



# **Annual Report 2017-2018**

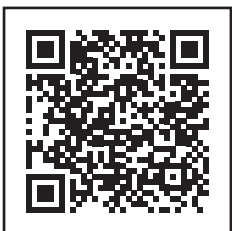
Timor-Leste Country Office



UN Women is the UN Entity 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.



UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to implement these standards. It stands behind women's equal participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women's economic empowerment; and making gender central to national development planning and budgeting. UN Women also coordinates and promotes the UN system's work in advancing gender equality. UN Women works globally to make the vision of the Sustainable Development Goals a reality for women and girls.



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Dear friends of UN Women in Timor-Leste,

As a result of our collective efforts and continued collaboration in 2017, we are pleased with the many achievements and steps taken for gender equality and women's empowerment during the year.

From new resolutions on equal pay for women and men, historic legislation on land and property, policies, roadmaps for public finance management and achieving the SDGs, and a new Plan of Action to address the pervasive problem of gender-based violence, there is much progress to celebrate.

This progress includes Timor-Leste's launch of the global HeforShe Campaign, reaffirming the role of men and boys in promoting gender equality as partners and allies of the women's movement, using their privilege in society to act as agents of change. The former Prime Minister, Dr. Rui Maria de Araújo, illustrated this power through his message in support of the rights of lesbian, gay, bisexual, transgender and intersex persons for the first Pride March in June 2017, emphasizing that development belongs to everyone.

In line with the commitment to the 2030 Agenda and "Leaving No One Behind", the rights and contributions of rural women were also made more visible through the commemoration of International Day for Rural Women, with women representatives across 5 municipalities presenting recommendations on women's economic empowerment developed to then-Prime Minister Dr. Mari Alkatiri in November 2017. Timor-Leste has recognized that development and progress must include all and eliminate the barriers that marginalize people because of their gender identity, sexual orientation, their abilities or disabilities, among other factors.

Complementing these advocacy efforts, UN Women launched its Transformative Leadership initiative in 2017, revisiting historic approaches to leadership development and engaging 57 people from the Secretary of State for Equality and Inclusion, the National Police and the Rede Feto Women's Network in a one-year journey of learning and coalition-building. The Programme sets to accelerate implementation of policy achievements on gender equality and women's empowerment, and specifically the Women, Peace and Security Agenda, by preparing individual leaders and institutions to transform from within.

Through partnerships, we see this transformation making history. The Civil Service Commission adopted and launched Timor-Leste's first Guidelines addressing sexual harassment, notably covering over 34,000 female and male civil servants across the country. Alongside the global movement to speak out and address the pervasive problem of sexual harassment and abuse, the Guidelines in Timor-Leste set an important foundation of zero tolerance for workplace violence and harassment.

Working across the United Nations in Timor-Leste, UN Women was proud to co-organize the joint UN Government consultation on the National Action Plan on Gender Based Violence in support of national efforts to prevent and respond to gender-based violence and coordinate the commitment by 11 UN agencies operating in Timor-Leste to take 5 actions to continue these joint efforts in 2018. Joint UN work has also been key to engage youth and engender implementation of the National Youth Policy, in analyzing the gender dimensions and data available for measuring progress on the Sustainable Development Goals and moving forward, will enable the UN to better support the rights of persons with disabilities and members of the LGBTI community.

The story of progress shared in the 2017 Annual Report is above all, a story of partnerships and participation. UN Women appreciates the collaboration with the many institutions and individuals showcased in the Report. 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.

Obrigada wain,

Sunita Caminha

Head of Office  
UN Women Timor-Leste



Se ha'u haree ou esperiênsia,  
ema ruma la sente seguru iha  
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# Acronyms

AAP	Annual Action Plan
ACbit	Asosiasaun CHEGA ba Ita
ADR	Alternative Dispute Resolution
CoM	Council of Ministers
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CNRT	Congresso Nacional de Reconstrução de Timor/ National Congress for Timorese Reconstruction
CO	Concluding Observations of CEDAW
CSC	Civil Service Commission
CSO	Civil Society Organizations
CSW	Commission on the Status of Women
FRETILIN	The Revolutionary Front for an Independent East Timor
GBV	Gender Based Violence
GM	Gender Mainstreaming
GWG	Gender Working Group
GRPB	Gender Responsive Planning & Budgeting
HRAU	Human Rights Advisory Unit
KOICA	Korea International Cooperation Agency
LGBTI	Lesbian, Gay, Bisexual, Transgender, Intersex
MoD	Ministry of Defense
Mol	Ministry of Interior
MoH	Ministry of Health
MSS	Ministry of Social Solidar
NAP	National Action Plan
NES	National Employment Strategy
PM	Prime Minister
PMO	Prime Minister's Office
PNTL	National Police of Timor-Leste
PR	President of the Republic
PRADET	Psychosocial Recovery & Development in East Timor (and NGO)
SDG	Sustainable Development Goals
SEII	Secretary of State for Equality and Inclusion, previously known as SEIGIS (Secretary of State for Gender Equality and Social Inclusion)
UN	United Nations
UNCT	United Nations Country Team
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNPRPD	United Nations Partnership on the Rights of Persons with Disabilities
UNSCR	United Nations Security Council Resolution
USAID	United States Agency for International Development
VAW	Violence Against Women
WEE	Women's Economic Empowerment
WPS	Women, Peace and Security







# Timor-Leste Context

In 2017, Timor-Leste underwent Presidential and Parliamentary elections. Both elections were completed peacefully. In the Presidential elections, Dr. Francisco “Lu-Olo” Guterres was elected through a coalition between two major parties--CNRT and FRETILIN. In the legislative Parliamentary elections, which took place a few months later, a minority Government was established and operated in a caretaking capacity through the end of 2017, having been unable to pass its Programme through the National Parliament. Through the political transitions, women’s parliamentary representation remained at 38 per cent, while their representation in the ministries fell from 21 per cent before elections to 16 per cent by the end of 2017.

## **Growing the economy and empowering people**

Throughout 2017, Timor-Leste continued to focus its attention on accelerating economic diversification, with greater efforts on improving the public sector services and private sector investment environment, including through public finance management and public administration reforms. Notably, the Civil Service Commission took unprecedented steps to approve and launch guidelines to address sexual harassment in the public administration. The guidelines provide a standard for defining and reporting harassment cases and sets out responsibilities for institutions and remedies for survivors, recognizing that a professional civil service provides better services to the people and facilitates growth for the nation.

Internationally, a historic milestone in the maritime boundary dispute with Australia was also reached in 2017, alongside Timor-Leste’s contribution to the Community of Portuguese Speaking Countries and efforts to join ASEAN. Harnessing the power of its youth, Timor-Leste joined as a member of the World Organization of the Scout Movement in June 2017, connecting more than 10,000 young people to the scouting network worldwide.

Continuing to demonstrate its commitment gender equality and international human rights agreements, Timor-Leste launched its second National Action Plan on Gender-Based Violence (2017-2021) and created for the first time a monitoring report on the National Action Plan on Women, Peace and Security (NAP-WPS). In 2017, it also submitted its first report on the Convention against Torture and has accepted 146 of the 154 Human Rights Council recommendations emerging from the 2016 Universal Periodic Review (including

recommendations related to upholding LGBTI rights). These steps are important for tackling persistent areas of discrimination and reflect progress the government has achieved in response to the CEDAW Concluding Observations for 2015. UN Women has supported this progress by leveraging global best practices, providing technical support, and facilitating participatory processes and institutional capacity development.

## **Investing in Leaving no one Behind**

Leading progress on the 2030 Agenda for Sustainable development through its role in the G7+ Group, Timor-Leste adopted its Roadmap on the Sustainable Development Goals in Fragile States in 2017, with gender equality a cross-cutting priority. This builds on growing evidence that in order to achieve the SDGs, gender indicators and targets must be highlighted, such as gender gaps within households, in security, the labour force, among other areas and across sectors. In addition, opportunities for young women, persons with disabilities, members of the LGBTI community, unemployed and other youth were created to share their concerns. UN Women contributes to this progress by providing technical and financial assistance for implementation of legislation and policies adopted, and by convening stakeholders to ensure gender equality advocates are engaged in policy developments.

## **Cultivating Partnerships for Greater Equality**

Our coordination mandate has allowed us to facilitate joint UN programming that generates knowledge on the SDGs and amplifies the voices of marginalized groups for sustaining equitable development. UN Women supports key Government institutions such as; SEII, the Civil Service Commission, and the Ministry of Interior, among others. Through work with these institutions, in collaboration with the Prime Minister’s Office (PMO), has facilitated an improved legal and policy environment, and enhanced institutional capacities for promoting gender equality and the elimination of gender-based violence (GBV) and advancing the Women, Peace and Security Agenda.





# UN Women in Timor-Leste

UN Women's programming aims to empower women to have income security, decent work and autonomy, and to build sustainable peace and resilience through women's leadership and decision-making across sectors, including in the prevention of natural disasters and conflicts. These efforts support government plans and budgets that are gender responsive and create the conditions for women and girls to enjoy their right to live free of violence.

## Women's Economic Empowerment

UN Women supports initiatives to enhance economic opportunities for women, especially the poorest and most excluded, to benefit from development. Working toward translating the many gender policies and plans that exist into improvements in the lives of women and girls, UN Women works with the Government, as well as stakeholders such as civil society and development partners, to reshape economic conditions all along the spectrum — from boosting women's participation in economic policy-making to supporting women and their communities with practical skills for sustainable livelihoods, particularly in the agriculture, sector and in the emerging tourism and private sector.

Women, Peace and Security

UN Women supports an enabling environment for

implementation of national Women, Peace and Security commitments. This acknowledges the vital importance of women's leadership and decision-making in all aspects of peace building and state building, contributing to improved protection for women and men, prevention of violent conflict, and equitable access to basic social services within the framework of the United Nations Security Council Resolution 1325 (2000) and subsequent resolutions, in collaboration with various government institutions and civil society partners.

## National Planning and Budgeting

In collaboration with partners including the Office of the Prime Minister, line ministries, National Parliament and civil society, UN Women continues to support the women's machinery to integrate gender-specific



programmes, sub-programmes and indicators into the Government's Programme Budgeting structures to ensure gender commitments can translate into actions. This facilitates joint advocacy and strengthens capacities for gender-responsive budgeting as a tool for monitoring accountability and women's equal access to services and development overall.

### Eliminating Violence against Women

UN Women works closely with Government and civil society to support implementation and monitoring of the National Action Plan on Gender-Based Violence. Together with youth groups, the private sector and other partners, UN Women facilitates various advocacy campaigns and participatory initiatives to reduce public tolerance of violence against women, engaging local media outlets to reach a wide range of audiences.

Through **HeforShe**, targeted advocacy and other efforts, men and boys are being more systematically engaged to transform harmful attitudes into gender equitable norms and respectful relationships.

### Coordination

Across thematic areas, UN Women coordinates a variety of platforms focused on gender equality and women's empowerment with national and international stakeholders, from sister UN Agencies, government institutions and diverse civil society partners to strengthen capacities and improve the consistency of efforts to promote more equitable development and good governance in Timor-Leste. UN Women seeks to build a coalition of diverse partners working toward the shared vision where no one is left behind.



**Above:** H.E. Vicki Poole, Ambassador of New Zealand and First Secretary Ali Carlin, shared their experiences of leadership with the Transformative Leadership participants from Rede Feto in August 2017. Photo: © Felix Maia/UN Women 2017



# Women's Economic Empowerment

The foundation for creating an enabling environment for the economic empowerment of women begins with listening to women themselves. UN Women facilitated opportunities for women to amplify their voices with the Government for better policy formation and monitoring, working with civil society to make visible the different realities facing women in the world of work—including unpaid household work.

Activities included advocacy for monitoring progress on the 2017 targets set in the Maubisse Declaration; technical support to advance the first resolution on equal pay; analysis of gender and agricultural productivity; and convening stakeholders across sectors and institutions to discuss gender responsive climate change and disaster risk reduction as well as development of the textile industry.

*Women in rural areas have a great potential to contribute more. Sadly, these energies and potential had been wasted, by not involving them.*

-- Ana de Fatima Cunha, an entrepreneur from the Municipality of Bobonaro on the western border of Timor-Leste.

## Assessing the Maubisse Declaration

Through a dialogue with 6 women representing 4 rural communities in November 2017, the then-Prime Minister, Dr. Mari Alkatiri, committed to reviewing the funding for the Maubisse Declaration for rural women's economic empowerment (WEE). The dialogue was the first dedicated space for rural women to share their concerns with the Head of State since the 2015 signing of the Declaration. It highlighted the valuable role of rural women, who represent 36 percent of the population, and have limited access to services, resources and paid employment.

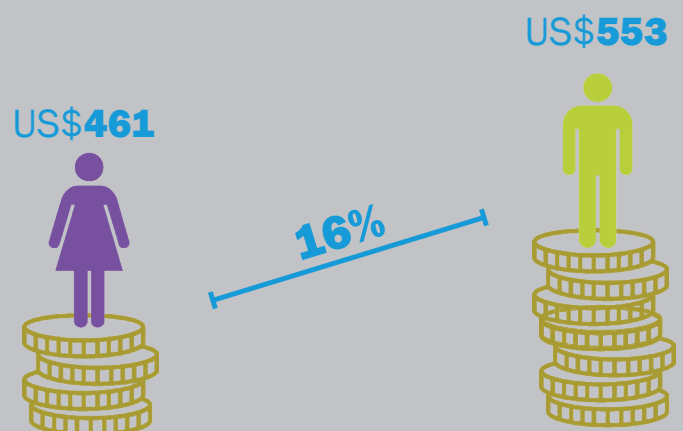
The dialogue was the culmination of a series of activities in which UN Women convened stakeholders and raised the visibility of the issue with the women's network (Rede Feto), providing technical and financial assistance, communications and advocacy support, together with a coalition of 5 government, civil society, UN and other partners around International Rural Women's Day, in the context of SDG localization and the Commission on the Status of Women 62.

## Eliminating discrimination and equal pay

In September, the Government of Timor-Leste reaffirmed its commitment to advance women's economic empowerment (WEE), building on previous commitments made in 2017, namely the adoption of a National Employment Strategy (NES) 2017-2030, including measures to eliminate discrimination towards women in recruitment and promotion. UN Women provided SEII input on sex-disaggregated data analysis for the Strategy.

Responding to the disparity in pay, in 2017, the Council of Ministers approved a Government Resolution on recognition of the right to equal pay for men and women for work of equal value and recommended the adoption of measures to eliminate discrimination towards women in recruitment and promotion, including to monitor and apply legislation in the public and private sector. Gender and Agriculture Productivity

## Gender Pay Gap in Timor-Leste



Based on the Gender Analysis of the 2013 Labour Force Survey supported by UN Women, with the ILO and the Secretary of State for Labour and Youth and the women's machinery (SEII), the gender pay gap is 16 per cent.

Top: Women at the market. Photo: ©UN Women 2017

Above: Fatima, a female farmer in Aileu at her farm. Photo: ©Fanny Lechatelier 2016



UN Women initiated collaboration with the World Bank's East Asia and Pacific Gender Innovation Lab and the Ministry of Finance's General Directorate for Statistics, to conduct an analysis on the costs of the gender gap in agricultural productivity. The analysis highlighted significant disparities in the monetary value of production between female and male farmers (with male farmers producing on average 31 per cent more per hectare) and affirming the comprehensive investment needed on WEE, including for literacy, access to labour, networks, and cash crop production. UN Women contributed technical and financial assistance for legislation and policies adopted, convening stakeholders to ensure gender equality advocates are engaged in policy developments, as part of ongoing accompaniment with key institutions. The Office leveraged our coordination mandate via joint UN programming to also generate knowledge on gender

and the SDGs and amplify the voices of diverse young people marginalized in the economy for sustaining equitable development

### Consultations with Key Stakeholders

In 2017, UN Women, in collaboration with UNDP, IOM and WFP organized a Consultation on Gender-Responsive Disaster Risk Reduction and Climate Change to strengthen collaboration between organizations working across the issues. To facilitate localization of the Commission on the Status of Women (CSW) 61 Agreed Conclusions and Secretary General's High-Level Panel on WEE recommendations, UN Women convened 31 civil society representatives (28 women and 3 men) for a round table discussion to raise CSO awareness on the sixty-second session of the CSW and its focus on rural women. Participants identified 3 main priorities for localizing UN Women's WEE agenda: shaping the policy framework on decent and secure employment; support to small scale entrepreneurs on access to resources; and strengthening rural women to voice their needs, especially in the decentralization context. This will be the focus of UN Women's work in 2018.







# Women, Peace, & Security

In its first year of implementation, the National Action Plan on Women, Peace and Security (NAP 1325) translated its commitment to advance women's leadership and participation in state building processes through national and community-level actions.

UN Women continued to provide targeted technical assistance, contributing to the establishment of an inter-ministerial NAP implementation mechanism and institutional advocacy for funding, discussion on gender issues in community security and justice, development of transformative leadership capacities and community consultations to increase understanding and priorities for localizing the Plan. This furthered the approach of multi-stakeholder engagement, government-civil society collaboration and national ownership and capacity for sustaining change.

## Increased budget allocation for NAP-1325

During 2017, the Government made progress for integrating the NAP 1325 in the annual planning and budgeting cycle, in monitoring the Plan and increasing capacities of responsible institutions on the WPS Agenda, advancing NAP 1325 implementation. Specifically, the Prime Minister urged line ministries to allocate funding in their 2018 budgets for the NAP 1325 in a May 2017 dispatch sent to all line ministries. Progress in budget

allocations was also achieved where 14 per cent of the NAP 1325 activities had a budget in 2017, compared to 10 per cent in 2016. This was strengthened through the Programme Budgeting Guidelines, which requested line ministries to have a separate programme in their Annual Action Plans on the NAP 1325, and to use the NAP 1325 indicators. It was the first time SEII issued a monitoring report on NAP 1325 implementation, increasing accountability of the plan.

## Transformative Leadership for Gender Equality

Promoting women's leadership and decision-making is a core component of UN Women in Timor-Leste across its four thematic areas. Following requests from institutional partners, UN Women designed and launched a unique Transformative Leadership initiative in 2017, reaching an initial 57 participants

**Top:** Joaquina Soares, conflict mediator from Ministry of Interior, is seen mediating a conflict that took place in Hera, (outskirt of Dili).  
Photo: ©Ministry of Interior 2017



(41 women, 16 men) with a series of targeted training sessions focused on achieving results at the individual and institutional level.

The one-year training strengthens leaders' use of gender inclusive and transformative leadership principles and practices to address institutional gender biases and promote commitments to gender equality and women's rights. Participants represent the Secretary of State for Equality and Inclusion (SEII), the National Police of Timor-Leste (PNTL) and the women's network Rede Feto.

### **Promoting gender equality at the community level**

UN Women is working with local organisations Asosiasaun Chega! Ba Ita (ACbit), Belun and Ba Futuru to support peace-building initiatives, promote women in leadership and strengthen the voices of women survivors of violence. The projects will be implemented over a three year period in the municipalities of Baucau, Covalima and Oecusse. The partnerships are part of UN Women's work to implement the United Nations Security Council Resolution 1325 on Women, Peace and Security (UNSCR 1325 WPS) in Timor-Leste

### **Engendering Alternative Dispute Resolution**

Considerable disputes and conflicts are resolved outside the formal justice by community leaders using customary processes or through semi-formal alternative dispute resolution (ADR), such as mediation or arbitration. To raise common understanding of ADR mechanisms and how they can benefit women and men more equitably, UN Women organized a seminar together with the Ministry of Justice, Ministry of Interior convening over 70 Government, civil society representatives, mediators, National Police and local leaders, and sharing recommendations from 31 women informants from Baucau, Bobonaro and Oecusse. Guest speakers from Cambodia and Japan provided insights into the interaction between formal and informal justice system and its impact from a gender perspective, and models of genderresponsive mediation and methods to ensure women's security. Further collaboration is underway to adapt learning with the Ministry of Interior on mediator guidelines.

UN Women appreciates the financial support from the Government of Japan for our WPS Programming, through the project Enhancing Women's Meaningful Leadership and Participation in State building and Development in Timor-Leste.



**Above:** H.E. Dr. Angela Carascalao, then-Minister of Justice, along with H.E. Hiroshi Minami, Ambassador of Japan, and Ms. Sunita Caminha, UN Women's Head of Office in Timor-Leste officially opened the seminar on Alternative Dispute Resolution in December 2017.

*Photo: © Felix Maia/UN Women 2017*





From transforming within to transforming society:

## UN Women launches Training on Leadership for Gender equality in Timor-Leste

**“I participated in several leadership trainings over my career but this workshop has provided me more insight on leadership, because it is building on the existing capacities of the participants, and recognizing their strengths”**

--Manuel Dos Santos, the Director of PRADET

Deviating from more conventional approaches to training, UN Women's Transformational Leadership initiative catalyzes individual, organizational and wider social change for gender equality by recognizing all individuals as leaders irrespective of their professional or personal titles.

The initiative fosters an incremental approach to change by building on the shared values of participants and amplifying their individual strengths using participatory workshops, applied learning, peer-support and network-building over a one-year period.

UN Women Timor-Leste initiated the training given the potential for individuals in leadership positions to influence social structures for greater gender equality. Although women in Timor-Leste have gained visible roles at national levels, representing 20 per cent of ministerial positions and 37 per cent of Parliament as of April 2017, the training is aimed at both men and women, and key to building a critical mass of women in leadership across society. This is particularly relevant for the ongoing decentralization process, considering women hold only 5 per cent of leadership across the 451 village councils nation-wide.

Realizing benefit from the training, Paula Corte-Real, the Executive Director of the Timor-Leste Women's Caucus, focused on women's political participation, confirmed, “This is a good step for us to recognize ourselves as leaders and to share our values. With this, we can improve our work and achieve our targets.”

Emphasizing the potential for this new model of inclusive and dynamic leadership in her opening remarks, Ms. Sunita Caminha, UN Women's Head of Office in Timor-Leste, stated, “While leadership may not be new to you, the transformation that we can create through our time together is new and limitless. Together, we can change how we lead -in our organizations, in our families and in our communities... we can harness the collective power that exists to bring us closer to the vision of gender equality that we are working towards every day—a vision that still remains in the distance.”

**Top:** Members of Rede Feto participated in the first Transformative Leadership for Gender Equality training.  
Photo: ©Felix Maia/UN Women 2017

## Who has participated in the Transformative Leadership training?

The training was initiated in July 2017 with three groups of key stakeholders from the Secretary of State for Equality and Inclusion (SEII), the National Police of Timor-Leste (PNTL) and the women's network Rede Feto.



REDE FETO



SEII



PNTL

Following an initial assessment to identify participants, a total of 57 participants (41 women, 16 men) have been reached, benefitting from a series of targeted training sessions facilitated by UN Women focused on achieving results at the individual and institutional level.

Selected participants are also involved in a mentoring component of the initiative, which began in April 2018.



After just 2 out of sessions, **88%** of participants were applying the skills gained.



*"I use my power as a leader to work; I need to listen to others and don't ever force as we want; to have other people follow you, you have first to show the example."*

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

## From where I stand: Graciana Da Silva



**“** I was the only woman candidate for the role of village chief in my village Laidohar [in Liquica Municipality near Dili, Timor-Leste]. I was competing against six men. In the next village over, in Suku Asumanu, my friend was competing against 10 men and in neighboring Suku Laurema, it was the same.

People hold tightly to traditional culture. They don't want to see women as leaders outside the home. Meanwhile, many men want to be in a position where they can influence people. They often control the resources, the management and administration of our villages. Where I live, only men ride motorbikes. Most men don't let their wives learn to ride. Men can campaign from aldeia

to aldeia [small hamlets that make up a village]. Women might have to wait for a man to take them – who wants to do that? From what I have seen, the political parties often support men in the role. They don't look at the women as holding any power, even though women played an active role in Timor-Leste's fight for independence.

But women are leaders already. We know already about leadership and management. We are leaders in the home. The training from **100%HauProntu** helped me in public speaking, how to do advocacy, how to manage the administration of a village. The campaign also helped to change the law.

This is a big change but it happened too close to the election. If more people know about the change in the law, it will be better

**Graciana Da Silva** was one of 319 women who ran in recent nationwide elections for village chief in Timor-Leste, under a new electoral law that requires each village to have at least one female candidate. Graciana is a single mother and founder of the non-government Moris Foun (New Life) Foundation, which helps women and children.

She was encouraged to stand in the election by 100%Hau Prontu (100% I'm Ready), a movement led by NGO Patria and NGO Caucus, which includes UN Women. She did not win, but her efforts contributed to Sustainable Development Goal 16, for more participatory and representative decision-making in Timor-Leste.





# Ending Violence Against Women and Girls

The Government, through the leadership of the women's machinery - Secretary of State for Gender Equality and Social Inclusion (SEII/currently Secretary of State for Equality and Inclusion) applied international best practice in advancing an evidence-based policy framework for addressing gender based violence (GBV) through the adoption of its second National Action Plan on GBV in 2017, informed by an evaluation of the first NAP GBV and in line with its commitments under the 2010 Law against Domestic Violence and the launch of guidelines addressing sexual harassment in the civil service.

## Public Administration says No to Sexual Harassment

Contributing to the global momentum of uncovering the pervasive problem of sexual harassment, Timor-Leste adopted and launched its first Guidelines on Sexual Harassment, with UN Women's technical support since 2016 and following an extensive consultation process involving 13 line ministries (key directors, Human Resource Managers) and key civil society stakeholders.

## Safe Public Spaces for a Safe Dili

Visibility of sexual harassment in public spaces was also raised in 2017 by feminist advocates through social media and reinforced by UN Women's mobilization of 365 stakeholders representing community members, secondary and university students, and media personnel for consultations on sexual harassment, a Safety Audit Walk, and awareness raising orientations for everyone in the capital Dili.

## Joint efforts to prevent and respond to GBV

Taking lessons from its first NAP GBV evaluation recommendations and international best practices which align to national commitments (such as the Domestic Violence Law and CEDAW Concluding Observations), SEII took a participatory approach and inclusion of good practices identified in the Joint UN Prevention Framework and Essential Services Package in developing its second NAP GBV, and its first NAP GBV Baseline. UN Women contributed to these advancements by



providing technical and financial supports and coordinating diverse stakeholders for maximizing results. For example, UN Women facilitated the NAP GBV's substantive development and its adoption in 2017, as part of ongoing support to increase the capacity of SEII to liaise with line ministries via planning (including allocation of budget), coordination, monitoring, and conducting a baseline for implementation the NAP GBV. UN Women led coordination with sister UN agencies, particularly UNFPA and WHO, to facilitate knowledge generation and stakeholder collaboration through multi-sectoral learning at the regional and national level through workshops on Multi-Sectoral Services to respond to GBV and ensuring key stakeholders had access to knowledge products

### Collaboration with KOICA Volunteers

Following a great collaboration between during the International Women's Day commemoration in March, UN Women and KOICA, through its volunteers program, engaged 120 students from Becora Vocational School in creative group activities and discussions about safe spaces through a workshop on sexual harassment during the 16 days of Activism campaign in November. The workshop resulted in concrete recommendations by students, such as not using mobiles during their breaks, among other actions the next generation of Timor-Leste can take towards a safer world for women and girls.



*Sexual harassment has taken place in [our Public Administration] for a long time. All this time, we haven't had any policy on how to prevent and to punish sexual harassment practices that occurred. I think it is time to ensure a Public Administration that is healthy, which means, free from sexual harassment and to guarantee a safe working space for everyone.*

--Dr. Faustino Cardoso, President of Civil Service Commission.



**Top-Left:** Ms. Sunita Caminha, UN Women's Head of Office in Timor-Leste speaking during the launch of Guidelines for Sexual Harassment at Public Administration in December. Photo: ©Felix Maia/UN Women 2017.

**Above:** UN Women organized a Safety Audit Walk in Comoro, identified as a high-risk neighborhood in Dili, as part of the 16 Days of Activism Campaign. Photo: ©Ismenia Ximenes/UN Women 2017





# Gender Mainstreaming, National Planning & Budgeting

Gender-responsive plans and budgets are the foundation for making services and institutional equally accountability to women and men. This foundation was strengthened in 2017 through the integration of gender into the Government's Programme Budgeting Roadmap, as part of its SDG Roadmap and through Approval of the Gender Working Group resolution, Resolution on the coordination and monitoring of the National Action Plan on Gender-Based Violence (NAP-GBV).

Strengthening of institutional and individual capacity of civil servants on Gender responsive planning and budgeting (GRPB): UN Women supported the Government (women's machinery and Prime Minister's Office) to facilitate the roll out of the gender marker and further develop the capacity of 46 civil servants from 25 government institutions on its application (22 women and 24 men).

This was complemented by efforts to strengthen the capacity of civil society and women's machinery to monitor and track progress on the implementation of the CEDAW Concluding Observations and other existing national gender policies. SEII successfully conducted a spending analysis using data from line ministry 2016 annual reports to monitor the extent to which

Government agencies are implementing existing gender commitments such as the NAP 1325, NAP GBV, Maubisse Declaration and CEDAW Concluding Observations (COs), with UN Women's technical assistance. This showed that the Government budget executed for the implementation of gender policies and commitments represented a mere 2.16 per cent of the total 2016 Government budget.

To maintain the progress gained on gender mainstreaming, including planning and budgeting, it requires investments for a strengthened women's machinery, high-level commitment, and institutional ownership supported by sectoral capacities. Through experience, UN Women provided direct

accompaniment to the PMO in mainstreaming gender, including in the State Budget Process from 2015-2017, facilitated visibility of gender equality and women's empowerment issues, and subsequently created opportunities to engage the women's machinery in processes where they were previously excluded. This effort required ongoing technical support and investment in SEI and advocacy for better resourcing and more direct reporting to the PMO (in line with CEDAW Concluding Observations).

The unprecedented collaboration between SEI and PMO on Programme Budgeting in 2017 enabled a more systematic and sustainable approach to monitoring the expenditure and better integration of commitments (including on the NAP-1325 and GBV) into line ministry plans and budgets. UN Women facilitated this progress through technical assistance and coordination, along with existing support to Mol and SEI's coordination roles.

For example, a renewed gender mainstreaming mechanism was established through a Government Resolution on the Gender Working Groups (GWG) in June 2017, which improves upon the previous GWG Resolution (2011), and responds to the new administrative structures created at municipal level as part of the ongoing decentralization. The Resolution creates working groups at national and municipal levels, mandated to mainstream gender into laws, policies budgets and plans. It establishes a framework for monitoring implementation of gender policies and drafting State party reports to the CEDAW Committee. UN Women provided technical support for drafting the Resolution.

In 2017, as part of the newly adopted Public Finance Management roadmap, the Government embraced programme budgeting to encourage a greater link between budgets and plans, supporting policy prioritization and allocation, including on gender. For the first time, all line ministries were mandated by the PMO to integrate at least one programme in their Annual Action Plans (AAP) for implementation of existing gender commitments and policies, including gender sensitive indicators.

This progress has been supported by UN Women's assistance to the women's machinery to integrate gender-specific programmes, sub-programmes and indicators into Government Programme Budgeting structures to ensure incorporation of gender commitments into plans.

### **8 Years:**

UN Women's support to the women's machinery and engagement for institutionalization of gender responsive planning and budgeting

### **In 2017:**

46 civil servants (22 women and 24 men) received capacity development on GRPB

22 Institutional Budgets Reviewed in 2017 (61% of 36 government agencies)

8 Institutions received technical support to integrate gender commitments into AAPs and budgets

### **3 Key Partnerships developed for GRPB:**

The PMO, women's machinery and Australia's Department of Foreign Affairs and Trade





# Communications & Advocacy

UN Women does its advocacy work in collaboration with diverse partners composed of those in government and civil society, as well as private sector through both traditional and new communication channels. Continuing from last year, our advocacy efforts specially have been celebrating progress towards gender equality, raising visibility of key issues and actors, and changing societal behaviors, including those of men and boys. We encouraged men and boys to be active allies in promoting gender equality by taking on roles in caregiving, a role that traditionally had been assigned to women and girls. Additionally, UN Women integrate issues of intersectional forms of discrimination into our programming by exploring ways on promote and advocate for the rights of the LGBTI community, through our support to the first ever PRIDE march in Timor-Leste.

## Launching of HeForShe

To commemorate the International Women's Day 2017, UN Women Timor-Leste, UN Women along with partners organized the launch of HeForShe campaign on March 10th, at Timor Plaza. It was organized through partnership with the UN Country Team, the Australian Embassy, Embassy of the United States of America, USAID, Hatutan Youth Council, Health Alliance International, KOICA, Telkomcel Timor-Leste, and Timor Plaza.

Along with theme for the year "Women in the changing world of work", the cooking event and parallel paper doll arts activity organized for primary students to imagine and create images of people working in non-traditional gender roles aimed to raise awareness of the barrier that unpaid household care work places on women's economic empowerment. The launch was accompanied by Billboard campaign around the Capital Dil featuring various 'male advocates' on how they could do to promote gender equality at workplaces as well as home.

**Top:** Then-Prime Minister Dr. Rui Maria de Araújo participated in the cooking session during the launch of HeForShe campaign.  
**Photo:** ©Eunjin Jeong/UN Women 2017.

By launching HeforShe in Timor-Leste, a key ingredient was added to the recipe for gender equality and a planet 50-50 by 2030.

### Raising visibility on the rights of LGBTI persons

In 2017, UN Women took steps to integrate issues of intersectional forms of discrimination into our programming. For example as part of innovation discussions, UN Women explored opportunities to better promote and advocate for the rights of the LGBTI community, supporting coordination for the first PRIDE march in Timor-Leste, consistently raising visibility of the rights of LGBTI persons and discrimination based on sexual orientation and gender identity in advocacy messages and communications, integrating LGBTI issues as a lens in the joint programming with UNFPA and the HRAU on SDGs, discussing with LBT advocates ways for UN Women to better support an emerging Lesbian, Bisexual and Transgender community organization and exploring opportunities to partner with CODIVA, the only formal network representing the LGBTI community in Timor-Leste, and better integrate the issue into UN Women's partnership with the Women's Network (Rede Feto) and women's machinery (SEII).

UN Women also focused attention on better integrating a disability and youth inclusive lens into our programming, including through consultations with disabled persons organizations, the National Scouts Association, among others toward the development and resourcing of a joint programme under the UN Partnership for the Rights of Persons with Disabilities (UNPRPD), and Joint UN Project for SDGs and Youth, as well as involving youth organizations and engaging with high schools and universities as part of advocacy efforts.



We will continue to give opportunities to employ and promote women in our company

I am **#HeForSheTL**

— Tony Jape, Executive Director/General Manager ba Timor Plaza



Above: UN Women and partners produced billboard campaign (such as above) during the launch of HeForShe launch in March 2017





# Coordination & Partnership

Partnerships are the essence of UN Women's work. As the UN's coordinating agency on gender equality, UN Women seeks to bring together a coalition of diverse partners working to ensure groups and communities most excluded are at the center of sustainable development. We use a variety of platforms and a diversity of advocacy approaches to mobilize individuals and communities, representing government institutions, civil society, sister UN agencies and other development partners, the media and private sector to grow Timor-Leste's contributions to the global momentum for change.

## **Rural Women Showing the Path to a Planet 50-50**

Meaningful dialogue between women at the grassroots and national authorities requires investment in relationships and capacities within communities. This was demonstrated during International Rural Women's Day 2017, where the Prime Minister agreed to review the Government's commitments (including funding) to rural women's empowerment following his dialogue with 6 women representing 4 rural communities. Each of the women represented priorities from their communities, which were presented to the Prime Minister following community consultations, and an advocacy workshop conducted in preparation for the dialogue supported by UN Women and six civil society

and development partners. The approach leverages UN Women's convening capacity and commitment to movement building for amplifying the voices of those furthest behind. Through provision of technical and financial assistance, UN Women supports progress in legislation and policies adopted, convening stakeholders to ensure gender equality advocates are engaged in policy developments, alongside accompaniment with responsible institutions.

**Top-Left:** then-Prime Minister Dr. Mari Alkatiri met with representatives of rural women in his office. *Photo: ©Benny Nahak/REDE FETO 2017.*

## Stepping Up UN-wide commitment for ending Violence Against Women

The UN System in Timor-Leste deepened its commitments to addressing violence against women and children in 2017, as one of 5 key areas of joint programming identified during its mid-term review of the UN Development Assistance Framework in Timor-Leste. UN Women led coordinated UN efforts for addressing GBV, from organizing a national consultation on the National Action Plan on Gender Based Violence with UNFPA and WHO, with the Secretary of State for Equality and Inclusion (SEII), to securing commitments from the 11 resident UN Agencies to 5 coordinated advocacy, capacity development and programming actions to address GBV for the 16 Days Campaign, developed together with World Food Programme.

## Partnerships for Equality

UN Women Timor-Leste and CARE International signed a Memorandum of Understanding, where both parties agreed to cooperate on their shared commitment to promote gender equality and empowerment of women and girls in Timor-Leste through joint programme development and advocacy efforts. In the coming two years, UN Women and

Care International in Timor-Leste will cooperate around mobilizing resources for promoting gender equality, sharing knowledge products and contributing to knowledge sharing events and developing capacities of stakeholders in Timor-Leste, including through policy and institutional support in areas including, but not limited to: ending violence against women and girls and women's economic empowerment.



Above: Representatives of UN Agencies pledged to end violence against women. Photo: ©UN 2017





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