



TIMOR LESTE NATIONAL POLICE
PNTL GENERAL COMMAND

Gender Strategy 2024-2028

TIMOR-LESTE NATIONAL POLICE
PROFISIONALISMU NO RESILIENTE

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GOALS

What do we want to achieve

WITHIN INSTITUTION

Enhancing institutional capacity for improved gender mainstreaming in PNTL to promote equality and inclusivity.



Enhanced women's participation and leadership in the institution.



Promote a safe workplace that fosters respect, equality, and professionalism.

LOCAL COMMUNITY

Capacity building for delivering people-centered, gender-responsive policing to local communities.



Enhanced capacity and proper equipment are provided to address gender-related crimes and conflicts in the community.



Public awareness and trust in PNTL's roles, responsibilities, and services have increased in the community.

With support of



PROGRESS

- ⚙️ Training programs on gender equality, women's leadership, and gender-based violence prevention and response have raised gender awareness within the institution.
- ⚙️ Adoption of standard operating procedures (SOPs) for handling and reporting workplace sexual harassment cases.
- ⚙️ PNTL Organic Law (Decree-Law No. 34/2024) institutionalizes the Gender Equality and Inclusion Cabinet as an advisory body to the PNTL Commander General.
- ⚙️ Decree-Law No. 35/2024 of 18 October stipulates that police officers must carry out their duties without discrimination based on gender or sexual orientation.

- ⚙️ Provision of pre-natal uniforms to cater the needs of female police officers during pregnancy.
- ⚙️ Female police officers are entitled to 65 business days of paid maternity leave.
- ⚙️ PNTL Organic Law (Decree-Law No. 34/2024) institutionalizes the Support for Vulnerable Persons Department (formerly the Vulnerable Persons Unit) to prioritize prevention and response to Gender-Based Violence and support to the most marginalized groups.



CHALLENGES

⚠️ Barriers to recruitment of women: There is a need to increase recruitment of women, and address barriers to recruitment of pregnant or married applicants, and review physical requirements that might not reflect operational requirements and needs.

⚠️ Low female representation: Women constitute 15% of the PNTL (as of 2022), and are under-represented in operational and specialized roles. Increasing support for promoting women's leadership is crucial to address significant gender gaps in leadership positions.

⚠️ Operational access issues: Strengthening women's training and access to firearms and vehicles is essential, as limited experience with these resources restricts their mobility and participation in operations.

⚠️ Limited awareness and understanding of sexual harassment prevention and response: There is a need to disseminate and provide training on the SOPs on Sexual Harassment Prevention and Response to all PNTL staff members.



Objectives, Outcomes and Outputs

OBJECTIVE 1

PNTL increases institutional capacity building for promoting gender equality within the PNTL

OUTCOME 1.1

By 2028, PNTL is an institution that promotes more representative and inclusive security services with increased women's participation and leadership within the institution.

✓ Output 1.1.1

PNTL promotes greater women's participation in recruitment and addresses the structural barriers to recruitment.

✓ Output 1.1.2

The PNTL improves workforce planning, provides increasing support for female police officers in career advancement through affirmative actions, and strengthens their capacities to take on leadership and decision-making roles.

✓ Output 1.1.3

Gender equality is mainstreamed in PNTL laws, policies, annual action plans and budgets, and procedures and strategies. The Gender Equality and Inclusion Cabinet effectively leads the coordination, implementation, monitoring and reporting of gender commitments.

OUTCOME 1.2

By 2028, PNTL promotes a safe working environment that is free of sexual harassment and that fosters a workplace culture that promotes respect, equality and professionalism.

✓ Output 1.2.1

PNTL effectively maintains the internal mechanism to receive, report and investigate cases of sexual harassment and abuse and to provide support to survivors within the PNTL in a confidential, gender-responsive and survivor-centred approach.

✓ Output 1.2.2

Facilities are provided to ensure a safe and gender-sensitive working environment and accommodation for female officers within PNTL.

OBJECTIVE 2

PNTL has increased capacity to provide services that are accessible, safe, gender-responsive and responsive to the security needs of women and girls and the community, particularly the most vulnerable groups

OUTCOME 2.1

By 2028, PNTL has increased capacity and adequate equipment and facilities to prevent and respond to gender-related crimes, conflicts and issues in the community.

- ✓ **Output 2.1.1**
PNTL officers have increased knowledge and investigative competencies and skills in gender-based violence case management, response and referral.
- ✓ **Output 2.1.2**
Adequate equipment and facilities are provided by the PNTL in preventing and responding to gender-related crimes, conflicts and issues in the communities.
- ✓ **Output 2.1.3**
The public has increased awareness and trust about the roles, responsibilities and services provided by the PNTL, including prevention and response to gender-based violence and domestic violence case reporting and referral.

“The Gender Strategy aims to promote greater women’s participation and leadership at all levels within the PNTL, and scale up gender-responsive community policing that meet distinct security needs of women and men and the most marginalized groups in Timor-Leste.”

Commissioner Henrique da Costa, M.Si
Commander General

