



Photo: UN Women Regional Office Asia and Pacific

### TIMOR-LESTE GOVERNMENT AND CIVIL SOCIETY JOIN FORCES TO ACCELERATE GENDER EQUALITY AND WOMEN'S EMPOWERMENT IN ASIA PACIFIC REGION

A delegation of nine Timorese from civil society organizations, media, the State Secretary for Equality and Inclusion and UN Women, joined representatives from 45 countries from Asia and Pacific to chart out priority actions to accelerate progress on gender equality and women's empowerment. UN Women and UNDP funded the delegation to contribute to the three-day Ministerial Conference in Thailand organized by the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP) and UN Women Regional Office for Asia and the Pacific.

In 2019, Timor-Leste completed the Beijing+25 National Review, highlighting progress around the 12 critical areas of concern towards promotion of gender equality for the period of 2014-2018 and challenges related to the empowerment of women and girls. With the national review submission by the State Secretary for Equality and Inclusion (SEII), Timor-Leste's report on the challenges and achievements was included in the Beijing +25 Regional Declaration. "The significance of this region being able to adopt this Declaration today, articulates clear and strategic actions to be taken to address the gender agenda, cannot be overstated," highlighted UN Assistant-Secretary-General and Deputy Executive Director of UN Women, Anita Bhatia at the meeting.

Carrying forward the results of the regional meeting, the civil society and media delegates (Berta Antonieta, Joviana Guterres and Merita Marques) used television and social media channels to raise public awareness and actions to accelerate Timor-Leste's progress on gender equality and women's empowerment.

Read Berta's blog here: <http://tiny.cc/td0cjz>

Watch Joviana and Merita's interview here: <https://youtu.be/7IYssMYPY50>



**"Gender-based violence does not always leave physical marks, but the consequences can last for years. Our words matter and can encourage survivors of violence to seek support or be silenced."**

**SUNITA CAMINHA**  
Timor-Leste UN Women Head of Office

# WOMEN, PEACE & SECURITY



From  
the People of Japan

The following two pages 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

## 24 MINISTRY OF INTERIOR PERSONNEL REFINE THEIR SKILLS ON LEADERSHIP FOR GENDER EQUALITY

11 December 2019, Dili Timor-Leste – A closing ceremony for the Transformative Leadership for Gender Equality training generated reflections from 24 female and male personnel from the National Directorate for Community Conflict Prevention (DNPCC) on the skills they gained by completing subjects on gender equality and women’s rights, transformative leadership in the workplace, and approaches to gender issues within the context of the Ministry. The former Chief of DNPCC, Mr. Martinho Carvalho Sarmiento (who has since been promoted to Ministry of Interior Inspector General), believes his workplace benefits greatly from having women working in conflict mediation and prevention, and from encouraging his staff to take a stand against gender-based violence. This is what he had to say about the training.



**“I used to think that there were male and female jobs, but now I realise that this is a stereotype, and anyone can do whatever job they want to do, as long as they work hard and are dedicated.”**

Inspector General (formerly DNPCC Chief of Department). Photo\_Helio Miguel

“Throughout last year, my staff and I completed the course supported by UN Women and the Embassy of Japan. **I was interested in the course because I wanted to know more about how to promote gender equality in my workplace.** Before this, I never really knew much on how to make our work more equal, as it was not the norm around us. I used to think that there were male and female jobs, but now I realise that this is a stereotype, and anyone can do whatever job they want to do, as long as they work hard and are dedicated.

I was also inspired by the course to try and encourage more female staff to take on leadership roles. I now get women to lead civic education training in my Department, and trust women to make decisions as conflict mediators.

From this change, I have noticed some jealousy coming from other Government departments – a lot of men asking why women are now getting this attention? Also, many Xefe Suku (village leaders) have underestimated a lot of women in their roles as conflict mediators.

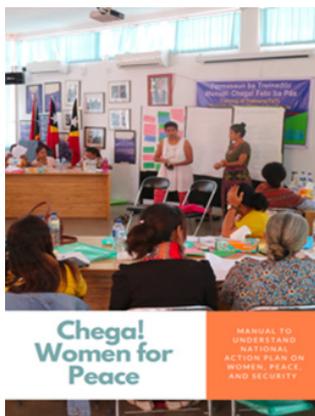
But I try to assure them that having more women involved in conflict mediation is positive for everyone involved. Women sometimes have other attributes that we as men aren’t well practiced in, such as being good listeners, especially when working with other women in the community. I also tell them my story as a leader in my department – being overwhelmed with my work – and how sharing opportunities is a healthy and responsible thing to do.

The course also reminded me and the staff about gender-based violence which is a human rights problem. In the Directorate, I have learned to now pass on the knowledge I have gained to women and men being trained as conflict mediators. Ending violence against women and girls is not impossible, and it is becoming a large part of our work.”

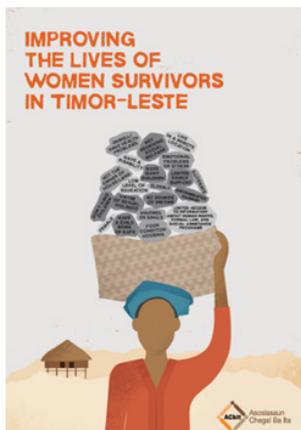
The training was part of DNPCC’s commitment to the National Action Plan 1325 on Women, Peace and Security on increasing women’s participation in conflict mediation and prevention.

## ACBIT LAUNCHES TOOLS TO MOBILIZE COMMUNITIES INTO ACTION AROUND THE NAP 1325 & CHEGA!

**At the end of 2019, NGO Asosiasaun Chega! ba ita (ACbit) proudly launched its manual “Chega! Women for Peace” and a research report “Improving the Lives of Women Survivors in Timor-Leste” as part of the National Action Plan 1325 on Women, Peace and Security (NAP 1325), supported by UN Women and the Government of Japan.**



**The Training Manual** launched in December 2019 was developed through a process of collaboration with women survivors and researchers to mobilize communities around the NAP1325 and Chega! principals of women’s participation, the prevention of gender-based violence, and women’s rights. The manual was piloted in Dili and several municipalities, with the training tool available in English and Tetum for use as a community resource. **To view, please visit: <http://lnnk.in/Wvj>**



**The research report** launched in October 2019 highlights the urgent attention needed to address the current situation of women survivors of past violence, and survivors of domestic violence in the present. The report provides an insight into the lives of 77 women survivors across three municipalities (Baucau, Covalima and Oecusse); and shows results from participatory research that many women survivors remain vulnerable because of existing inequalities, such as limited access to work, education, pensions and recognition for their role in the workplace due to existing discrimination. To address these issues, ACbit presents five recommendations for action by key government institutions to help advance the recognition and uphold the rights of survivors across the nation. **Go to <http://lnnk.in/QAp>**



Figure 1 Opening ceremony by the President of Baucau Municipality (Mr. Antonio Guterres), UN Women Head of Office (Ms. Sunita Caminha), Director of Ba Futuru NGO (Ms. Juliana Marcal), State Secretary of Equality and Inclusion (HE. Ms. Maria José Fonseca), Representative from Embassy of Japan (Ms. Misato Taki), President of Public Service Commission (Prof. Faustino Cardoso), and General Director from Ministry of Public Administration. Photo UN Women/ Emily Hungerford

## NATIONAL SEMINAR REFLECTS ON PROGRESS, KEY CHALLENGES AND SOLUTIONS TO INCREASE WOMEN'S LEADERSHIP AT THE MUNICIPAL LEVEL

Over 70 representatives from government, civil society and international organizations generated recommendations for addressing key barriers to women's political participation, critically assessing why the current situation has not improved despite the introduction of a decree law, the National Action Plan on UNSCR 1325, and various civil society efforts. The National Seminar on Women's Meaningful Participation in Municipalities on 18 October 2019 was organized by SEII, in collaboration with UN Women and Ba Futuru with the generous funds from the Government of Japan. It provided a positive, empowering and engaging environment for learning, self-reflection, and the development of key solutions to improve women's political leadership and participation in the municipalities.



Figure 2 Participants from seminar were able to identify key challenges and solutions to ensure women's participation is recognised and counted at community, municipal and national development. Photo UN Women/ Emily Hungerford

In her opening remarks, H.E. Ms. Maria Jose Monteiro, Secretary of State for Equality and Inclusion (SEII), pointed out SEII's role and commitments to promoting women at the municipal and national level. Representative of the Embassy of Japan in Timor-Leste, Ms. Misato Taki, emphasized women's important and unique roles to contributing to community development. General Director of SEII, Mr. Armando da Costa, and General Director for Decentralization and Administration, Mr. Amandio Paulino G. do Rosario de Sousa shared the steps the Government has taken to accelerate women's participation at the local level, including through the Suku Law (2016) and the first amendment of the Decree Law 9/2018 on the establishment of the Municipal Administrations. They also shared information on legal frameworks (international and national) and institutional Gender Working Group structures that could support women's meaningful leadership.

The workshop and findings are one step in the ongoing advocacy and efforts to create the networks and relationships that will break the glass ceiling on women's municipal participation- starting within their communities.

### Key challenges identified from small group discussion:

1. Women are not supported by family to engage in any community municipal level activity
2. Women are not supported by husbands/inequitable social norms
3. Lack of monitoring decree law no. 9/2018 on women's participation
4. Lack of resources from SEII to support potential women's groups at municipal level
5. Limited number of women who play role as directors/managers at the government level (including women with disabilities and LGBTI representatives)
6. Lack of data on women's participation in municipal development (decision making and active participation in community activities)

### Key Solutions recommended from small group discussion:

1. Create more space through a regular dialogue with family to discuss how important women's role in their family, community and municipality
2. Raise awareness to families on gender equitable social norm change
3. MAE needs to include monitoring of the implementation Decree Law no. 9/2018 on women's participation at the municipal level in their planning and work closely with SEII and Civil Service Commission to promote women's participation in municipal level
4. SEII need to allocate resources for women's potential activities at municipal level
5. Government institutions and others to provide more capacity development for women (include women with disabilities and LGBTI persons) to be part of the municipal and national level

## STUDENTS AND PROFESSORS TAKE ACTION TO END GENDER BASED VIOLENCE (GBV)



Vocational School Students during 16 Days Campaign. Photo\_Helio Miguel

Students and professors from three pilot schools have reported becoming role models at school and home to build healthier relationships and end gender-based violence (GBV) after just eight months of participating in the Connect With Respect (CWR) extracurricular sessions. The initiative has been implemented through a partnership between UN Women, the Ministry of Education and generous support from the Governments of Australia and the Republic of Korea.

During the 16 Days Campaign to end GBV, students and professors testified and inspired others to walk in their shoes. "I used to be the naughtiest at this school. I fought a lot with the boys. At home, I just ate and sleep. No one liked me. Now, I've changed all these attitudes. I'm really sorry to all my friends," shared 9th grade student Jordão Soares. Elizito Fraga is another student who started to contribute to his school and neighborhood. "I'd never listen to people.

I didn't do household work because I'm a man and felt shame doing it. I fought in the neighborhood. After enrolling in CWR, I've started to listen to others. At home, I began to do dishes and house cleaning. Now, either at school or home, I don't see a gender barrier to do work."

School professors have acknowledged these changes in themselves too. Professor Faustino noted how he no longer uses violence in his class, "Now I'm aware that violence is not the way to educate others, but through respect. I respect and listen to them." As one of his 2nd year high-school students shared, "It was scary to see him around. But now I feel secure to express my thought in his class."

The Central School in Kasait, professor Geraldo Ribeiro reflected that since CWR is implemented, no more fighting among students has been reported. Previously, the school recorded a number of fights, which was confirmed by Liquica Vulnerable Person's Unit Commander Fernanda P. dos Santos during the 16 Days Campaign, "this is one of the schools with high reports of violence." Seeing the programme's effectiveness, the school directors from the three schools expressed their vision for CWR to grow and to involve more stakeholders. "We hope the programme can be continued, involve more community and police, and extend to other schools. Once we are together, we can prevent and solve GBV in the community," said Director Ribeiro. UN Women will continue to work with the schools and students, teachers and parents to create safe school environments where students can learn and develop themselves without fear.

## CHAT BOT ROSA OPENS A VIRTUAL DOOR FOR CIVIL SERVICE COMMISSION TO RECEIVE SEXUAL HARASSMENT COMPLAINTS

"On December 23rd 2019, the Civil Service Commission in collaboration with UN Women and Jurídico Social (JU,S) convened government institutions to officially launch and encourage institutions to use ChatBot Rosa as an online mechanism for reporting sexual harassment cases committed by civil servants in Timor-Leste. The free public application is a confidential and survivor-centred reporting mechanism accessible via the Commission's website as well as its Facebook Page and Messenger Application, which allows individuals to submit an online complaint of sexual harassment by public administration personnel and access information on support services. The ChatBot has been developed through UN Women's partnership with the Civil Service Commission since 2016 in developing



Launch of Chat Bot Rosa. Photo\_Teresa Verdial

Guidelines to Address Sexual Harassment in Public Administration and importantly reinforces the existing referral pathways available in Timor-Leste, linking to the Hamahon website of service providers supported by DFAT and The Asia Foundation. Click here to learn more about ChatBot Rosa and promote workplaces free from sexual harassment: <http://tiny.cc/7rucjz>



# GENERATION EQUALITY

UN WOMEN TIMOR-LESTE APPRECIATE THE GENEROUS SUPPORT IN 2019



Australian Government  
Department of Foreign Affairs and Trade



From  
the People of Japan



UN Partnership on the Rights of Persons with Disabilities  
ILO | OHCHR | UNDESA | UNDP | UNESCO | UNFPA | UNICEF | UN WOMEN | WHO

## GET TO KNOW UN WOMEN VOLUNTEERS

Volunteers play an important role supporting women in Timor-Leste. On International Volunteers Day on the 5th of December, volunteers contributed to the whole 16 Days to share their work in ending violence against women. Amy Child and Hyeri Hyun are two of the gender advocate volunteers at UN Women Timor-Leste who engaged in 16 Days of activism events and stood up with their volunteer friends on a street march to end gender-based violence while celebrating International Volunteer Day. Let's hear what they had to say about their work.

### Amy Child (New Zealand Volunteer Service Abroad (VSA) program)

"I work on the Women's Economic Empowerment team at UN Women. My role is focused on empowering *tais* weavers in Timor-Leste, who are predominantly women. We're working alongside Timor Aid and the Alola Foundation to establish Weavers' Networks across the country, where weavers elect their own representatives to advocate for their community's interests. The Networks are also a channel through which weavers can access skills training and other types of capacity building. I'm also working to connect *tais* to the tourism industry to expand market opportunities for weavers, improving income security. *Tais* is a central part of cultural identity in Timor-Leste and deserves recognition for the skill involved and the history woven into the fabric.

### Hyeri (Haley) Hyun, (KOICA International Development Volunteer Program)

Hyeri, also known as Haley, joined UN Women from December 2018. She is the 5th KOICA International Development Volunteer (KIDV) dispatched to Timor-Leste Country Office. With her background working in women's socio-economic empowerment at the international level, Hyeri is currently working in Women's Economic Empowerment (WEE) team as a Gender Officer. One of the programmes she implements is Safe Cities programme designed to promote women's safety and economic empowerment in two different cities in Timor-Leste.

Hyeri also plays an important role between UN Women and KOICA Timor-Leste office by delivering gender-responsive trainings for KOICA staff and the volunteers. She enjoys working with different groups of people and feels happy when she sees positive changes are being made through programmes.

## What's Coming Up in 2020 on Gender Equality and Women's Empowerment?

The theme for International Women's Day (8 March) 2020 is, I am Generation Equality: Realizing Women's Rights. The theme is aligned with UN Women's new multigenerational campaign, Generation Equality, which marks the 25th anniversary of the Beijing Declaration and Platform for Action. Adopted in 1995 at the Fourth World Conference on Women in Beijing, China, the Beijing Platform for Action is recognized as the most progressive roadmap for the empowerment of women and girls, everywhere.

Read more here: <http://tiny.cc/jvzcjz>

## NEW RESOURCES ON GENDER EQUALITY

### Public Service Announcement (PSA) Microlet

This Public Service Announcement video is designed to raise public awareness on sexual harassment in Public Transportation and to encourage the survivor to raise their voice and everyone to take action to promote active bystanders for social norms change. Everyone has the right to move around the city free from sexual harassment. We all can end sexual harassment.

**What's your role?**

Watch here: <http://bit.ly/2Z228va>

### Public Service Announcement (PSA) Workplace

Sexual harassment in the workplace affects the dignity and well being of the employees. This form of unwelcome sexual behavior could happen during and after working hours and could be carried out by coworker, a supervisor, or a customer or client who share the same workplace and ranges from unwanted touching, inappropriate comments or jokes, or someone promising you a promotion in exchange for sexual favors. Always respond immediately for your selves and others once you notice it. Don't let it repeat. **What's your role?**

Watch here: <http://bit.ly/35DuaQn>

### Public Service Announcement (PSA) Public Space

When women are not feeling safe in public spaces, it would be really limited their chance in embracing opportunities to build their capacity and productivity. Build a safe environment would giving us all equal opportunity and freedom of movement without fear in our own environment. Anyone can contribute to build a safe city. **What's your role?**

Watch here: <http://bit.ly/35E7cs7>

### KNOW ABOUT, USE, AND WEAVE TIMORESE TRADITIONAL FABRIC: TAIS

UN Women Timor-Leste Country Office has produced a youth-targeted video advocating for the beautiful tradition of Timor-Leste Tais to be continued through younger generations and support to its registration as UNESCO Intangible Cultural Heritage. The video was produced by UN Women Timor-Leste with generous funding from KOICA (Korea International Cooperation Agency).

Watch here: <http://bit.ly/2s16RRR>

### We are Generation Equality (16 Days of Activism Against Gender Based Violence) -video

In Timor-Leste, the Secretary of State for Equality and Inclusion is calling for the 16 Days to promote healthy relationships, which is a key element in preventing gender-based violence and aligns to the global UNiTE theme to stand up against rape. Under the 2019 theme #BeginWithRespect, UNiTE Timor-Leste, with generous support from the European Union and partners created opportunities for survivors to speak out, share knowledge and skills for promoting healthy relationships, and encourage policy and public commitments to reduce tolerance for violence against women.

Watch here: <https://n9.cl/hv0s>

### The National Police of Timor-Leste Gender Strategy 2018-2022

Developed by the National Police of Timor-Leste (PNTL) through a participatory process involving a wide range of stakeholders from within and outside of the PNTL Gender Cabinet, the National Police of Timor-Leste Gender-Strategy (2018-2020) complements the PNTL Strategy to support a professional, trust-worthy and inclusive police force.

Read here: <https://n9.cl/5e8kt>

### Change Our World

Let us change our words to contribute to the positive change.

In celebrating the International Day of Persons with Disabilities, the Association of Persons with Disabilities launched this video campaign to raise awareness on rights of Persons with Disabilities.

Watch here: <https://www.youtube.com/watch?v=MxMiZNP3dc>

