport, Telkomcel UNFPA and UNICEF:](#)



In collaboration with the Secretary of State for Youth and Sports (SEJD), Telkomcel, UNFPA, and UNICEF, the Public Service Announcement (PSA) is produced with the objective **to encourage people to take action on street harassment**. The piece follows a positive approach that aspires to increase individual intervention in situations of harassment on street and violence against persons with disabilities.

In his message, Nelio Isaac Sarmiento, the Secretary of State for Youth and Sports (SEJD), said *"we had a long struggle until we gained our independence. Now, we have our new struggle, for a safe street so everyone can move around freely without fear. It's important that we ensure that our street is free from harassment and other types of violence."*





## A Roundtable Discussion on WEPs: Business case for corporate action to promote gender equality

Tuesday, 31th July 2018 – UN Women, together with the Associação Empresarial das Mulheres de Timor-Leste (AEMTL), the Women’s Business Association, convened representatives of various private sector stakeholders in Timor-Leste and the UN family together to discuss and learn about the Women’s Empowerment Principles (WEPs), a set of Principles for business offering guidance on how to empower women in the workplace, marketplace and community.

As a result of the event, the two companies, Kmanek Supermarket Holdings and Telkomcel who have signed the CEO Statement and joined the WEPs in their testimony indicating that there is need strong potential to engage with private sector in support of women’s economic empowerment.

For example, during the discussion Kmanek was identifying their roles to enhance women’s and young women’s labour market participation in rural areas through working more closely with women’s farmers and have developed sexual harassment policy after having discussion with UNW CO

Leading the panel discussion, Yogi Rizkian Bahar, a CEO of Telkomcel Timor-Leste, has signed the CEO Statement of Support for the Women’s Empowerment Principles and said, “40 percent of the managers are women in our company and they have made an outstanding contribution to the company”. More than 50 per cent of revenue is coming from Enterprise and Whole Sales Department led by a female manager. This shows us that women fit and have great achievements in high-level positions.”

Recommendations to the sector participants emphasized the need to work towards driving economic growth, creating jobs, and promoting innovation, as well as removing the barriers that women face to achieve full economic participation.



“I expect that the CEO of Telkomcel will be a woman within the next 5 - 10 years.” --Yogi Bahar, CEO of Telkomcel Timor-Leste

## Empower for Change: UN Agencies partner with organizations of persons with disabilities to promote more inclusive services and rights



On Tuesday, October 23rd, the United Nations in Timor-Leste, through its initiative Empower for Change, launched new partnerships with national organizations for person with disabilities, the Asosiasaun Defisiensia Timor-Leste (ADTL), The Leprosy Mission Timor-Leste (TLMTL) and the Community-Based Rehabilitation Network (CBRN) to address and prevent violence against women and children with disabilities in Timor-Leste.

Through the partnerships, the United Nations Entity for gender Equality and the Empowerment of Women (UN Women) will support TLMTL and CBRN to develop a Toolkit to prevent and support more inclusive responses to violence against women and children with disabilities in Timor-Leste.

This will complement support to ADTL led by the United Nations Human Rights Advisor’s Unit for developing a public campaign on the rights of persons with disabilities.



**Roy Trivedi, the UN Resident Coordinator in Timor-Leste**, in his opening remarks, highlighted that *“The UN commits to working in partnership to address the barriers faced by persons with disabilities, to support their leadership in identifying and informing the support services that will better protect them from violence and enable them to contribute to their communities as leaders and collaborators for sustainable development”*.

The project partners with Organizations of Persons with Disabilities (DPOs), State Institutions and civil society towards two main objectives, reducing harmful attitudes that perpetuate tolerance of gendered discrimination against persons with disabilities, and aims to strengthen capacities of service providers to refer and deliver coordinated, inclusive and accessible services. The initiative works with the coordinating Ministry of Social Solidarity (MSS), the Ministries of Education and Health, the National Rehabilitation Centre (NRC), the National Police and the Judiciary, among other institutions.



**4P's  
4 Peace**

# Women, Peace, & Security



From  
the people of Japan

This page is dedicated to activities under the *“Enhancing women’s Meaningful Leadership and Participation in State Building and Development in Timor-Leste”*, project which is generously funded by the Government of Japan.



## Survivors of Past Violence use Participatory Action Research for Narrating a Brighter Future

In July, 36 women survivors of serious crimes in the past in the village of Laisorulai, in the eastern Municipality of Baucau shared their stories during the occupation through a Participatory Action Research process facilitated by the Asosiasaun CHEGA Ba Ita (ACBIT). The objective of the activity is to provide a platform for women survivors to encourage each other to take part in decision-making and advocate for their own rights within their communities. The survivors were very active and expressed their feelings of the burden of the past and in the process, provided each other much needed consolation.

Through the research, 36 survivors created historical timelines, a list on their life resources (past, present and future) and memory boxes. The information gathered from the three municipalities (Baucau, Oecusse and Covalima) will contribute to historical archiving, advocacy, and to improve Acbit’s support to women survivors and their families.

This activity is one part of the Women, Peace and Security initiative supported by UN Women and the Government of Japan in Timor Leste.

See more at: <https://bit.ly/2EsmKW6>

## Gender responsive conflict prevention and conflict transformation in Baucau, COvalima and Oecusse

During the month of September, NGO Belun trained 91 participants (60 women and 31 men) from three municipalities on gender-responsive conflict prevention and conflict transformation. The participants gained a basic understanding on conflict transformation and how conflict affects women and men differently in the municipalities of Baucau (27: women -19 and men -8), Covalima (38: women 22, men 16) and Oecusse (27: women- 21, men- 6).

The participants represented members of conflict resolution networks (as women representatives from the Suco Council, members of the Conflict Prevention and Resolution Network, women mediators from the Ministry of Interior, women members of the Community Police Councils and local leaders), as well as 23 women leaders from community-based organizations.





## From Where I Stand: Lt. Marquita da Cunha



When I was kid, I didn't think I would be in the military. It was difficult to imagine that since we were under Indonesian occupation. Initially I wanted to be a teacher or a lawyer. When we gained our independence, I decided to pursue a degree in civilian engineering. However, after my father passed away, I stopped my studies to help take care of the family. The idea of joining the defense forces was scary at

first, and my family was not supportive of the idea. But one day, one of my older brothers brought an enrollment form for the newly-established defense force. He told me that they also wanted women to join. I put down my name in the form as well. In the end, my brother didn't pass, while I did, and I joined the military. It was 2002. I drew inspiration from my father. He had taught me that life is not easy, and it requires hard-work and diligence.

Being in the military is really challenging. As a woman, it is difficult being away from my family, and the demand on us, both physically and mentally, is rigorous. But I believe women should be involved

"I believe women should be involved in peacekeeping operations around the world because **first**, it is everyone's duty, both men and women, to contribute to strengthening peace."

in peacekeeping operations around the world because first, it is everyone's duty, both men and women, to contribute to strengthening peace. And second, female peacekeepers tend to be more approachable compared to male peacekeepers. In every conflict, women and children suffer the most, and they feel more secure when approached by female peacekeepers, especially if they are victims of sexual violence.

During the training in Beijing, I learned a lot about how the UN is structured and how it works within its mandate to promote peace and security in different settings. I can share this knowledge by training others in the F-FDTL as Timor-Leste prepares to participate in peacekeeping missions and hope that one day, I can also contribute to a peacekeeping mission."

## Advancing LGBTI Rights in Timor-Leste: One Step and March at a Time



**SOGIE Caucus to support members of the LGBT community access ways to promote self-care and wellness** given the severe violence and multiple forms of discrimination faced by the community. A three-day workshop organized in September enabled members of the group to access peer-support and gain confidence to share their stories and advocate for the rights of LGBTI persons.

This was followed by **the first-ever workshop on CEDAW and LGBTI rights, organized by UN Women, Arco Iris and the ASEAN SOGIE Caucus in October**, where members of the LGBTI community, CSOs working on CEDAW and Government institutions reporting on CEDAW explored how existing gender equality commitments could be used to advance the rights of LGBTI persons, as preparation for the State Periodic Report to the CEDAW Committee in November 2019.

On June 11th, over one hundred individuals and local businesses in Timor-Leste rallied around Dili to show solidarity for **upholding the rights of the LGBTI community** through the country's second pride march. The Hatutan youth group organized the march, working together with Fundasaun CODIVA, Arco Iris, with support from diverse partners, including UN Women and the UN Human Rights Advisor's Unit, among others. The march was followed by seminars with the

National Police, education sector personnel and local authorities to understand the experiences of the LGBTI community in Timor-Leste organized by the Office of the Ombudperson, with support from LGBTI networks and the UN

**Ensuring that those furthest behind are not excluded, UN Women partnered with the LGBT network Arco Iris and the ASEAN**



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# RESOURCES ON GENDER EQUALITY



## Gender and Sustainable Development: Key to Leaving No One Behind in Timor-Leste

As Timor-Leste works to achieve the 2030 Agenda, this Brief presents snapshot of key issues and actions that are needed to translate existing commitments into action. This Brief on Gender and SDGs in Timor-Leste is a collaboration between UN Women and the Secretary of State for Equality and Inclusion (SEII)- formerly Secretary of State for Gender Equality and Social Inclusion (SEIGIS), the Directorate-General of Statistics (DGS) under the Ministry of Finance and the SDG Working Group under the Office of the Prime Minister – with the generous support from the United Nation Population Fund (UNFPA), the World Bank, and the European Union.

## WPS Booklet: Invest in Women, Invest in the Future

Timor-Leste's National Action Plan for Security Council Resolution 1325 (2000) on Women, Peace and Security is a five-year plan beginning in 2016 to advance women's equal participation in the country's development.

The *Plan* contains four pillars on improving women's participation in key decisions surrounding gender-sensitive conflict prevention, peacebuilding practices and protection from violence through 47 activities aimed to build a safer Timor-Leste for all. This booklet provides an overview of the Plan and its intended results.

The booklet is available in [Tetun](#) and [English](#)



## Empower for Change: factsheet

The Empower for Change is a Joint UN Project aimed to reduce violence and discrimination against women and children with disabilities in Timor-Leste, considering global evidence that women with disabilities are twice as likely to experience gender-based violence (GBV) than women without disabilities. The Factsheet provides an overview of key issues of violence and discrimination affecting persons with disabilities in Timor-Leste as it relates to the three-year project and its intended results.



## UN Women Timor-Leste Annual Report 2017-2018

It highlights some of the organization's initiatives during the year along with the progress and achievements of gender equality and women's empowerment by the government in collaboration with UN Women and other partners.

We are grateful for the generous contributions from the Government of Japan, Australia's Department of Foreign Affairs and Trade, KOICA, the UN Asia Pacific Development Group and most of all, the diverse and resilient people of Timor-Leste in creating this progress together and continuing our joint effort to pave a path of equality for the present population and future generations to come



UN Women is the UN organization dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide. Operating in 32 countries in Asia and the Pacific region, UN Women Office for Timor-Leste focuses on ensuring gender equality and rights-based approach for ending violence against women, women's participation in peace and security, women's economic empowerment that can unlock progress across the board.

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