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## Empowering Female Domestic Workers in Timor-Leste and Celebrating International Domestic Workers Day 2018

**Timor-Leste, Dili** – On 13 June, the Working Women’s Center Timor-Leste (WWCTL) raised the visibility of discrimination and exclusion facing domestic workers in Timor-Leste through a public panel discussion and photo exhibition collaboration with UN Women, Secretary of State for Employment Policy and Professional Training (formerly Secretary of State for Youth and Labour), and the Secretary of State for Equality and Inclusion (formerly Secretary of State for Gender Equality and Social Inclusion).

The discussion highlighted the harsh condition of domestic workers in Timor-Leste, and the vulnerability they face as part of the informal economy. For example, the existing Labour Code states that domestic workers will be regulated by a specific law that is yet to be adopted, which leaves many domestic workers unprotected from exploitation and abuse in regards to their wages, their working hours, their right to rest and sick leave as well as other rights provided for in other workplaces. They don’t have the right to the minimum wage, regulated working hours, annual leave, sick leave, and other rights provided for in other workplaces.

UN Women Head of Office in Timor-Leste, **Ms. Sunita Caminha**, said in her remarks, *“We rely so much on the contributions of domestic work to fuel the economy, but we do not often listen to the actual experiences of domestic workers or recognize their work as ‘work’”*.

Following the panel discussion, WWCTL launched a photographic exhibition, including works by Steve McCurry, Mathew Cassel, Gratiane de Moustier, and Ralph Eleuhike illustrating domestic workers’ conditions as well as vulnerability that domestic workers have faced worldwide.

## Leaving no Youth Behind in Timor-Leste



Young people are key to achieving sustainable development. It is essential that all young people receive equal access to quality education, justice, health services, employment opportunities, chances to participate in society, and to be protected from violence. Through the adoption of the Sustainable Development Goals in 2015 and the approval of the new National Youth Policy in 2016 by the VI Government, Timor-Leste has committed to leave no youth behind.

To increase understanding of the situation and vulnerability of some specific youth groups and the particular challenges they face, the United Nations (UN) in Timor-Leste in a collaborative effort with NGO Belun, launching a new policy series titled **“Leaving no Youth Behind in Timor-Leste”**.

The series includes topics related to youth on disability, migration, agriculture, employment, and LGBTI. Each policy brief presents a situation analysis based on quantitative data from an independent analysis of the 2015 Timor-Leste Census and qualitative data from focus groups discussions, as well as supporting evidence from studies and reports conducted in Timor-Leste.



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## UN Women Convenes Stakeholders to Make Dili a Safer City for Women and All People

In June 2018, UN Women convened over 50 stakeholders to share information on what UN Women is doing globally to improve women’s safety in public spaces, and present key approaches and tools available to support safer cities.

These discussions importantly involve male allies, such as **Jose Smith, Deputy Administrator of the Dili Municipality**, who stated that *“In Timor-Leste, women’s safety is a highly important issue to make our country safer for women and girls. In terms of how to eliminate sexual harassment in public spaces, we need to implement laws to limit perpetration of sexual harassment.”*

The objective of these discussions is to introduce UN Women’s Safe Cities Programme and to present key results from the Scoping Study conducted in November 2017 during the 16 Days of Activism to End Violence Against Women and Girls Campaign.

The Study found that there is no public space where women feel is free from the threat of harassment. As a coping mechanism, women normally ignore and keep silent about catcalls, stalking, repeated requests for their phone numbers, male public exposure, rubbing, groping or hearing indecent language being yelled at them by men as they walk by.

Full story [here](#).

### Why does it Persist?

Negative social beliefs and norms that reinforce the harassment of women:

- women are blamed for what they wear, where they go and the time of day they are in public spaces
- Bystanders/witnesses turn a blind eye
- Boys copy peers’ behaviours that objectify women
- Women are told to keep silent

### What are the Consequences?

Sexual harassment affects individuals and communities, including:

- Physical harm and psychological trauma,
- Limited mobility, choices and opportunities
- the impact depends on the severity of the sexual harassment and sexual violence.
- Incites more violence and decreases social cohesion
- Reduces women’s contributions to development

### What are the Actions Needed?



Raising public awareness on the issue, engaging men and boys as change agents



Having laws and ways to enforce citizen support while supporting women to report



Regulating public transport and other public spaces (markets, parks, beaches) to address safety issues



Developing infrastructure & integrating women’s safety in urban development (planning, budgeting, accountability)



Involving and strengthening capacities of diverse stakeholders for making Dili safer

## Empower for Change: Joint UN Project supports enhancing the rights of persons with Disabilities

Data collected in Timor-Leste indicates potential underestimation:

**ONLY 3.2%**

of the population reported a disability in the 2015 Census



**MORE AWARENESS ON DISABILITIES IS NEEDED**

Data: Timor-Leste National Population and Housing Census 2015

### RATIO OF POPULATION WITH DISABILITY IN TL



■ Women (48.87%) ■ Men (51.13%)



**15%**

of the population across countries lives with a disability

Data: World Report on Disability, WHO & The World Bank, 2011

UN Women, in collaboration with UNFPA, UNICEF, and OHCHR through the Human Rights Adviser’s Unit in the Resident Coordinator’s Office, and WHO launched the ‘Empower for Change’ project focused on reducing violence and discrimination against women and children with disabilities in Timor-Leste.

As result of the inception phase, a report on knowledge, attitudes and practices from the survey on rights of persons with disabilities was completed, a baseline study, and workshops were conducted on the rights of persons with disabilities reaching 100 people (49 women/51 men) from the UN Team, CSO/Governments and disabled persons organizations (DPO).



UN Partnership to Promote the Rights of Persons with Disabilities

ILO | OHCHR | UNDESA | UNDP | UNICEF | WHO

## Making GBV more visible

Dili -- Since November 2017, UN Women has partnered with Belun, a non-government organization in Timor-Leste, towards increasing the visibility of cases of gender-based violence more systematically within the context of broader inter-personal and group violence in Timor-Leste, through its Early Warning, Early Response (EWER) system (<http://atres.belun.tl/>).

The EWER system operates through a volunteer monitoring network to gather data and information about violent incidents and situational change managed by the NGO Belun.

After an initial workshop on 10 April, involving 23 stakeholders working in the area of Gender-Based Violence and including representatives of organizations from LGBTI and persons with disabilities, Belun has revised their methodology, tools and processes allowing Belun to include numbers of gender-based violence cases reported in the overall number of violent incidents, with more attention to vulnerable groups.

While women represented only 8% of the reported victims of violent incidents from January to May 2017 (8 women), the inclusion of GBV as part of the EWER reports has increased the visibility of violence faced by women within overall violence, with women comprising 28% of reported victims from January to May 2018 (54 women).

UN Women will continue to work with Belun to strengthen community efforts to address GBV as part of broader violence prevention efforts.

## 16 Civil Servants from the Secretary of State for Equality and Inclusion (SEII) completed One-Year Training on Transformative Leadership for Gender Equality



***“To have other people follow you, you have first to show the example.”***

-Maria Filomena Babo Martins, a Chief of Training Department at SEII

Started in April 2017, the 16 staff (10 women and 6 men) of SEII have successfully completed a total of five training sessions on Transformative Leadership for Gender Equality (TLGE). At the end of the training, which included over 40 hours of training, the 16 participants showed greater knowledge and capacities on how to lead with purpose, principles, power, and practices; examining

institutional deep structure; advocating for Gender Equality as a leadership skill; gender mainstreaming; and understanding existing international and national legal gender frameworks.

As part of the Programme, six of SEII staff also enrolled in a voluntary mentoring process. The six-month mentoring, from April to September 2018, provides complementary support to the participants to put the lessons from the TLGE training into practice in their daily lives. Mentees were paired with a national or international mentor, with extensive expertise in leadership and gender equality. The training and mentoring programme will continue in 2018 with the National Police of Timor-Leste and members of Rede Feto.

## Acbit - Identifying barriers women survivors of past crimes face



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Our partner Assosiasaun Chega ba Ita (Acbit) worked with 61 women survivors of violence (including past conflict) and their children in 4 villages in Oecusse, Covalima and Baucau on a Participatory Action Research.

This community driven research approach helps the survivors to identify the barriers they face in accessing services and justice in their communities. Using a qualitative participatory methodology, participants shared common experiences and barriers such as feelings of shame, fear of stigma and judgment from family and community, and safety concerns.

The research will feed into Acbit's advocacy to ensure that women who suffered from violence during the past conflict can equally access reparations and live a life free of violence and discrimination, in line with commitments under the National Action Plan on UNSCR 1325.

## Transformative Leadership for Gender Equality

Since 2017, UN Women 57 civil servants (41 women, 16 men) have gained knowledge on Transformative Leadership for Gender Equality through a one-year training initiative to strengthen capacity and knowledge of current and emerging leaders to advance gender equality, women’s empowerment, and women’s rights agendas within their organizational contexts as spelt out in national and international normative frameworks.

The training seeks to strengthen leaders’ use of gender-inclusive and transformative leadership principles and practice to address institutional gender biases and promote commitments to gender equality and women’s rights.



## RESOURCE ON GENDER EQUALITY

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



Following the adoption of the Sustainable Development Goals (SDGs) by the Timor-Leste Council of Ministers in 2015, the Government created an SDG Working Group to promote the localisation and rollout of the SDGs at the national level. Gender has been prioritized as a cross-cutting goal in a variety of short, medium and long-term plans for development. 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.

It 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.

The report is in English and can be accessed by clicking [here](#):

## TRAINING OPPORTUNITIES

**If you wish to enhance your skills and knowledge to mainstream gender in programmes, projects, public policies, and organisations, this course is for you!**

The training dates of the course are from **17 September to 19 October**, including an online phase from 17 September to 12 October and a face-to-face workshop in Istanbul from 15 to 19 October. Participants will learn about:

- Concepts on gender mainstreaming
- Gender Equality in the current development agenda
- Gender Analysis frameworks
- Data and statistics for Gender Equality
- Transformational leadership and Organizational culture
- Strategies to mainstream gender equality in different contexts

For more information please read our full catalogue of trainings at : <https://trainingcentre.unwomen.org/portal>

**REGISTER BEFORE SEPTEMBER 16th!!**



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