



EU DELEGATION TO THE DEMOCRATIC REPUBLIC OF TIMOR-LESTE

TIMOR-LESTE GENDER ANALYSIS

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ACKNOWLEDGMENTS

Gender equality is widely acknowledged as a prerequisite for development. The nation's vision for the future depends on the equal participation of women and men and it is essential that gender be a consideration in every initiative that aims to improve the lives of the Timorese people.¹

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- The Asia Foundation
- UN Women
- Secretary of State for the Support and Socio-Economic Promotion for Women (SEM).

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This TL Gender Analysis should be considered as non-exhaustive and as a living document, since data related to migration and human trafficking are currently incomplete and the ongoing 2016 Demographic and Health Survey (DHS) results should provide further updated information in the second quarter of 2017.

¹ Asian Development Bank. 2014. Timor-Leste - Country Gender Assessment. Asian Development Bank: Philippines. p. 108

Abbreviations and Glossary (non English and/or technical terms)

ADB	- Asian Development Bank
ALFeLa	- Asistencia Legal ba Feto no Labarik
AMKV	- Association of Man Against Violence
APSCTL	- Asia-Pacific Support Collective Timor-Leste
CAVR	- Commission for Reception, Truth and Reconciliation Timor-Leste
CEDAW	- Convention on the Elimination of Discrimination against Women
CGA	- Country Gender Assessment
CIA	- Central Intelligence Agency
CIIR	- Catholic Institute for International Relations
CSC	- Civil Service Commission
CSF	- Cooperation Support Facility
DFAT	- Department of Foreign Affairs and Trade (Australian Government)
DHS	- Demographic and Health Survey
EIDHR	- European Instrument for Democracy and Human Rights
ESCAP	- United Nations Economic and Social Commission for Asia and the Pacific
EVAW	- Ending Violence Against Women (programme supported by DFAT)
EU	- European Union
EUD	- European Union Delegation
EDF	- European Development Fund
F-FDTL	- Falintil-Forças de Defesa de Timor-Leste (Defense Force of Timor-Leste)
FOKUPERS	- Forum Komunikasi Untuk Perempuan Lorosae (East Timorese Women's Communications Forum)
FRETILIN	- Frente Revolucionária do Timor-Leste Independente
FONGTIL	- Forum ONG Timor-Leste (Timor-Leste's NGO Forum)
GAP	- Gender Action Plan
GBV	- Gender-based Violence
GEWE	- MDG Gender Equality for Women Empowerment
GFP	- Gender Focal Point
GDP	- Gross Domestic Product
GDS	- General Directorate for Statistics
GII	- Gender Inequality Index

GIZ - Die Deutsche Gesellschaft für Internationale Zusammenarbeit (German Development and Cooperation Agency)

GMPTL - Grupo de Mulheres Parlamentares de Timor-Leste (Group of Women Parliamentarians in Timor-Leste)

GovTL - Government of Timor -Leste

GRB - Gender-responsive Budgeting

HIES - Household Income and Expenditure Survey

ILO - International Labour Organization

INDMO - National Institute for Labour Force Development

JICA - Japan International Cooperation Agency

JSPM - Justice System Monitoring Programme

LADV - Law Against Domestic Violence

LFS - Labour Force Survey

MAF - Ministry of Agriculture and Fisheries

MDGs - Millennium Development Goals

MoE - Ministry of Education

MoF - Ministry of Finance

MoH - Ministry of Health

MoJ - Ministry of Justice

MSS - Ministry of Social Solidarity

NAAAA - National Agency for Academic Assessment and Accreditation

NAO - National Authorising Officer

NAP-GBV National Action Plan on Gender-Based Violence

NGO - Nongovernment organization

NIP - National Indicative Plan

OPMT - Organização da Popular da Mulher Timorese (Popular Organization of East Timorese Women)

PDHJ - Provedoria para os Direitos Humanos e Justiça (Ombudsman for Human Rights and Justice)

PFM - Public Finance Management

PNTL - Polícia Nacional Timor-Leste (National Police of Timor-Leste)

PRADET - Psychosocial Recovery and Development in East Timor

SDGs - Sustainable Development Goals

SDP - Timor-Leste Strategic Development Plan 2011–2030

SEM - Secretaria de Estado para o Apoio e a Promoção Socio-Económica da Mulher (Secretary of State for the Support and Socio-Economic Promotion for Women)

SEPFOPE - Secretaria de Estado para a Política de Formação Profissional e Emprego (Secretary of State for Professional Training and Employment Policy)

SEPI - Secretaria do Estado para Promoção da Igualdade (Secretary of State for the Promotion of Equality)

SISCa - Serviço Integrado de Saúde Comunitária (Integrated Community Health Services)

TAF - The Asia Foundation

TL - Timor -Leste

TLFNS - 2013 Timor Leste Food and Nutrition Survey

TLMDC - Timor-Leste Media Development Center

TVET - Technical and Vocational Education and Training

UN - United Nations

UN Women - United Nations Entity for Gender Equality and the Empowerment of Women

UNDP - United Nations Development Programme

UNFPA - United Nations Population Fund

UNICEF - United Nations Children's Fund

UNIFEM / UN Women - United Nations Fund for Women (Now UN Women)

UNTL- Universidade Nacional de Timor Lorosa'e (Timor-Leste's National University)

UNSC - United Nations Security Council

USAID - United States Agency for International Development

VPU - Vulnerable Persons Unit

VSS - Victim Support Services (legal aid currently connected to JSMP)

WHO - World Health Organization

ZEESM - Zona Especial de Economia Social de Mercado

Aldeia – Community; sub-village. Consists of a population often bound by family and traditional ties and linked by historical and geographical relations.

Adat – Traditions; customary law.

Suco – Village; Legal person of public law, of associative nature, based on historical, cultural and traditional circumstances, whose members are linked by family ties or traditional ties in a given space. Has an established area in the country and defined population. Composed of small villages (“aldeias”).

SUMMARY

Equality between men and women is at the core of values within the European Union (EU) and enshrined in its legal and political framework. The new **EU Gender Action Plan 2016-2020** (GAP II) provides a mandatory framework approach for EC, EEAS and MSs for all external relations. It aims at putting gender issues, women and girls at the heart of the EU external actions focusing on **4 pivotal areas**: i) Ensuring girls' and women's physical and psychological integrity; ii) Promoting the social and economic rights / empowerment of women and girls; iii) Strengthening girls' and women's voice and participation; iv) Shifting the Institutional Culture to deliver more effectively on EU commitments. In order to draft the Gender Action Plan II (GAP II) each EU Delegation (EUD) should perform a national **Gender Analysis** (GA)

This EUD to Timor-Leste's Gender Analysis was performed through a desk review based on the aggregation of the more relevant, reliable and recent data. This was complemented by **consultations with major gender stakeholders** in the country.

Timor-Leste is one of the world's newest nations, having restored independence in 2002, when the United Nations handed over administration to a newly established national government. **It is home to 1.16 million people**. The country is divided into 13 administrative districts now called municipalities.

Timor-Leste continues to face enormous development challenges in rebuilding national systems and infrastructure destroyed in the conflict of 1999. High rates of **poverty, high school drop-out rates, high maternal mortality, high prevalence of malnutrition, inadequate water and sanitation** and **gender inequities** continue to pose major development challenges.

The **economy has been growing with the support of a strong oil sector**, which has contributed almost 80% of the gross domestic product (GDP) and is the source of more than 90% of government revenues. Currently a **lower-middle-income country**, Timor-Leste aims to become an upper-middle-income country by 2030. Timor-Leste's Strategic Development Plan (SDP) 2011–2030 aims to sustain its strong economic growth, with a vision of building a modern, diversified economy. The 2016 State Budget of \$1,953million has slightly increased compared to 2015.

Ever since the country's Independence in 2002, significant progress has been made in building a democratic and stable nation and in establishing effective governance

structures. **Considerable progress has also been made in the improvement of gender equality.**

Gender Equality is enshrined in Timor-Leste's Constitution. In addition to the national legal framework the Government of Timor-Leste has ratified important International Treaties/Conventions. Timor-Leste represents a positive exception in South-east Asia and registers one of the highest ratios of women in the National Parliament, Police and Army reflecting the commitment of the government towards **Gender Equality for Women Empowerment (GEWE).**

Women have played an active role in the struggle for independence, peace building, and politics, but the government has identified common and persistent barriers for women to enter leadership roles as: lower education and literacy compared to men; discrimination in recruitment; negative stereotypes and attitudes towards women's participation in public life; attitudes to women's traditional role in the home; little support from families and political parties, in particular, little support for women to engage in politics as independent candidates without political party support; low solidarity between women; low civic awareness, and low confidence to come forward as candidates. Another measure of women's role in decision making and, to some extent, the equality of opportunity in education and employment, is women's share of managerial positions.

In TL Women are more likely than men to be in **vulnerable employment**, which tends to lack stable income and benefits. Gender segregation is also found in technical and vocational training programs.

The law on women's access to land in Timor-Leste is unclear. The 2011 Civil Code provides that women and men enjoy equal rights to inheritance of land, as well as succession. Whether in terms of personal effects or property (non-land assets) produced by marriage, the law establishes equality between spouses, both in rights and duties. And yet, **despite the provisions of the Civil Code, the inheritance system continues to follow traditional matrilineal and patrilineal lines, especially in rural areas.**

While there are no legal restrictions on women's access to financial services, including credit, the government reports that women have virtually no access to credit. **Women often need references, a husband's signature or have difficulty filling out the forms** due to illiteracy and, as such, experience barriers in applying for loans.

Adult literacy is low in Timor-Leste at 63% for men and 52.5% for women; yet literacy rates among Timorese youth are rapidly improving given increased access to education. Despite increased enrolment rates, repetition and dropout rates remain high. **Sexual harassment and violence in schools remains an issue.**

Men and women have different health concerns, and gender roles shape health-seeking behaviour and risks to health. A **primary gender concern is fertility**, as this directly impacts on women's and children's health and influences the division of labour between men and women in the home. **Maternal and child mortality are key issues for women**, which have been identified as the top public health priorities by the Ministry of Health (MoH). **Malnutrition is considered a severe health hazard** with 50% of Timorese children being stunted. Malnutrition also affects women, where 25% are too thin, 13% are too short and 40% are anaemic. The recognition of the importance of reproductive health and family planning in Timor-Leste has been hindered by the influence of religion and forced family planning during the Indonesian occupation. **Gender is a key factor in water, sanitation, and hygiene**, as women are the ones who primarily collect water, cook, clean, farm, and provide health care and hygiene for their households.

The law in Timor-Leste provides for equal rights and responsibilities in marriage, however, discriminatory customary practices mean that equality is not practiced in reality. Customary practices also persist, that see children go to the husband rather than the wife upon divorce. The law and practice on women's inheritance rights is also unclear.

“Domestic violence is the most common form of violence reported in Timor-Leste”. It is a pervasive problem which is, furthermore, considered “normal” by many women. Around 59% of women aged 15 to 49 years have been victims of domestic violence. Women in Timor-Leste are at greatest risk of violence from their intimate partners, and this violence is often frequent and severe. Intimate partner violence includes acts of physical, sexual, emotional, and economic violence.

Gender based Violence (GBV) is a major public health issue with long-term consequences for women's physical, mental, and reproductive health. Furthermore, it impacts their children's wellbeing, as well as on their own productivity, income-earning, and ability to participate fully in society. To bear in mind that traditional/customary/consuetudinary rules still play an important role in cases of sexual and domestic violence, which are often settled by elders as the administrators of the

traditional code, particularly in rural areas. There is an assumption that women who experience domestic violence do not seek help or cannot leave their husband because of their economic dependence or because they (and their children) will be in a worse situation if they leave. **The lack of financial autonomy reduces the level of bargaining power for women and makes her more vulnerable to poverty in case of divorce, widowhood, abandonment or separation.**

The EUD has supported several projects specifically targeting GEWE. Furthermore, it is currently mainstreaming gender issues actively, in all its ongoing and new programmes and initiatives.

There are several indications that **gender inequality in Timor-Leste is narrowing in law, education, health, employment, and political influence. Although much has been achieved in developing strategies and a framework for action, the focus of efforts should now shift to implementation and monitoring the impact.** Considerable amount of data is collected, but TL is not maximizing the use of statistics to assess and monitor gender issues. A framework has been put in place through parliamentary representation, legislation, national women's machinery, and coordination mechanisms; the challenge now lies in their effective implementation. **Developing the capacity of the national women's machinery (E.g.: SEM) and other government agencies remains a priority. Further there is the wide gap between approved laws/policies and their implementation at central, peripheral and community/family levels.** In TL the increasing education is having significant impacts on health outcomes and economic empowerment of women and men, the health system plays a key role in eliminating GBV, and boosting women's participation in local governance can change gender attitudes and lead to more equal opportunities for all.

Taking into consideration the 11 EDF-NIP focal sectors and the GAP II objectives, the **EUD can add value on GEWE through its focal sectors of intervention namely: good governance, agro-forestry and nutrition.**

Response strategies the EUD may also consider for future actions are related to:

Interventions which support the sectors' surveillance systems for data collection and analysis ensuring the availability of disaggregated data by sex and major age groups, it is essential for the EUD to finance and technically contribute to population based national surveys such as the Census, the Demographic and Health Survey, etc.

Programmes that promote positive and non-violent family, home, school, and community environments, based on equality and mutual respect between women and men are needed. Furthermore, holistic approaches, which incorporate both women and men into re-imagining more equitable and positive gender relations, challenging the social acceptance of violence, must be a priority for violence prevention programs in Timor-Leste.

Enabling conditions for providers to address violence against women, including well-developed coordination and referral networks and pathways.

Integrate training on violence against women into health curricula to challenge stigmatizing attitudes, and ensure that health providers know when and how to ask about violence and respond effectively.

Support the effectiveness of the National Action Plan on Gender-Based Violence with the crucial high-level backing from the Prime Minister's Office

Support intervention programmes in favour of people experiencing mental and physical domestic violence and abuse and for their perpetrators in order to provide the appropriate environment, medical treatment and psychological support to influence behavioural change.

Like in other countries women are an underutilised human resource in TL. Women have less access than men to economic and agricultural assets, inputs, trainings and services and to rural employment opportunities. **Ensuring women's economic empowerment has proven to have a lasting impact on the wellbeing of the families**, as women tend to invest more in their household than men. They are more inclined to invest in the health and well-being of their families with the income they generate. It is **therefore necessary to facilitate women's participation in the labour market**, enhancing Public-private Partnerships, Micro-credit programs and Conditional Cash Transfer for women; interventions which increase women's representation in the public and private sectors and therefore boosting women's influence and role in decision making.

Increasing women's representation in politics at the national and local levels remains key to achieving gender equality goals.

1.0 INTRODUCTION

Equality between men and women is at the core of values of the European Union (EU) and enshrined in its legal and political framework. The EU is committed to achieve a world where the rights of girls and women are claimed, valued and respected, and where individuals are all able to fulfil their potentials and contribute to a fairer and just society.

In this context, at the forefront of the protection and fulfilment of girls' and women's rights and vigorously promotes them in its external relations, the EU adopted a number of policy frameworks – from the EU policy framework on Gender Equality and Women Empowerment in Development Cooperation (8 March 2007), and the EU Comprehensive Approach to the Implementation of UNSCRs 1325 and 1820 (2008) to the EU Plan of Action on Gender Equality and Women's Empowerment (2010-2015). The new EU Gender Action Plan 2016-2020 (GAP II) and the a Joint Staff Working Document "Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020" are the main guidelines for the European Commission's (EC), the European External Action Services' (EEAS) and European Member States' (MS) to address gender equality through external relations, in 2016-2020.

The EU is committed to breaking the vicious cycle of gender discrimination. This includes support to partner countries to establish a more enabling environment for the fulfilment of girls' and women's rights and to achieve real and tangible improvements on gender equality.

To deliver on this vision, Commission services and the EEAS will strengthen their efforts to place gender equality and the empowerment of girls and women at the heart of the EU's external actions, focusing on four pivotal areas - three thematic and one horizontal.

The new EU Gender Action Plan 2016-2020 (GAP II) provides a mandatory framework approach for EC, EEAS and MSs for all external relations. It aims at putting gender issues, women and girls at the heart of the EU external actions focusing on 4 pivotal areas:

- Ensuring girls' and women's physical and psychological integrity,
- Promoting the social and economic rights / empowerment of women and girls,
- Strengthening girls' and women's voice and participation,
- Shifting the Institutional Culture to more effectively deliver on EU commitments.

Aiming at implementing the GAP II and establishing accountability, each European Union Delegation (EUD) should transpose the GAP II into their planning, monitoring and reporting activities. For this purpose, a mandatory national gender analysis and the appointment of a Gender Focal Person at EUD level are required.

This EUD to the Democratic Republic of Timor-Leste's Gender Analysis provides the state of play of the current gender (in)equality situation in the country and the main

recommendations towards achieving the umbrella goal for Gender Equality and Women's Empowerment (GEWE).

2.0 METHODOLOGICAL NOTE

To attain the objective of conducting the EUD to Timor-Leste's Gender Analysis a desk review was the main chosen methodology, based on the aggregation of the more relevant, reliable, recent and up to date (less than 5 years old) data sources. This was complemented by consultations with two of the major stakeholders in gender matters in the country – United Nations Entity for Gender Equality and the Empowerment of Woman (UNW) and the Secretary of State for the Support and Socio-Economic Promotion for Women (SEM).

An effort was made to integrate national authority information, with international agencies/organizations and standards studies and research, incorporating the most recent qualitative and quantitative information mainly derived from the documents listed below to provide an analysis of the state of gender equality in Timor-Leste:

- Asian Development Bank. 2014. Timor-Leste - Country Gender Assessment. Asian Development Bank: Philippines.
- The Asia Foundation. 2016. Understanding Violence against Women and Children in Timor-Leste: Findings from the *Nabilan* Baseline Study – Main Report. The Asia Foundation: Dili.
- Organization for Economic Co-operation and Development (OECD) Development Centre. Social Institutions & Gender Index – Timor-Leste 2014.
- Secretary of State for the Promotion of Equality (SEPI). 2014. Timor-Leste. Beijing Platform for Action. National Review and Appraisal Report. The Democratic Republic of Timor-Leste.

sucos (villages), and 2,225 aldeias (hamlets). Nearly 22% of the total population live in Dili, the capital city, and the two largest districts are Ermera and Baucau, where another 21% of the population reside. There is a significant geographical division, with rural women and men having lower education, less employment, higher poverty, and worse living conditions. The population is still growing rapidly at about 2% per year due to a persistently high fertility rate. On average, each Timorese woman has six children in her lifetime, which is well above the replacement level of 2.1. It is estimated that the population of Timor-Leste will be tripled to reach 3 million by 2050.

The 2010 census shows that Timor-Leste has a large young population, with more than 40% under age 15. The dependency ratio—comparing the number of children and elderly against the working age population—is the highest in Southeast Asia and one of the highest in the world. For every 100 people of working age, there are 78 children (under age 15) and 9 elderly people (aged 65 and above). More up to date information, from 2013, estimated this dependency ratio at 97. This indicates high demand for food, water, sanitation, and health, social protection and education services, some of them provided by government.

This “demographic bonus” is what is being experienced in other Asian countries as an important engine for development. Today’s young generation in Timor-Leste, if equipped with qualitative education, productive skills, and good health, can present a strong workforce as a major driver for the country’s development.

Timor-Leste continues to face enormous development challenges in rebuilding national systems and infrastructure destroyed in the conflict of 1999. High rates of poverty, high school drop-out rates, high maternal mortality, high prevalence of malnutrition, inadequate water and sanitation and gender inequities, continue to pose major development challenges.

The welfare of households, especially in rural areas, remains a major concern. Data on household income and expenditure in 2011 show that around 37% of the Timorese population spends less than \$1 per person per day, and about half of the population was receiving less than the recommended daily food calorie intake.

There are 104 males for every 100 females, with the sex ratio being much higher in urban areas (110 males for every 100 females), suggesting higher urban migration rates for men. The majority of the population is Catholic (97%), making Timor-Leste one of the few predominantly Catholic countries in Southeast Asia, together with the Philippines.

There are a number of distinct ethnolinguistic groups in Timor-Leste; around 16 languages are spoken across the country. Tetun is the most widely spoken, with 90% of the population speaking this language; Tetun and Portuguese are the two official languages. Bahasa Indonesia and English are also used as working languages. The diversity of language in Timor-Leste is a significant factor that limits access to education, justice, and other public services among certain segments of the population.

The economy has been growing with the support of a strong oil sector, which has contributed almost 80% of the gross domestic product (GDP) and is the source of more than 90% of government revenues. The growth of the non-oil economy has averaged

more than 10% per year since 2007, mainly driven by government spending on capital expenditures.

The Petroleum Fund of Timor-Leste was established by the government in 2005 to ensure revenues from offshore oil production are managed effectively. The fund has grown from an opening balance of \$205 million in 2005 to \$14.6 billion as of September 2013. Government spending, particularly capital expenditures, along with private sector activity have contributed to the country's growth. The main economic sectors contributing to non-oil GDP as of 2011 are public administration (21%); construction (21%); trade, transport, accommodation, and food (19%); and agriculture (15%). In particular, the construction sector, spurred by government spending, has become a major contributor to the growth of the non-oil economy, whereas agriculture production has been declining. Most businesses are owned by foreigners such as Indonesians and Chinese or their descendants, and concentrated in urban areas. The agricultural sector composes of 80% of the economic fabric (coffee, rice and maize being the main crops) on self-supporting farm system which provides very low and insufficient income. Timor-Leste essentially depends on importations for most living necessities and food supplies.

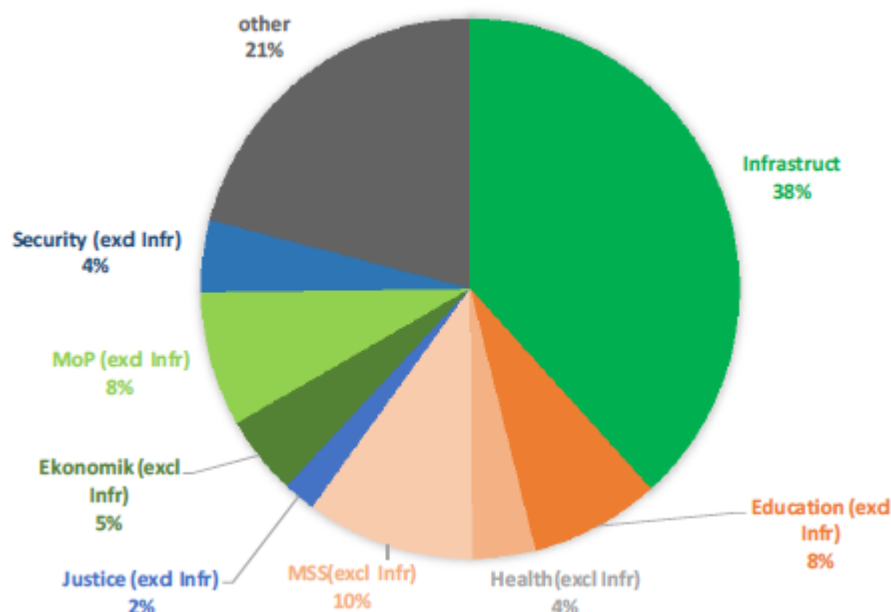
Currently a lower-middle-income country, Timor-Leste aims to become an upper-middle-income country by 2030. Timor-Leste's Strategic Development Plan (SDP) 2011–2030 aims to sustain its strong economic growth, with a vision of building a modern, diversified economy. This vision for the economy focuses on investing in core infrastructure (seaports, airports, roads, bridges, water, sanitation, electricity, telecommunications); reform of the agriculture sector (replacing subsistence farming with commercial smallholder agriculture); achieving self-sufficiency in food production; developing an industrial base anchored by the petroleum sector; creating a thriving tourism and hospitality industry; growth in light industries such as food processing, apparel manufacturing, handicrafts, and furniture making; and expanding services in health care, education, trade, entertainment, and public administration.

The 2016 State Budget of \$1,953million has slightly increased compared to 2015. It is financed in 82% through the Petroleum Fund and in 18% through domestic revenues. More attention has been drawn to the dependency of oil revenues and the need to provide alternative productive, income generating, sustainable economic activities: the Petroleum Fund registered a reduction of its value in 2015, because of a decrease in income due to lower equities, exchange rates and the reduction of oil production lower income. The Estimated Sustainable Income³ of the Fund decreased from \$638.6 in 2015, to \$544.8 in 2016.

The VI Constitutional Government announced that they would be prioritizing spending on infrastructure and key economic sectors (including tourism, agriculture and petroleum), and promoting investments in social, health and education sectors. The following picture shows us the breakdown of the 2016 budget, by sector (Fig.: 2).

³ Estimated threshold for how much money Timor-Leste can withdraw from the Fund without decreasing its overall value. That is, the maximum amount the State should spend from its Petroleum Fund each year without reducing it.

Fig.2: Budget per sector in the 2016 State Budget⁴



Source: UN Women Timor-Leste Report. 2016. State Budget Gender Analysis. p.2

The major budget changes registered are: increase of 63% of allocation to ZEESM in Oecusse-Ambeno, increase of 18.7% in the Infrastructure Fund, decrease of 26.3% of investment in the Economic sector and reduction of 15.2% in funding to Social Sector, including health and education.

In Timor-Leste, as in many developing countries, the economic sector, and especially the agriculture sector, are underperforming in part because women are not recognized as economic actors, or as farmers, and do not have equal access to the resources and opportunities they need to be more productive. A note should also be given to the fact that the allocation of 8.4% of the state budget to education, is amongst the lowest in the world.

⁴ Budgets are including Infrastructure Fund, Human Development Fund and Consolidated Fund of Timor-Leste. Soft component (other than infrastructure) of the funds transferred to ZEESM are included.

Tab.1: Country Snapshot

-Population	= 1.16 Million, with a total fertility rate of 6 and an annual growth rate of 1.9%
-Life Expectancy	= 68.2 years (increased more than 33 years since 1980)
-Urban Population	= 30%
-Household members	= 5.6
-Employment-to-population Ratio	= 36.2% ⁵
-Unemployment Rate (% labour force)	= 3.9% (ILO/UN Definition)
-Gross National Income	= \$5,363.00 ⁶ (increased 145.7% between 2000 and 2014)
-Share of employment in agriculture (% of total employment)	= 50.6%
-Share of employment in services (% of total employment)	= 39.8%
-Labour force with tertiary education	= 2.4%
-Vulnerable employment (% of total employment)	= 69.6%
-Child labour (% ages 5-14 years)	= 4.2%
-Working poor, PPP ⁷ \$2 per day (% of total employment)	= 66.9%
-Old age pension recipients (% of statutory pension age population)	= 100%
-Internet users (% of population)	= 1.15%
-Mobile phone subscribers (per 100 people)	= 58.7

Source: United Nations Human Development Report 2015; ADB Gender Statistics 2016

Tab.2: International Indexes

-UN Human Development Index (HDI) 2014: value = 0.595 (medium); rank = 133/188 As of 2000 Timor-Leste had an HDI increase of 27.1%, from 0.468 to 0.595. This value is below the average for medium development countries and for countries in East Asia and the Pacific.
-UN Inequality-adjusted HDI 2014: value = 0.412 (medium) <30.7% HDI
-UN Gender Development Index (GDI) = 0.868 (Male HDI = 0.631; Female GDI = 0.548)
-UN Gender Inequality Index (GII) = unavailable value
-OECD Social Institutions & Gender Index 2014 = 0.255 (high)

Source: United Nations Human Development Report 2015; ADB Gender Statistics 2016

⁵ In Timor-Leste subsistence work is excluded from the definition of employment

⁶ United State Dollars

⁷ Purchasing Power Parity

3.2 Legal and Policy framework

We must improve the situation of women and address pervasive gender discrimination if we are to meet our development goals⁸

Ever since the country's Independence in 2002, significant progress has been made in building a democratic and stable nation and in establishing effective governance structures. Considerable progress has also been made in the improvement of gender equality.

Gender Equality is enshrined in Timor-Leste's Constitution. In a general sense it is protected under article 16, that states that all citizens are equal before the law and that no one shall be discriminated on grounds of different criteria among them gender. In addition, it is provisioned in particular under article 17, which specifically predicts equality between women and men, whom “*shall have the same rights and duties in all areas of family, political, economic, social and cultural life*”⁹.

Gender issues are part of the policy framework from the very beginning, in 2002, with the creation of the Office of the Advisor on the Promotion of Gender Equality (OPE), within the Prime Minister's Office. In 2008, a Gender specific ministry-level organism was created, the State Secretary for Promotion Equality (SEPI), now known as Secretary of State for the Support and Socio-Economic Promotion for Women (SEM), which to date, is responsible for the settlement and enforcement of policies and laws, gender mainstreaming in ministries (training, research, planning, monitoring and evaluation) and the general promotion of gender equality.

In addition to the national legal framework the Government of Timor-Leste has ratified important **International Treaties/Conventions**:

- Convention on the Elimination of All Forms of Discrimination Against Women
- Beijing Platform of Action¹⁰
- International Conference on Population and Development (ICPD) Programme of Action
- Millennium Development Goals (MDGs) / Sustainable developments Goals (SGGs)
- Agenda on Sustainable Development 2030
- United Nations Security Council Resolution 1325
- Convention on the Rights of the Child
- Protocol on Human Trafficking
- International Covenant on Economic, Social and Cultural Rights (ICESCR)
- International Covenant on Civil and Political Rights (ICCPR)

⁸ Rui Maria de Araújo. 2015. Prime Minister's Speech at the Global Leaders Meeting in UN Women Timor-Leste Report. 2016. State Budget Gender Analysis. p. 2

⁹ Constitution of The Republic of Timor-Leste (17).

¹⁰ Listed 12 priority points of work, and detailed actions to achieve its strategic objectives. In short, it is a road map for the advancement of equality and the empowerment of women in countries, a detailed blue print of what changes governments must make to reach the targets

The most noticeable **legal and policy provisions** related to the promotion of gender in equality in Timor-Leste are:

- ***Electoral Law – Law No. 6/2006***

Provisions in the Electoral Law establishing quotas for women's participation have resulted in one of the highest rates of female representation in parliament in the world. The 2006 Law on the Election of the National Parliament (Law No. 6/2006) introduced a quota that requires one in every four candidates be a woman. Following lobbying by women's groups and recommendations by the Convention on the Elimination of Discrimination against Women Committee (CEDAW), this was amended in 2011 to increase women's representation to one woman for every three (Law No. 7/2011). Women's representation is linked to parties' compliance with the law that requires, under article 12, every third candidate on the election list to be a woman. During the last elections in 2012, no party went beyond this minimum to include more women on the list.

- ***Declaração de Díli (Dili Declaration)***

The signing of the Dili declaration, on 8 March 2008, "marked an important commitment of stakeholders to promote gender equality, in particular to: establish a dynamic partnership for sharing resources and knowledge on gender equality; ensure an integrated approach to gender in the National Development Plan; develop a gender sensitive budget; seek to increase the financial and human resources to address gender equality within government institutions; eliminate violence against women and girls and to adopt the Law against Domestic Violence, and an implementation plan with funds to deal with domestic violence issues; equality in access to higher education for women and girls; promote a gender sensitive health policy to prevent HIV/AIDS and promote family planning and promote integrated community-based health services; develop a mechanism to promote equal access to property and land rights; and invest in women through a decentralization policy and to ensure that these actions contribute to the achievement of the goals of CEDAW.”¹¹

- ***Decree-Law No. 7/2008 on the establishment of SEPI, now SEM***

A key reform in the field of gender equality promotion in Timor-Leste was the issuance of Decree-Law No. 7/2008 in 5 September 2008 that established the Office of SEPI which replaced the former Popular Organization of East Timorese Women (OPET) and now SEM. A priority concern of SEM is to further strengthen its structure and technical staff capacity; ensuring that gender mainstreaming is implemented in the ministries,

¹¹ Secretary of State for the Promotion of Equality (SEPI). 2014. Timor-Leste. Beijing Platform for Action. National Review and Appraisal Report. The Democratic Republic of Timor-Leste. p. 57

secretaries of state and districts through the established Gender Working Groups. In this regard, SEM provides training and technical assistance to support their efforts to ensure that policies, programmes and budgets reflect the need of women and men.

SEM also coordinates gender-mainstreaming efforts through the organization of quarterly inter-ministerial and inter-district meetings and develops a clear framework to enable the government to measure and monitor its progress and results in achieving gender equality. Within SEM's mandate is influencing new legislation and policies to integrate gender and gender sensitization to ensure implementation of laws such as the Law Against Domestic Violence (LADV) and CEDAW, and ensuring the conduct of studies and research in support of its advocacy and technical advisory functions in the endeavour to promote gender equality. To date, these are work in progress. SEM places a high priority on supporting line ministries to implement and allocate necessary funds for the National Action Plan on Gender-Based Violence (NAP-GBV).

It should be mentioned that, notwithstanding SEM's important and comprehensive mandate, publicly recognized by the government, their budget for 2016 has seen a reduction of 27% and only represents 0.11% of the total state budget. So being, how the aforementioned gender commitments will be implemented remains uncertain.

- ***Resolution designating Gender Focal Points (GFP) in Ministries and Public Administration (SDP)***

In 2008, the Government enforced Resolution No. 11/2008, designating a GFP in every Ministry, Secretary of State and regional delegation, which formed an inter-ministerial Work Group. The GFP, operates under the guidance of SEM, and generally promotes the implementation and monitoring of an integrated approach to gender in public interventions and, in particular, in the department of Government they represent.¹²

In 2011, another resolution from the Council of Ministers¹³ established the gender Working Group, at a national and district level (now municipality level).

- ***Penal Code - Law No. 19/2009***

Both the Penal Code and the Law Against Domestic Violence (LADV) recognize violence that occurs within the home and/or family as public crimes with heavy penalties. Even though the LADV theoretically supersedes the Penal Code regarding all cases of domestic violence, there are some inconsistencies between the two pieces of legislation, in terms of definitions, processes, and sentencing provisions, which may lead to undesirable interpretations and outcomes. For example, committing acts of domestic violence that lead to the death of the victim carries a much lighter sentence than committing homicide.

¹² Government Resolution No. 11/2008, (3).

¹³ Government Resolution No. 27/2011.

▪ ***Law Against Domestic Violence (LADV) - Law No. 7/2010***

The promulgation of the LADV, Law No.7/2010, on 7 July 2010, comes as a public and official acknowledgement of Domestic Violence as an unacceptable practice and a crime (physical, sexual, psychological and economic intimidation). It provides a legal framework to effectively prosecute domestic violence cases and aims at the prevention of domestic violence, the protection against domestic violence and the provision of assistance/support to domestic violence victims. It establishes the right to and the obligation of public services to provide for: legal counselling; report to police and prosecutors; judicial cases monitoring and information to victims, families and witnesses; monitoring of authorities (police, prosecutor's office and courts); address community groups for aid and a follow-up to domestic violence cases. The law also predicts training and awareness-raising sessions to Chiefs of "Suco" and "Aldeia".

The law supplements the provisions in the Timorese Criminal Code and provisions in the Law on Community Authorities (Decree Law No. 5/2004) that require village chiefs ("*chefe de suco*") to promote awareness of and prevent domestic violence. The State is obliged to investigate and prosecute crimes of domestic violence whether or not the victim files a complaint. The law defines domestic violence broadly to include physical, mental, economic and sexual mistreatment.

Under the law, victims of domestic violence are eligible to receive rehabilitative services, including shelter access, legal representation, medical and psychological assistance, and emergency maintenance provisions. Police officers are obligated to investigate domestic violence cases, refer victims to legal and medical services and keep them informed of the status of their cases²⁷. The law also criminalizes marital rape through provision on sexual violence "even within a marriage".

Following the enforcement of the LADV, and with the assistance of international organizations, SEPI withheld extensive anti-domestic violence campaigns, trying to promote these new concepts in the country (gender equality and domestic violence), and a National Action Plan was designed and implemented - NAP-GBV – for the period between 2012 and 2014. In 2013 a series of 'socialization programmes' were held under the NAP-GBV on the domestic violence law to facilitate its implementation, however precise information on the effectiveness of these activities is not yet available.

Still regarding the LADV, it is important to mention the Justice System Monitoring Programme (JSMP) findings on its implementation, in the three years subsequent to enactment, through the monitoring of 352 cases in four municipalities (Dili, Baucau, Suai and Oecusse):

- Domestic violence is the single largest category of crime committed in Timor-Leste, representing 35% of all cases monitored;
- In 94% of cases monitored the perpetrator was male and the victim female;
- The LADV has had a significant impact in directing cases of domestic violence to the formal justice system for final sentencing by the courts;
- The majority of domestic violence cases (71%) are being charged by the public prosecutor as a simple assault instead of, for example, serious assault or mistreatment of spouse;

- In many cases (52%), courts are issuing suspended sentences of 1 to 2 years;
- The courts are not awarding civil compensation to victims of domestic violence.

A number of factors have limited the implementation of the law, including: lack of access to services; an over-reliance on donor funding; the capacity and legal knowledge of law enforcement officials; linguistic barriers (the language of the law and the courts is Portuguese, spoken by less than 10% of the population, making the trial process incomprehensible and intimidating) and delays in the justice system. Lenient sentences may also undermine the law: as one study noted that courts often apply suspended sentences in all cases that carry a prison sentence of less than three years. Moreover, many people turn to "*adat*" (traditional justice) mechanisms to deal with cases of domestic violence with the belief that abusers should not be incarcerated for their wrongful actions, but rather undertake community work or be publicly shamed. In these traditional justice mechanisms women are not normally included in traditional proceedings and any compensation is given to male members of the victim's family. Last but not the least, social acceptance of domestic violence also impedes the implementation of the law because the use of physical force by a man in an intimate relationship is still not systematically viewed as an offense by both men and women, and is considered an ordinary domestic occurrence.

▪ ***Law No. 3/2009 on Community Leaders and their Election***

Article 5 states that the "Suco" Council consists of the "Chefe de Suco", all the "Chefes de Aldeia" included in the "Suco" and the following members: two women; one young man and one young women; one elderly person (whether male or female); and one "lian nain".

▪ ***Civil Code - Law No. 10/2011***

The Civil Code ensures equality between men and women and the protection of women in marriage, divorce, maintenance (articles 48-58), land and property, and inheritance (articles 59-62). The passing of the Civil Code is a major milestone in that there is no longer a need to rely upon the Indonesian Civil Code.

▪ ***Integrated Local Development Committees***

On 14 Sept 2011, in preparation for decentralization, the Ministry of State Administration and Territorial Ordinance presented this proposal to the Council of Ministers to be organized at the District level, which will include two female representatives from the village council. These Committees will determine local project development.

- ***Labour Law - Law N0. 4/2012***

The Labour Code No. 4/2012 provides for the provision of equality and non-discrimination. In Article 6 it provides that “all men and women have the right to equal opportunities and treatment in access to employment, vocational training and professional development, working conditions and remuneration”. It also provides that no worker shall be directly or indirectly disadvantaged or discriminated against on the “basis of colour, race, marital status, gender, nationality, ethnic ancestry, social or economic status, political or ideological beliefs, religion, education, age, state of mental of physical health”¹⁴. The new Labour Code also guarantees paid maternity leave for the minimum period of 12 weeks, 10 weeks of which shall necessarily be taken after delivery, without loss of remuneration and seniority rights, an offence punishable in law by a fine or compensation awarded to the victim. Other benefits include two hours/day for nursing in the first three months after returning to workplace, time off for antenatal care, and emergency childcare.

However these protections are not available to those in the informal sector, where the government estimates that 26% of women work.

- ***National Action Plan on Gender-based Violence (NAP-GBV)***

The NAP-GBV is a document that supports the strategic, coordinate and sustainable fight against GBV and seeks to provide a structure for the coordination and effective implementation of the efforts to tackle this issue. It was informed by and developed to be consistent with the principles of equity, adherence to human rights, consent, information, safety and security, professional obligations and rules of conduct, Government responsibility, Civil Society intervention and Victim-focus. The NAP-GBV focuses on four priority areas or pillars: Prevention of GBV; Provision of Services to Victims; Access to Justice – Bridging to court; and Coordination, Monitoring and Evaluation. It sets a matrix with outcomes, outputs, activities, target groups, estimated costs, timeframe and responsible actors, aiming at the prosecution of 18 strategic goals. It also includes a monitoring and evaluation framework for this matrix.

The first NAP-GBV was programmed for the period between 2012 and 2014 and was subject to a general assessment during 2015. The results and recommendations derived from this evaluation are now being incorporated in a revision of the plan, which will be endorsed for the next five years.

- ***Gender budget Resolution (approved on 14 July 2009 and published as Parliament Resolution no. 12/2010, on 19 May 2010)***

¹⁴ Secretary of State for the Promotion of Equality (SEPI). 2014. Timor–Leste. Beijing Platform for Action. National Review and Appraisal Report. The Democratic Republic of Timor-Leste, p. 50

Under article 9 of the Constitution, the ratification of an international convention binds the state to implement its provisions. Obligations provided in CEDAW are insufficiently financed, being its allocation below 1% of the national budget¹⁵.

Gender sensitive budgeting was endorsed by the National Parliament through the adoption of the Parliamentary Resolution No. 12/2010 published, on the 19th of May 2010, on the preparation of a budget. Gender responsive budgeting (GRB) aims to ensure gender equality is taken into account in the budgeting process, improving the quality of the public finance system and ensuring commitments for the promotion of gender equality translated into action in the annual plans and budgets of the government and state funded institutions. This called on all parliamentary committees to use and promote gender budgeting instruments and methods, and established a parliamentary process, assigning roles to government, non-government organizations and donors. Since then, activities to implement GRB have included preparation of a GRB toolkit, including a checklist used to review budgets and facilitate gender mainstreaming, training in GRB, and use of the mainstreaming tools in annual action planning. In 2011, SEPI commissioned an assessment that found that much progress had been made by SEPI and partners to establish mechanisms for GRB, raise awareness of its value, and train stakeholders in what is involved.¹⁶

Although acknowledging women's potential in the development of the country, the Prime Minister alongside the 9 other institutions that have jointly pledged to increase their support to women's economic empowerment by signing the "Mauisse declaration" on the 15th of October 2015, none of the signatories have translated these commitments into their 2016 annual action plans and budgets.¹⁷

The Group of Parliamentarian Women of Timor-Leste (GMPTL), has been coordinating an exercise to make the 2017 State Budget, and budgets beyond, gender sensitive. An example of this action was the seminar held in June 2016, where they called upon General Directors, General Secretaries, and National Directors for Planning and Members of Parliament to share updated data and ideas to integrate gender perspectives into state budgets.

▪ *Gender Perspective in Annual Planning*

SEM also produced several Guidance Brochures, customized to a large set of different state organisms (Ministries, Police, etc.), as means of illustrating, helping and promoting the inclusion of gender perspective in the 2017 annual planning.

▪ *Women's Congresses*

The first national women's congress was held in 2000 and subsequent congresses in 2004, 2008, and 2013. These are a key mechanism for the gender and development

¹⁵ JICA. 2011. Final report – Country Gender Profile Timor-Leste, p. i.

¹⁶ Secretary of State for the Promotion of Equality (SEPI). 2014. Timor-Leste. Beijing Platform for Action. National Review and Appraisal Report. The Democratic Republic of Timor-Leste. p. 6; 11

¹⁷ UN Women Timor-Leste Report. 2016. State Budget Gender Analysis. p.9

community to engage with Timorese women and establish priorities for the future. The objectives of the congresses are to: promote gender equality; strengthen national capacity to address gender-based violence; promote women's participation in politics and decision making; reduce maternal and child mortality; and increase the literacy of women and children and their participation in both formal and informal education.

A major outcome of the first assembly in 2000 was the establishment of Rede Feto, the umbrella network for civil society organizations with a focus on gender. These events also produce a platform for action, which sets out the priorities and actions to lobby government and its partners. The most recent action plan, covering the period 2013–2017, establishes priorities across the following areas: family values and harmony within family; human trafficking; land and asset ownership; re-entry policy to school after teenage pregnancy; climate change and environment; empowerment and strengthening family economy through agricultural production and development of private sector; work conditions of women; and women's health. As the Asian Development Bank (ADB) 2014 Country Gender Assessment (CGA) alerts, despite their contribution to clarifying gender-related issues, the congress and resulting platforms for action are infrequently referred to in research and documentation on gender equality in Timor-Leste. More awareness raising and advocacy could help to realize the potential of the congress.

▪ ***Strategic Development Plan 2011-2030***

Furthermore, it should also be noted that the MDG Gender Equality for Women Empowerment (GEWE) is part and parcel of the country's Strategic Development Plan, through which, in 2010, some strategies and aims concerning girls' and women's rights promotion was targeted by goals definition such as:

- By 2015: a scholar curriculum sensitive to Gender Equaity, at all levels of the education system, would be established.
- By 2020 there will be: a proportion of 1/3 of women in Public Administration and in the National Parliament and furthermore, 75% of all girls will finish elementary school successfully.

Measures towards the accomplishment of these goals are underway and are transversally attained through the foregoing legal framework and policy stances, for example, the publication of Decree-Law No. 4/2015¹⁸, of 14 January, that approves the core curriculum for elementary school and envisages the integrated development of the individual and her/his capacity to live within the community and to contribute to the national development. For such, knowledge should be provided towards civic participation, health education and, among others, the respect for gender equality and for the diversity in the community.

¹⁸ Decree-Law No. 4/2015¹⁸, of 14 January, that approves the core curriculum for the first and second cycles of elementary school.

- ***Government's Program***

The VI Constitutional Government's Program restates these commitments towards GEWE, reaffirming the implementation of an Integrated Gender approach, to be included in national priorities, in the implementation of the SDP, in annual planning and budgeting and in the monitoring of ministry's activities.

Targeted actions include: fostering of a more active role in economic development; including access to credit and engaging in financing schemes; the inclusion in the country's productive sectors, capacity building of women's associations; the promotion of women's engagement in political life; tackling GBV as an unacceptable act in a free and tolerant society through stronger and better trained law enforcement and police action; strengthening and enlarging the support system and justice system to assist and judge cases of GBV; awareness raising campaigns; the Zero Tolerance Policy and the socialization of the LADV and thorough implementation of the NAP-GBV.

- ***"Declaração de Maubisse" / Declaration of Maubisse***

The document intends to work as a guideline for government departments, to initiate "a coordinated response from various government actors that strengthen the capacity of women, improve their access to inputs and support for the development of an environment conducive to gender equality." Recognizing that "there is a need to refocus the role of women in timorese society", reinforcing the importance of gender equity and women's central role in the modern Timor-Leste's society, in October 2015, six Ministries (MAP, MCIA, MOPTC, MTAC, MS, MAE), two Secretaries of State (SEM and SEPFOPE) and Timor-Leste's Central Bank, signed the Declaration of Maubisse, with H.E. the Prime-Minister as a witness and subscriber.

The different organisms define specific goals, with specific targeted indicators, oriented to the political, cultural, economic, educational and social empowerment of women, and in particular rural women, to be implemented by 2017 under SEM's monitoring.

- ***National Action Plan for UNSC Resolution 1325***

On April 2016 Timor-Leste has approved a National Action Plan for Women, Peace and Security for 2016-2020, becoming the third country in Southeast Asia to adopt such a plan based on a UN Security Council resolution.

It covers the four pillars of resolution 1325, adopted in the year 2000: women's participation, prevention, protection, and peace-building. Philippines and Indonesia previously adopted such plans.

UN Women Timor-Leste provided technical assistance in producing the plan, the result of efforts led by the Ministry of Interior and other ministries, the Secretary of State for Support and Socio-Economic Promotion of Women, and civil society organizations.

Minister of Interior, Longuinhos Monteiro told the Council of Ministers that the plan complements the UN Convention on the Elimination of All Forms of Discrimination

against Women, “and we need to implement both to promote women’s participation and gender equality”.

Women have made significant contributions to Timor-Leste’s struggle for independence, post-conflict recovery and peaceful development.

“Timor-Leste’s parliamentary representation of women is the highest in the Asia-Pacific region,” said Sunita Caminha, UN Women Deputy Country Representative in Timor-Leste. “Women within these positions must also feel empowered to raise their voices and have them heard, or else there is a threat that they will merely be fulfilling the quota”¹⁹.

▪ ***Sustainable Development Goals – Goal 5 Achieving Gender Equality and Empowering Women***

As a final point, it should be mentioned that the Government of Timor-Leste further assumed its commitment to the promotion of GEWE by targeting SDG 5, on the country's Agenda for Sustainable Development for 2030. This acknowledgement that women’s empowerment is a cornerstone towards development and achieving global equality.

When National Parliament adopted the SDGs in September last year the Government promptly moved to establish a national level SDG Working Group comprised of all Government agencies and directorates and representing all line ministries. This group is working on the SDG implementation strategy of Timor-Leste, aligning the SDGs with the Strategic Development Plan 2011-2030 and developing a national SDG monitoring tool.

The Prime Minister recently explained that the 2017 National Priorities meant that the Government would be focusing on SDG number 2 (nutrition and food security), number 4 (education) and number 9 (infrastructure), whilst paying attention to other human development goals such as health (SDG number 3), gender equality (SDG number 5) and water and sanitation (SDG number 6)²⁰.

Timor-Leste’s commitment to the Millennium Development Goals (MDGs) by 2015 was a pledge to achieve gender equality. Gender priorities are evident throughout the MDG framework, both in gender-specific goals—MDG 3 on gender equality and MDG 5 on maternal health—as well as implicit in other goals relating to education, employment, and child survival.

Despite not fully achieving the MDGs, there has been significant progress. The gender equality goals are among the closest to reaching the target, with the ratio of girls to boys in education close to parity at primary and secondary levels, and the highest proportion of seats held by women in national parliament in Southeast Asia. However, meeting the targets in maternal health and women’s employment remains a challenge.

¹⁹ <http://asiapacific.unwomen.org/en/news-and-events/stories/2016/04/adopts-a-national-plan-for-womens-security#sthash.fGB6AbU9.dpuf>

²⁰ Government of Timor-Leste. 2016. Media Release: Government announces National Priorities for 2017. 05 July 2017. Minister of State and of the Presidency of the Council of Ministers and Official Spokesperson for the Government of Timor-Leste: Dili.

3.3 Political setting

Timor-Leste's Constitution describes the political system and gives every citizen aged over 17 years the obligation to register (Article 65) and the right to vote in elections (Article 43). It defines equal rights for women and men in Articles 16 and 17, and equal participation in political life is guaranteed under articles 46, 47, and 63 as a fundamental instrument for consolidating democracy in the country. Besides the Constitution, Article 8 of the Law on Political Parties specifies a quota for women as political candidates to ensure reasonable female representation.

Timor-Leste's political system is a unicameral national parliament of 65 seats. Parliamentary and presidential elections were held in 2001/2002, 2007, and 2012. Next elections are due in 2017. Timor-Leste is well known for the high representation of women in the National Parliament; however, challenges remain in increasing women's participation in politics at the local level. The system of government at the subnational level consists of elected "suco" and "aldeia" chiefs, which form a council at the "suco" level. Representation of women and youth on these councils is ensured through a quota system.

According to ADB²¹, women's political representation in the Pacific islands region is the lowest in the world. Traditional views about gender roles, women's limited social capital, and in some cases a lack of support from political bodies have restricted progress concerning greater participation of women in public life.

Timor-Leste represents a positive exception and registers one of the highest ratios of women in the National Parliament, Police and Army, which reflects the commitment of the government towards GEWE. The Parliamentary Election in July 2012 raised the proportion of women parliamentarians to 39%. These numbers are greatly due to an amendment, made in 2011, to the law on Election of National Parliament enacted in 2006, and established a quota of at least one woman per group of three candidates. Furthermore, 21.6% of Government members are women (Ministers, Vice-Ministers and Secretaries of State).

At local authority level, the situation is fairly different though – there is a 2 in each 5 quota, however in 2013 the government reported that women's participation in politics at local level is still very low. Women make up only 2% of village chiefs, although they make up 28% women in the Village Councils.

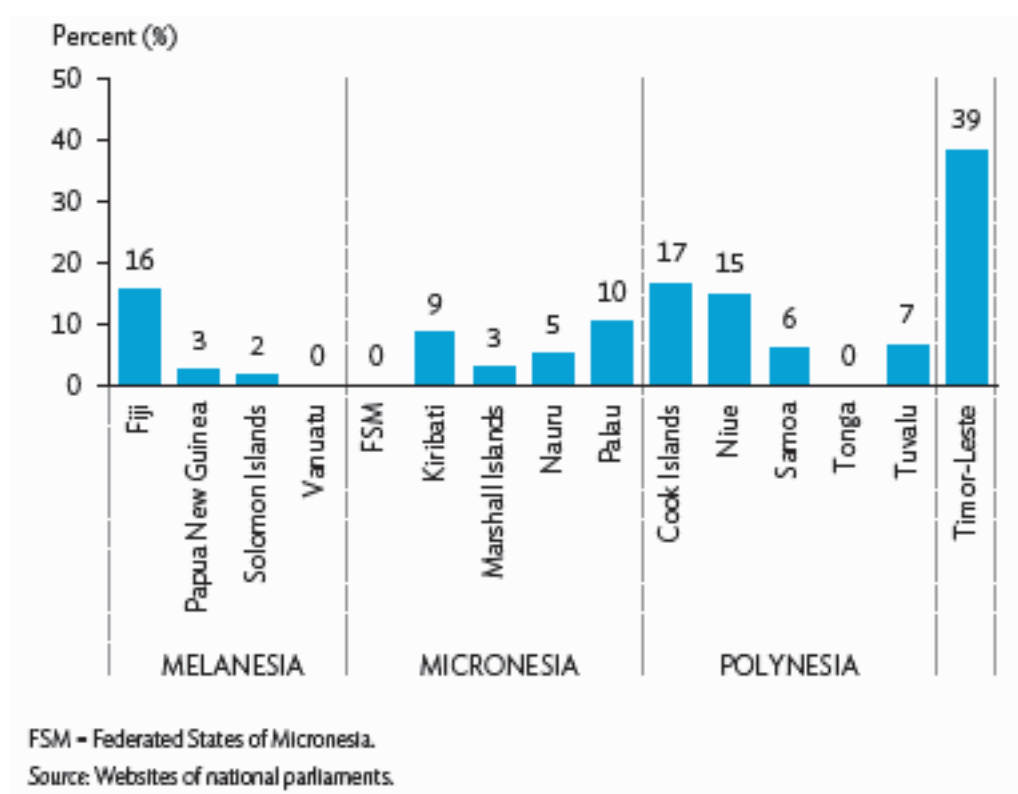
Women have played an active role in the struggle for independence, peace building, and politics. But, the government has identified the common and persistent barriers for women to enter leadership roles as: lower education and literacy compared to men; discrimination in recruitment; negative stereotypes and attitudes towards women's participation in public life; attitudes to women's traditional role in the home; little support from families and political parties, especially little support for women to engage in politics as independent candidates without political party support; low solidarity

²¹ Asian Development Bank. 2016. Gender Statistics. The Pacific and Timor-Leste - Country Gender Assessment. Asian Development Bank: Philippines. p. 3

between women; low civic awareness, and low confidence to come forward as candidates.

The Group of Female Parliamentarians (Grupo das Mulheres Parlamentares de Timor-Leste), formed by women MPs, that is, as abovementioned, currently undertaking an important task of promoting gender sensitive budgeting among senior public officials, is a positive example of an outcome of this legal amendment and a proof of the engagement of GEWE mainstreaming commitments.

Fig.3: Seats Held by Women in National Parliament, 2015 (% of all seats)



Source ASD Gender Statistic 2016

Another measure of women's role in decision making and, to some extent, the equality of opportunity in education and employment, is women's share of managerial positions in the labour force. Managerial positions include politicians, senior government officials, and corporate and general managers, who play an important role in shaping how the public and private sectors operate. In Timor-Leste, according to the latest LFS, this share is approximately 32.7%.²²

As affirmed by UN Women, political will and human and financial resources are necessary to effectively promote gender equality, and thus sustainable and inclusive development. The VI constitutional government has initiated four reform programmes in order to increase the efficiency of the public sector: Legislative Harmonization and

²² Asian Development Bank. 2016. Gender Statistics. The Pacific and Timor-Leste - Country Gender Assessment. Asian Development Bank: Philippines. p. 11

Judicial Reform; Public Administration Reform; Economic Reform; Fiscal Reform, Performance Management Reform, and Budget Performance Reform. The reforms represent an opportunity to imbed gender reforms into the organizational structure of the government.

A transversal measure that is also sensitive and contributes to GEWE was the establishment of the Human Capital Development Fund – 2011 – as a national priority to invest in human resources capacity building.

Progress in increasing women's share of jobs in the public sector has been slow over the last 12 years. The government employs 31,680 permanent civil servants and temporary staff. It is the biggest employer providing salaried wages. The number of female workers in its ranks is steadily increasing. They represent 33.1% of employees, although mainly temporary appointments. We see also an increase of women at decision making level.²³ The Ministry of Education established a gender dedicated unit and makes efforts towards the employment of women in decision-making positions (one of the present vice-ministers is a woman).

Women's share of managerial jobs across both public and private sectors is low in comparison to men's. Only 16% of public service directors and chiefs are women (2013), while in the private sector 29% of chief executives and directors are women.

²³ UN Women Timor-Leste Report. 2016. State Budget Gender Analysis. p. 4-5

3.4 Socio-economic and Socio-cultural context

▪ *Work and Economic Activities*

Transversal problems hinder the development of sustainable economic activities in Timor-Leste:














- Knowledge and skills shortage both technical and managerial, limited accessibility to training (for farming, producing and manufacturing and profit earning) and weak learning capacity related to undernutrition, anaemia and micronutrients deficiencies;
- Basic infrastructures: roads, markets, transportation.

In Timor-Leste, as in most Pacific Island countries, the labour market is limited. Most of these countries rely on the agriculture sector with a large proportion of men and women engaged in subsistence work, particularly those in rural areas. Nonetheless, the country is able to draw significant revenue from oil and gas extraction operations, but these industries provide limited employment opportunities.

Because Timor-Leste doesn't include own-use production of goods (subsistence) in its definition of employment, it's hard to accurately estimate labour force participation ratios. Therefore, it is not odd that Timor-Leste has low rates – 40% for men and 21% for women. Work to produce food for household consumption and unpaid care work in the home—the types of work typically done by women—are not counted as employment. Changes to international definitions of work and employment in 2013 call for own-use production work to be separately measured and reported on in the future.

The proportion of wage-earning jobs has tripled over the last decade, but this has benefited men more than women. The gap between male and female performances within labour rates also applies to paid employment rate – 29,6% for men and less than half for women (14,3%) - and to the share of employment in the non-agricultural sector (industry – construction and manufacturing - and services), which is of 30,8% for women.

Tab 3: Key Labour Market Indicators

REGION	Country	Labor Force Participation Rate (employed and unemployed persons as % of total working age population)				Paid Employment Rate (persons in paid work as % of total working age population)			Women's Share of Wage Employment in the Nonagriculture Sector	
		Male	Female	Gender gap (male-female)	Year and source	Male	Female	Year and source	%	Year and source
MELANESIA	Fiji	80	46	34 	2010-11 LFS	64.3	28.8	2010-11 LFS	33.2	2010-11 LFS
	PNG	62	62	0	2009-10 HIES	—	—	—	—	—
	Solomon Islands	69	67	2 	2009 census	35.2	17.6	2009 census	33.2	2009 census
	Vanuatu	81	61	20 	2009 census	37.2	23.4	2009 census	41.3	2009 census
MICRONESIA	FSM	66	48	18 	2010 census	—	—	—	37.9	2010 census
	Kiribati	67	52	15 	2010 census	33.9	25.9	2010 census	47.4	2010 census
	Marshall Islands	—	—	—	2011 census	48.0	26.5	2011 census	36.7	2011 census
	Nauru	79	49	30 	2011 census	58.2	35.2	2011 census	37.6	2011 census
	Palau	77	60	17 	2005 census	—	—	—	39.6	2005 census
POLYNESIA	Cook Islands	77	65	12 	2011 census	68.9	59.3	2011 census	47.3	2011 census
	Niue	69	61	8 	2011 census	65.5	56.1	2011 census	46.0	2011 census
	Samoa	40	24	16 	2012 LFS	29.8	20.1	2011 census	37.5	2012 LFS
	Tonga	63	42	21 	2011 census	44.0	29.6	2011 census	47.9	2011 census
	Tuvalu	68	51	17 	2012 census	—	—	—	43.5	2012 census
	Timor-Leste	40	21	19 	2013 LFS	29.6	14.3	2013 LFS	30.8	2013 LFS

— = not available, FSM = Federated States of Micronesia, PNG = Papua New Guinea.

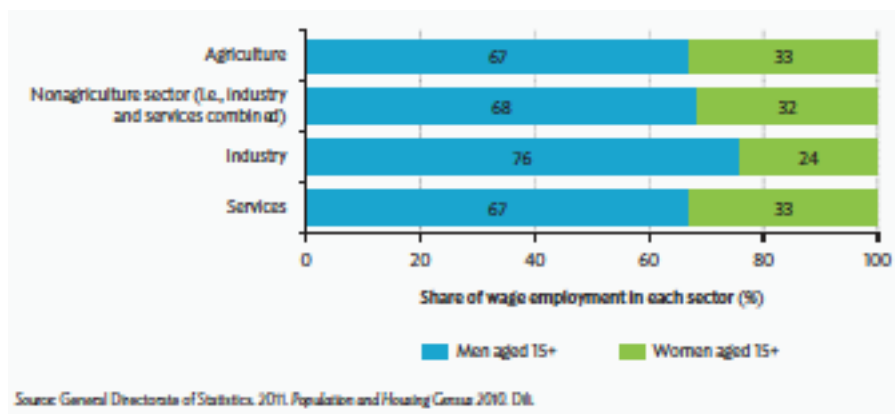
Notes: Working age population is 15 years and above. Employment, as part of the labor force participation rate, includes paid employment, subsistence production of goods and materials for own-use and consumption, unpaid community work and unpaid work in a family business (except for the Cook Islands and Timor-Leste where subsistence work is not included). Paid employment includes those with an employment status of employees, employers, self-employed, producing goods mainly for sale, and paid family workers.

Source: As indicated in the year and source columns, data are from population and housing censuses (census), labor force surveys (LFS), or household income and expenditure surveys (HIES).

Women are more likely than men to be in vulnerable employment, which tends to lack stable income and benefits. This is particularly so for rural women: 87% of working rural women are in vulnerable jobs compared with 54% of urban women. The rate is also high among rural men (78%) compared with urban men (37%). The distribution of employed women and men by industry indicates that other than the primary industry,

women are concentrated in wholesale and retail trades (25% of employed women) and in education, health, arts, and others (12%). Compared with women, men are engaged in a broader variety of industries, along with the primary industry.

Fig.4: Share of Wage Employment by Sector and Sex



Gender segregation is also found in technical and vocational training programs. The majority of women (56%) are enrolled in administration, finance, and information technology training programs, whereas more men are enrolled in technical programs such as construction and auto mechanics.

The Ministry of Agriculture and Fisheries (MAP) appointed gender units and is committed to gender mainstreaming among its staff, assigned a working group on gender activities, promotes training in rural areas and the upgrading of women's agricultural skills²⁴. Still, only 6% of the around 450 extension workers are female.

- ***Access to financial services (including financial literacy), use and ownership of land and property, assets and other resources***

The law on women's **access to land** in Timor-Leste is unclear. The 2011 Civil Code provides that women and men enjoy equal rights to inheritance of land, as well as succession. Whether in terms of personal effects or property (**non-land assets**) produced by marriage, the law establishes equality between spouses, both in rights and duties. And yet, despite the provisions of the Civil Code, the inheritance system continues to follow traditional matrilineal and patrilineal lines, especially in rural areas. In matrilineal families, it was found that a woman can buy, sell or lease urban or Suco land; however, by contrast the vast majority of respondents in the survey from patrilineal homes (approximately 80%) indicated that women may not be involved in any land transactions. A 2004 Land Law Programme survey found that at least half of all women from both matrilineal and patrilineal lines aspired to a greater access of land-related options than those presently open to them. Land legislation remains unresolved,

²⁴ . The Home Garden Project, with 70% women beneficiaries, to solve problems of women in rural areas (improvement of vegetable breeding, nutritional education and cooking advice) is an example.

but new laws have been drafted that intend to promote gender equality in land ownership.

The new 2011 Civil Code establishes equality between men and women on legal capacity. Each spouse may manage his/her own assets, and has user rights of joint goods. While there are no reported legal restrictions on women's **access to financial services**, including credit, the government reports that women have virtually no access to credit. Women often need references, husband's signature or have difficulty filling out forms due to illiteracy and, as such, experience barriers in applying for loans. Furthermore, lending facilities tend to target what they consider productive activities and largely neglected activities in the informal sector, where the vast majority of women work. In 2013 the government reported that 49% of Institute of Support for Business Development clients in 2012 were women, receiving business and financial planning support.

Access to financial services is crucial for economic empowerment, especially for women, who tend to have less access and control over significant assets. Improving banking services and microfinance programs, as well as cash transfers, can play an important role in helping women generate income and manage financial resources, while contributing to economic development. The Government has made efforts of mainstreaming microfinance, small businesses and the establishment of cooperatives. SEPFOPE and SEPI promoted the "Project for Home Economics in Rural Areas". Women have been encouraged to create self-help groups of 5 to 10 people, by receiving microfinance (\$50-\$100)²⁵.

▪ **Education**

The SDP 2011-2030 demonstrated that, in 2010, the proportion of girls was inferior to that of boys at all levels of education (9/10 in elementary and secondary school and around 8/10 at university level).

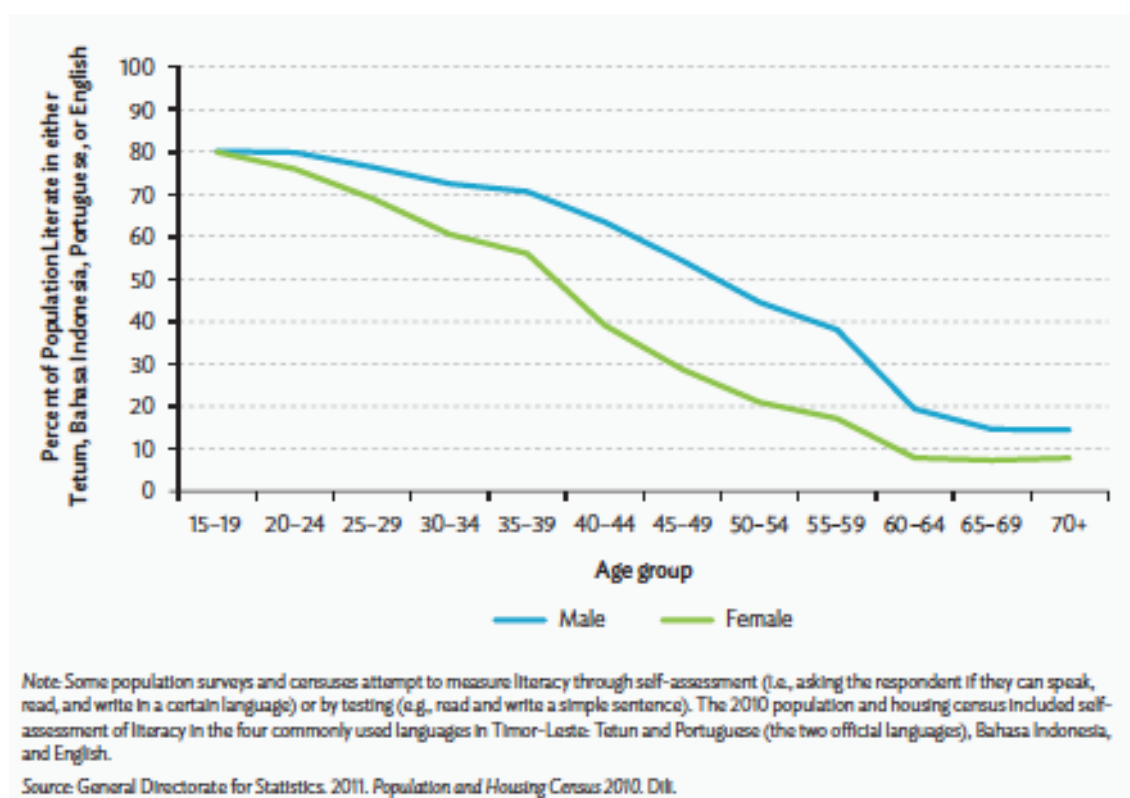
Government policies are generally not gender-biased, but in implementation disparity occurs. Discrimination against girls' access to education persists in many areas caused by traditional attitudes towards women and girls, early marriage and pregnancies, gender biased teaching, and sexual harassment towards schoolgirls. Girls and young women are expected to manage educational and domestic responsibilities, often resulting in poor scholastic performance and drop out during mid-secondary levels. *"In our sub-village we have children who do not go to school because they are looking after their younger brothers and sisters"*²⁶.

Adult literacy is low in Timor-Leste at 63% for men and 52.5% for women; yet literacy rates among Timorese youth are rapidly improving given increased access to education. Youth literacy was, in the last censuses, of around 80%. The illiteracy rate is higher among women (32% against 21% of men's).

²⁵ Japan International Cooperation Agency (JICA). 2011. Final report – Country Gender Profile Timor-Leste. p.26

²⁶ Secretary of State for the Promotion of Equality (SEPI). 2014. Timor-Leste. Beijing Platform for Action. National Review and Appraisal Report. The Democratic Republic of Timor-Leste, p.51

Fig.5: Literacy Rate by 5-Year Age Groups and Sex



Tab.4: Comparison of Adult and Youth Literacy Rates by Sex and District

	Youth Literacy (aged 15-24)				Adult Literacy (aged 15+)			
	Total	Male	Female	Gender Gap	Total	Male	Female	Gender Gap
Timor-Leste	79.1	80.0	78.1	1.9	57.8	63.1	52.5	10.6
Urban	92.3	92.2	92.4	(0.2)	83.2	86.1	80.0	6.1
Rural	70.5	71.9	69.2	2.7	45.9	51.6	40.4	11.2
Aileu	80.0	80.6	79.3	1.3	55.4	60.0	50.6	9.3
AINARO	67.8	68.4	67.1	1.3	44.0	48.5	39.4	9.1
Baucau	82.2	82.3	82.1	0.2	55.1	59.3	51.0	8.3
Bobonaro	69.5	69.9	69.2	0.7	44.7	50.4	39.3	11.0
Covalima	81.1	80.3	81.9	(1.6)	55.0	60.4	49.8	10.6
Dili	93.2	93.1	93.3	(0.2)	85.5	88.1	82.6	5.6
Ermera	58.4	62.2	54.6	7.6	38.7	44.7	32.6	12.1
Lautem	82.9	83.3	82.5	0.9	57.3	66.0	49.5	16.4
Liquica	73.8	76.5	71.2	5.4	50.8	57.4	44.0	13.4
Manufahi	82.4	81.7	83.2	(1.6)	57.2	61.2	53.1	8.0
Manututo	74.8	75.5	73.9	1.6	52.0	56.4	47.6	8.8
Oecussi	58.6	59.4	57.8	1.7	37.8	42.4	33.5	8.9
Viqueque	81.3	82.8	79.8	3.1	51.1	58.0	44.7	13.3

Note: The gender gap is calculated by subtracting the female literacy rate from the male literacy rate (i.e., male literacy rate – female literacy rate = literacy gender gap).

Source: General Directorate for Statistics. 2011. Population and Housing Census 2010. Dili.

In 2012, net primary school enrolment rate²⁷ was under 90% in Timor-Leste. School enrolments have rapidly increased, with girls' rate exceeding boys' at each level of schooling. In 2010, 94% of primary school age girls and 92% of boys were enrolled in school. Net enrolments in pre-secondary school were 34% for girls and 27% for boys. Net enrolments in secondary school are still low at 21% for girls and 17% for boys.

Despite increased enrolment rates, repetition and dropout rates remain high. In the first year of primary school, more than one-quarter of students (31% of boys and 28% of girls) are repeating a year. The problem of dropout is serious during the initial years of primary schooling (grades 1 through 4, known as Cycle 1), when nearly 5% of students drop out each year. These problems are more common among boys than girls. Reasons for early dropouts are most likely due to a lack of school readiness (few children go to preschool) and language barriers, since many children do not speak Tetun or Portuguese, the languages of instruction. During later stages of primary and early secondary school, reasons for early dropout are primarily economic, as many leave school to earn money or help with work on family farms or businesses.

Sexual harassment and violence in schools remains an issue. The number of reported cases fell from 46 in 2010–2011 (including 10 of sexual violence) to 27 in 2011–2012 (9 of sexual violence). A Zero Tolerance policy exists but is yet to be effectively implemented. Most cases are settled outside of the formal system through traditional mediation methods.

Among adults, women are much more likely to have missed out on schooling and less likely to have a secondary or tertiary education. More than half (58%) of women aged 25 and above have never been to school, compared with 43% of men. Only 16% of women aged 25 and over have completed secondary or tertiary education, compared with 25% of men.

Technical and vocational education and training (TVET) plays an important role in developing the capacity of adults to meet the demands of a growing economy and providing specific career opportunities. Relatively few women (and men) are attending training in the TVET sector, and for those who do receive training, large gender disparities exist in the type of training received, which in turn channels women and men into different jobs. In the three vocational training centres run by the SEPFOPE the male to female students' ratio, in 2011, was about 7/3 respectively.

Despite higher net enrolment for girls in secondary school, fewer girls than boys make the transition to attend or complete tertiary studies. Women comprise 41% of the 27,010 tertiary students who have enrolled since 2000, but only 37% of the 8,000 students who graduated from Timorese tertiary institutions over the last decade.

²⁷ Number of students at a particular level of education (e.g., secondary school) who are in the official school age range, divided by the population in the official school age and multiplied by 100

Tab.5: Number of Students Enrolled in Courses Offered by Accredited Institutions by Sex and Industry Sector

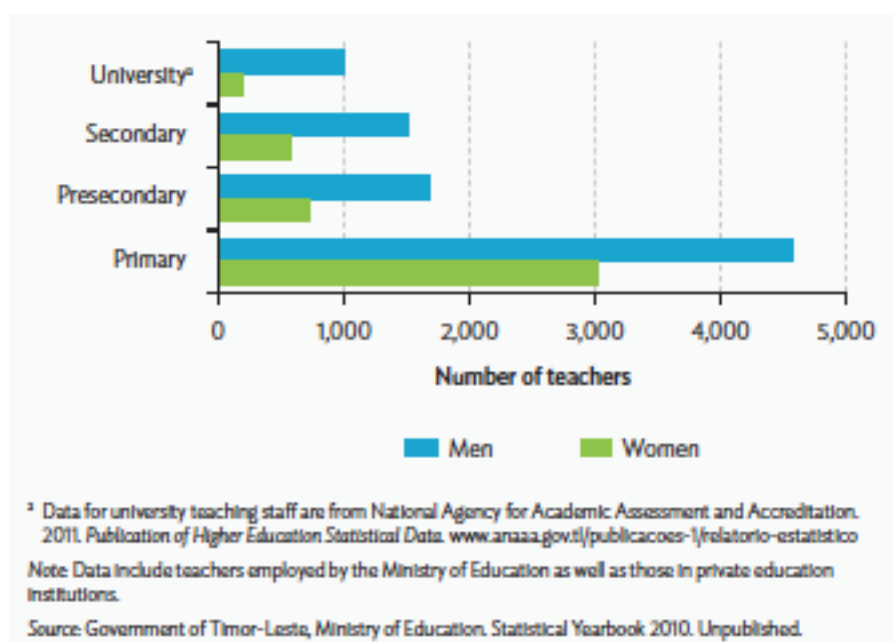
	Men	Women	Total	% Women
Administration, finance, and ICT	216	381	597	64
Agriculture	-	-	-	-
Automotive	-	-	-	-
Construction	459	178	637	28
Education, training, and assessment	213	172	385	45
Health	-	-	-	-
Oil and gas	-	-	-	-
Public security	37	10	47	21
Public sector	18	11	29	38
Tourism and hospitality	85	202	287	70
Totals	1,028	954	1,982	48

- = None, ICT = Information and communication technology.

Source: Secretariat of State for Professional Training and Employment Policy. 2013. *INDMO: The First Five Years 2008–2013*. Dili.

There are also fewer women than men working as teachers (36%) in 2010. The Ministry of Education employs more men than women, particularly in decision-making positions: women hold only 15% of the 60 director positions and 17% of the 123 chiefs of department positions.

Fig.6: Number of Teachers by Level of Education and Sex



Major concerns regarding GEWE within the education sector are, therefore:

- Gender balance in the number of students;
- Increase of the number of female teachers;
- Prevention of violence and sexual assault by teachers;
- Safety while commuting to school;
- Combat high drop-out rate of girls in primary school;
- Sex education and prevention of teenage pregnancy – at school with students and through the enlightenment of parents within community work;
- Review of the non-formal educational system;
- Promotion of the enrolment of girls in engineering fields.

▪ ***Health***

Despite the generally low **life expectancy** among Timorese, around 68 years, data shows adherence to worldwide trends, with women's being higher than men's (66.5 years for men and 70.1 years for women)²⁸. Men and women have different health concerns, and gender roles shape health-seeking behaviour and risks to health.

A primary gender concern is **fertility**, as this directly impacts on women's and children's health and influences the division of labour between men and women in the home. Timor-Leste has the highest Total fertility rate in the region, with 5.7 children per woman. High fertility has implications for population growth, the provision of public services, and the environment. It leads to large youth populations and creates challenges in meeting the demand for education and health services. Urban centres also face challenges in growing young populations, with pressures on adequate provision of housing, water, and sanitation, which have important health implications.

An impact of high fertility is that more than 41% of Timor-Leste's total population is aged below 15. This derives on a greater dependency on relatively fewer working-age people (aged 15–59) who can care for children and the elderly. In Timor-Leste, the dependency ratio is 97, meaning there are 97 children and elderly people for every 100 of working-age people.

Maternal and child mortality are key issues for women, which have been identified as **the top public health priorities** by the Ministry of Health (MoH). Traditional attitudes and limited economic opportunities encourage women to marry and begin childbearing at a relatively young age, leading to high fertility rates. Along with high fertility, limited access to health services, safe water, and improved sanitation facilities increase the risk of maternal and child mortality.

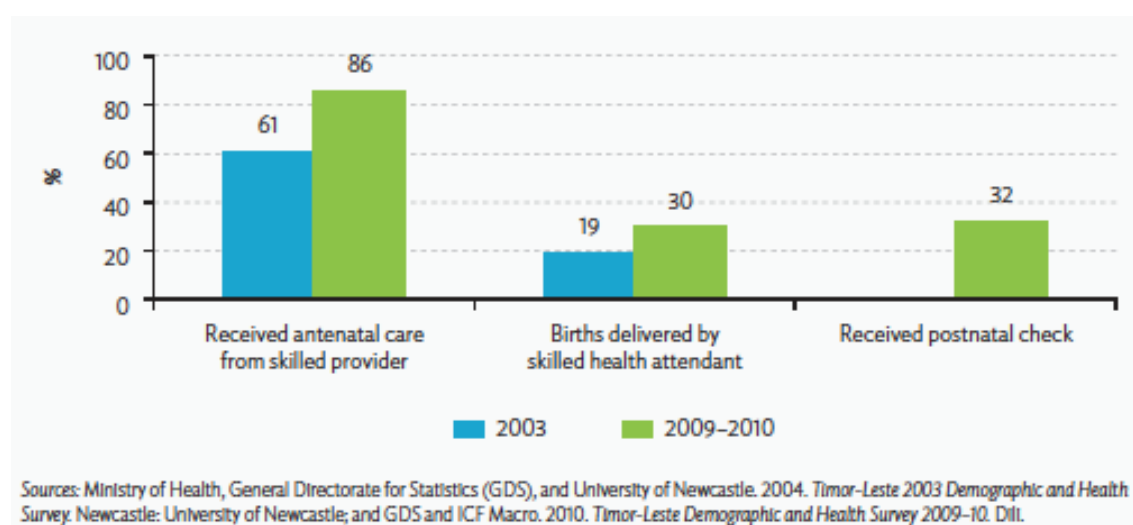
Most maternal deaths are preventable, but prevention requires access to skilled care during pregnancy and childbirth. The proportion of women receiving antenatal care (ANC1) from a skilled provider has increased from 61% in 2003 to 86% in 2009–2010.

²⁸ UNDP Human Development Report 2015. It should be noticed that the life expectancy at birth indicator value varies in some years, depending on the data source. Here is used the latest information available, from United Nations Population Division.

The rates for skilled birth attendance are low in Timor-Leste, although it has grown from 19% to 30% during the same period.

Access to antenatal care (ANC1) varies significantly between urban and rural residents: 93% of pregnant women in urban areas versus 84% of those in rural areas received antenatal care from a skilled health provider. The mother's education level is related to uptake of health services: 93% of women with a secondary education accessed antenatal care, compared with 76% of women with no education. Higher levels of women's education and economic status are closely associated with better outcomes in various health indicators.

Fig.7: Proportion of Women Receiving Care Before, During, and After Delivery



The ratio of maternal deaths has decreased from 660 per 100,000 live births in 2003 to 557 in 2009–2010, and to 270 in 2014²⁹, but it remains one of the world's highest. It should be mentioned that the deaths of new-borns and children and under-5 mortality rate are especially high in Timor-Leste. The infant mortality rate has decreased from 60 deaths per 1,000 live births in 2003 to 45 in 2009–2010, and under-five mortality fell from 83 deaths per 1,000 live births to 64.

Nutrition is closely related to child survival, and a child being underweight is a key indicator of health risk. Malnutrition is most evident in Timor-Leste, where more than one-third (38%) of young children are underweight (too light per age). The "2013 Timor Leste Food and Nutrition Survey" (TLFNS) shows that 50% of Timorese children are stunted (too short per age - suffered from chronic malnutrition) and 11% are wasting (too thin for height - suffered from acute malnutrition) and more than 40% are anaemic. Malnutrition also affects women, where 25% are too thin, 13% are too short and 40% are anaemic. Malnourished women have a greater risk of obstructed labour, of dying from postpartum haemorrhage, of experiencing illness and these conditions are all

²⁹ World Health Organization. 2014.

associated to stunting in children. Micronutrient deficiencies are reported both in women and children. There is no significant difference in malnutrition between girls and boys, but malnutrition is much higher among children in rural than urban areas. The overall nutrition status of children and women is improving but it still represents a serious public health concern. Social and family traditional dynamics fostered by religious and other believes/taboo are affecting the appropriate access to food of children and their mothers in the household.

Many stakeholders, both national and international, are assisting in addressing malnutrition. Their initiatives include reforming the agriculture sector with the aim of achieving food self-sufficiency, improved mother and child nutrition care practices, nutrition services through health facilities, and school feeding and behavioural change programs.

Progress has been slow, hampered by limited human resources in the nutrition sector. The aforementioned results suggest that policies and programs are beginning to have a positive impact, and the prioritization of nutrition among development goals should translate into more achievements.

The recognition of the importance of **reproductive health and family planning** in Timor-Leste has been hindered by influence of religion and forced family planning during the Indonesian occupation.

Limitations on women's reproductive rights also infringe upon women's physical integrity in Timor-Leste. Although the recent and current Penal Code in paragraphs 1 and 2 of Article 141 maintains abortion as a crime with a prison sentence, paragraph 4 provides the circumstances in which abortion will be allowed, including: when there is the risk to the mother's life; as long as the procedure is authorized by a medical certificate signed by 3 doctors; and performed by a doctor or health professional. The opinion of the father is required. In 2009, the United Nations Committee on the Elimination of Discrimination against Women expressed concern that the continued criminalization of abortion may lead women to seek unsafe abortions, which may risk their health.

The 2009-2010 DHS found more than 22% of currently married women are using a method of family planning, with 21% using a modern contraceptive method. The Government reported in 2012 that, although this rate has improved from 10% in 2003, knowledge of any contraceptive is very low amongst both men and women in Timor-Leste. There has been a significant increase in unmet needs for family planning over the past seven years, with unmet needs rising from 4% in 2003 to 32% in 2009-2010.³⁰

A side effect is the relatively high rate of teenage pregnancy and the risks to the health of the mother and the child that early childbearing brings about, as well as the limitations on education and employment options for young mothers. Six percent of teenage women (age 15–19) are already mothers. Rural teenage girls are twice as likely to be mothers as their urban counterparts (8% vs. 4%).

³⁰ Organization for Economic Co-operation and Development (OECD) Development Center. Social Institutions & Gender Index – Timor-Leste 2014. Available at <http://www.genderindex.org/country/timor-leste>.

In addition, family planning, as gender based violence, is also very influenced by the male dominance cultural paradigm. In fact, they seem to be statistically related, as the “*Nabilan*” Study conveyed: women who experience physical intimate partner violence also more likely to report unintended pregnancies, irregular contraceptive use, and a lack of power in decisions about birth spacing.³¹ Even in a case of an unwanted pregnancy most girls cannot have an abortion and this leads to early school drop-out. Along with historical and cultural issues, there is a lack of sexuality education both at formal and informal or family education levels.

Gender is a key factor in **water, sanitation, and hygiene**, as women are the ones who primarily collect water, cook, clean, farm, and provide health care and hygiene for their households. In addition to water quality, the distance from a water source is an issue for many communities: almost 40% of the population is at least 30 minutes from the nearest water source and women spend around 3 hours per day collecting water. Substantial urban–rural gap exists in access to proper sanitation facilities. Only 25% of rural households have access to improved facilities such as a flush toilet or septic tank, compared with 81% of urban households. Overall, 28% of households reported “no facility or the bush” (37% in rural and 7% in urban areas) and one-quarter of households reported using toilet facilities that are shared between several households, increasing the likelihood of spreading disease. Limited access to clean drinking water remains a health risk, especially in rural areas where 43% of the households continue to rely on unimproved sources of water.

Access to clean water and improved sanitation, along with safe hygiene practices, plays a fundamental role in preventative health measures. They are associated with poor health outcomes, such as maternal and child mortality, particularly in rural areas. In Timor-Leste, the two most significant causes of infant and child mortality—lower respiratory infection and diarrheal disease—are directly related to poor sanitation and hygiene

Efforts have been made by the government, both through suco MDGs and national strategic development programs. Since 2010 when the access to clean water project was established through the Ministry of Infrastructure, about 780 community water management groups—*grupu maneja facilidade*—have been set up in aldeias. Given women’s role in collecting and using water, their active participation in these groups have been essential, allowing them to inform and influence decisions on the location and use of piped water. Data from an initiative to improve water, sanitation, and hygiene show that women make up about one-third (33%) of the members, and for those aldeias with a higher representation of women in these groups, water is more likely to be continually available with a shorter distance from homes.

³¹ The Asia Foundation. 2016. Understanding Violence against Women and Children in Timor-Leste: Findings from the *Nabilan* Baseline Study – Main Report. The Asia Foundation: Dili. p. 103

Tab.6: Proportion of Households with Access to Improved Water and Sanitation by Urban and Rural Areas

	Urban (%)	Rural (%)	Total (%)
Source of drinking water			
Improved	89	57	65
Unimproved	11	43	35
Sanitation facility			
Improved	81	25	39
Unimproved	19	75	61

Note: Improved drinking water sources include piped water, public taps, tube well or borehole, protected wells and springs, and rainwater collection. Unimproved sources include rivers, lakes, or streams; bottled water; or unprotected wells and springs. Improved sanitation facilities include flush/pour flush to a pit latrine or septic tank, ventilated improved pit latrine, and pit latrine with slab. Unimproved sanitation includes flush/pour flush to elsewhere, pit latrine without slab or open pit, bucket, hanging toilet or hanging latrine, and no facilities or bush or field. The classification is based on the World Health Organization and UNICEF Joint Monitoring Programme for Water Supply and Sanitation definitions. www.wssinfo.org/definitions-methods/watsan-categories

Source: General Directorate for Statistics. 2011. *Population and Housing Census 2010*. Dili.

Finally, data on the type and rate of **sexually transmitted infections** in Timor-Leste are limited. But it should be mentioned that AIDS by sexual assault, by vertical transmission and among youth is a rising concern. According to the 2009–10 DHS, which gathered data based on self-assessment, the prevalence of sexually transmitted infections is relatively low with only 1% of women and men being affected. No difference by sex is noticeable, given a very low prevalence rate. Self-reporting in the DHS may produce an underestimate of the prevalence rate, as many symptoms are not easily recognized, but there is evidence that the incidence of HIV is increasing.

Poor health through **smoking** is common among the male population. Policies to reduce smoking must be implemented to prevent increasing demands on the health system in the future.

The Ministry of Health has been engaged in promoting the accessibility, quality and management of health care services, setting up, since 2008, Integrated Community Health Services and medical volunteers at Suco level, and in campaigning on health education, namely encouraging taking tests during pregnancy and giving birth in a hospital. **Nonetheless, summarizing major health concerns:**

- There is still a high Maternal Mortality Rate
- Less than 30% of women in labour are held in medical facilities;
- Low quality and difficult access to medical facilities is still a reality in most of the country;
- Scepticism regarding family planning, partially derived from forced family planning during Indonesian rule and the resulting physical disabilities cases;
- Severe malnutrition, due to unbalanced diet, high prevalence of illnesses, and socio/family cultural dynamics
- Emerging AIDS infections.³²

³² JICA's report in 2011 alerted to the lack of reliable data on this matter.

Timorese **cultural** approach to daily life still evidences strong remnants of a traditional patriarchal system and a discriminatory family code.

- ***Family and Marriage***

Timor-Leste's Civil Code regulates marriage and recognizes three forms of union under Article 1475 (1): civil, catholic or traditional. The Civil Code requires registration of all marriages of Timorese citizens inside or outside the country in order for the marriage to be officially recognized. It establishes equality between spouses, levelling the minimum **legal age of marriage** for both men and women to 17 years old, and it does not differentiate between men and women on legal capacity.

It is accepted that **early marriage** continues to take place in Timor-Leste, mainly in cases where a marriage has been arranged at birth or as a result of extreme poverty where '*barlake*' (bride-price) can be agreed.

The United Nations reports, based on 2009 data, that 8.1% of girls between 15 and 19 years of age were married, divorced or widowed (down from 10.6% in 2003); compared to 0.4% of boys in the same age range (down from 0.6% in 2003).³³ Data from the 2010 DHS, states the average age of first marriage was, 25 years for men and 21 years for women.³⁴

The law in Timor-Leste provides for equal rights and responsibilities in marriage, however, in reality, discriminatory customary practices mean that equality is not practiced. Men are assumed to be the head of the family and women are expected to defer to their husbands on most matters and be careful not to bring shame to the family. The main responsibility of women in the family is to bear children while the husband leaves home to find work and provide for his children. Customary practices also persist, that see children go to the husband rather than the wife upon **divorce**.

The law and practice on women's **inheritance** rights is unclear. The law provides that when the husband dies first, the inheritance will be divided between his wife and the children, or the inheritance will go to the wife only if they have no children. However, non-governmental organisations report that sons are generally recognised as the heads of family and recipients of family inheritance.

Polygamy is outlawed for Catholics and under the Civil Law but the practice continues. Two percent of women currently married are in a marriage with co-wives. So, while not common, polygamy is also practiced in Timor-Leste and when a man takes multiple wives, previous wives are usually abandoned or subjugated, and are further stigmatized and isolated by the community.

Bride price ("*Barlake*" in Tetum), is not illegal and still observed in many districts with exchange of goods between the man's family and the woman's family seen as most

³³ Organization for Economic Co-operation and Development (OECD) Development Center. Social Institutions & Gender Index – Timor-Leste 2014. p. 1. <http://www.genderindex.org/country/timor-leste>

³⁴ Japan International Cooperation Agency (JICA). 2011. Final report – Country Gender Profile Timor-Leste. p.3

important in the act of marriage. Due to lengthy negotiations between families on the appropriate sum of "*barlake*" to be paid, young people may often find themselves in a 'de facto' or customary union for many years, while the dowry is still being negotiated, before entering a Church marriage or obtaining legal recognition of their relationship.

The Civil Code provides for **divorce**. However, it contains discriminatory provisions for the period of time to be awaited to re-enter in a marriage after divorce or death of a spouse: 180 days for men and 300 days for women unless the women can prove before a court that she is not pregnant. In this strong Catholic society, women are not supported if they wish to divorce. Another common customary practice is the forced remarriage of the widow/widower with either the brother or sister in-laws of the deceased spouse.

Incest is also a concerning issue, prominent particularly in rural areas, and progressively being disclosed. Civil society has drawn attention to the need of reforming the legal framework to criminalise incest. This measure has been supported by parliamentary women and received public endorsement of the former and current ministers of justice. However, as for domestic violence law, in order to foster the judiciary's capacity to properly protect the rights of victims and defendants, new legislation should be accompanied by appropriate training, a clear understanding of protection principles and commitment and resources for the implementation of basic witness protection measures, under prejudice of increasing workload without any benefit for the system.³⁵

Finally, with respect to **women's freedom of access to public space**, the law in Timor-Leste provides that women are obliged to follow their husband in terms of residence. As noted in the physical integrity section, the 2009-2010 Demographic Health Survey (DHS) found that women's movements are controlled by their husbands in some circumstances. For instance, 31% of ever-married women reported that their husbands insist on knowing where they are at all times and nearly 1 in 10 women reported that their husbands do not allow them to meet with their female friends.³⁶

▪ *Boys and girls*

Traditional values imposed on Timorese girls and young women limit their participation in activities outside the home, which includes education, training, youth activities and sports. The National Youth Survey showed that fewer girls than boys participate in extra curricula activities, and of those 47% of girls were involved in church related activities, compared to only 24% for boys who favoured sports and martial arts activities. The church is seen to be a 'safe' environment but it tends to reinforce traditional values of women's domestic roles, which limit women's potential. Men often point to the inability of young women to participate in civil society activities due to their 'shyness' or because of the demands of domestic duties. Young females'

³⁵ Institute for Policy Analysis of Conflict. 2015. Justice at the Crossroads in Timor-Leste – PAC Report No. 22. p. 21

³⁶ Organization for Economic Co-operation and Development (OECD) Development Center. Social Institutions & Gender Index – Timor-Leste 2014.
<http://www.genderindex.org/country/timor-leste>

participation may be curtailed because of cultural perceptions that it is dangerous for them to participate (travelling to volunteer sites, for example) or that males have more rights to participate in civic activities than females.

The 2009-2010 DHS questions on vaccination coverage found that male infants are slightly more likely to be fully vaccinated than female infants. This suggests the possibility of preferential treatment of sons with respect to access to vaccinations. However, the survey data on child nutrition does not provide evidence of son preference in household allocation of nutrition. While there is no data on children's time-use, the government reported in 2008 that young girls who collect water early in the morning are often too tired to participate in education, suggesting that there may be a preferential treatment of sons with respect to the allocation of housework.

The government reports that for every 10 boys enrolled in primary and secondary school, there are 9 girls. There is also evidence of high drop-out rates of girls from pre-secondary school level onwards, which provides some evidence of son preference in access to education.³⁷

Few adults believe that children and young people can meaningfully contribute to decision-making. Traditional patterns of patriarchy still exist in some areas of public influence and can make it difficult for girls and young women to express their views. In general, "the concept of respect for the views of the child does not appear to be well understood, and that the views of the child are rarely sought in establishing what may be in the child's best interests when relevant decisions are being made," the CRC Committee noted.³⁸

▪ **Gender Based Violence (GBV)**

"**Domestic violence** is the most common form of violence reported to the police in Timor-Leste"³⁹, it is a pervasive problem which is, furthermore, considered "normal" by many women. Around 59% of women aged 15 to 49 years have been victims of domestic violence⁴⁰.

Fig.8: Women's lifetime experiences of intimate partner violence



³⁷ Organization for Economic Co-operation and Development (OECD) Development Center. Social Institutions & Gender Index – Timor-Leste 2014. p. 5. <http://www.genderindex.org/country/timor-leste>

³⁸ Secretary of State for the Promotion of Equality (SEPI). 2014. Timor-Leste. Beijing Platform for Action. National Review and Appraisal Report. The Democratic Republic of Timor-Leste. p.54

³⁹ SDP 2011-2030, p. 57

⁴⁰ The Asia Foundation. 2016. Understanding Violence against Women and Children in Timor-Leste: Findings from the *Nabilan* Baseline Study – Main Report. The Asia Foundation: Dili.

Victims of domestic and sexual violence due to conflict were an important feature of the birth of the nation and progressively gather-up and form self-help groups and a network to advocate their views to state authorities.

Sexual assault by UN soldiers and domestic violence by ex-combatant husbands are highlighted matters in some documents⁴¹.

The recent “*Nabilan*” Health and Life Experiences Baseline Study, led by The Asia Foundation, is the first population-level survey to measure the prevalence of violence against women and its associated health consequences for women in Timor-Leste. It confirms the widespread nature of violence against women in Timor-Leste, and expands upon earlier research.

Results show that women in Timor-Leste are at great risk of violence from their intimate partners, and this violence is often frequent and severe. Intimate partner violence includes acts of physical, sexual, emotional, and economic violence and, therefore, effective prevention and responses to violence against women require more inclusive strategies, long-term commitment, and coordination among key stakeholders. The Study shows that women in Timor-Leste also experience sexual violence by non-partners, but it is most often by people known to them, such as family members or neighbours.

GBV is a major public health issue with long-term consequences for women’s physical, mental, and reproductive health. Furthermore, it impacts their children’s wellbeing, as well as on their own productivity, income-earning, and ability to participate fully in society.

It is noted that very few women reported their experiences of intimate partner violence and non-partner rape to any official agencies such as National Police of Timor-Leste (PNTL) or health services, and the most commonly given reasons were that they viewed the violence as ‘normal’ or ‘not serious’, or they were ashamed of what had happened to them.

The main perpetrators of physical violence against ever-married women are their current (74% according to according to the DHS 2010) or former husband/partner (6% according to the DHS 2010). Although marital rape is now a crime under the domestic violence law (see above), the government reported in 2013 that the police and the Office of Prosecutor General reported that there have not been any cases registered as marital rape to date.

The traditional dowry system above-referred, and the idea that wives are subordinates and propriety of their husbands, may be another factor of domestic violence and sexual entitlement.⁴²

Men’s perpetration of sexual violence is a very important issue to address while tackling gender inequality, namely harmful constructions of masculinity based on male

⁴¹ JICA. 2011. Final report – Country Gender Profile Timor-Leste. p. 33

⁴² Belief that the man has the right to sex, regardless of consent.

dominance and sexual entitlement over women's bodies. Men must be held accountable by their communities, by organizations, and by legal and justice services in a way that also challenges traditional gender norms that serve to shame women and normalize violence, condoning it as 'normal' response to household and community tensions. "to be a man, you need to be tough"- respondents agreed that a man should defend his reputation with force if he has to.

The study highlighted that the health-care system is central to a multisectoral intervention into violence against women, in particular in what concerns mental health services for both women and men - men ongoing trauma from their experiences during Timor-Leste conflict periods is a risk factor for their perpetration of intimate partner violence.

The study's main findings may be summarized as:

- ✓ The vast majority of women (80%) and men (79%) believed that a husband is justified in physically abusing his wife/partner under certain circumstances;
- ✓ The majority of women and men believed that a woman's primary role is to care for her family, even if it means tolerating violence;
- ✓ Women who had experienced intimate partner violence reported negative impacts on their productivity and income-earning capabilities;
- ✓ The prevalence of male violence against women reflects narratives of masculinity that rationalize and celebrate male strength, the use of violence, and men's power over women;
- ✓ Three in five men who had perpetrated rape were under 19 years the first time they had raped a woman or girl. Adolescence is a crucial point of intervention into men's learnt patterns of violence and sexual entitlement over women;
- ✓ Rape perpetration (partner and non-partner) was reported by one in five men in Dili, and one in three men in Manufahi rural district. Gang rape perpetration was also relatively high (6 percent in Dili and 12 percent in Manufahi) The most common motivations that men reported for perpetrating rape were sexual entitlement and for entertainment or out of boredom;
- ✓ The majority of men who had perpetrated sexual violence against a woman or girl agreed with at least one of the beliefs about certain acts not being classified as rape;
- ✓ Men who had perpetrated intimate partner violence were more likely to have been involved in fights, including the use of weapons. Women who had experienced intimate partner violence were more likely to have reported that their partners had been involved in fights with other men;
- ✓ Children of women who had experienced violence were more likely to experience emotional and behavioural problems, and to have stopped or dropped out of school;
- ✓ Schools appear not to be safe and violent-free environments for education - more than half of women and men had experienced corporal punishment during childhood;
- ✓ Experiences of physical, sexual, and emotional abuse during childhood were prevalent among women and men;

- ✓ Physical violence is common during pregnancy, and children are often present on occasions of violence;
- ✓ Women who experience violence from intimate partners are more likely to report unintended pregnancies, irregular contraceptive use, and a lack of power in decisions about birth spacing;
- ✓ More than one quarter of women who had experienced intimate partner violence suffered injuries on at least one occasion. Among those women, half were injured severely enough to need health care; however, only one in three of the women told the health-care worker the real cause of the injury;
- ✓ Women who experience violence from intimate partners are significantly more likely to report mental health problems and to be at risk of disability;
- ✓ Very few women who had experienced non-partner rape reported the incident to a health worker, despite the main reported concern for rape being HIV/ AIDS;
- ✓ The vast majority of women who experience intimate partner violence did not approach any formal agencies or authorities for assistance after their most recent experience. Very few women who had experienced non-partner rape reported the incident to the police;
- ✓ The majority of men in the study sites were aware of existing laws, and two in three believe they are too harsh;
- ✓ Most men who had perpetrated non-partner rape experienced no legal consequences as a result violence against women in Timor-Leste is widespread, cuts across all groups of society, and has major health and social consequences. It is also driven by a number of interconnected factors that operate across the individual, family, community, and society levels;
- ✓ The field of violence prevention is relatively new, especially in Timor-Leste, and there is a strong need to monitor and evaluate programs and policies to determine what is working, what is not, and to constantly improve efforts.

Thought must be given to **traditional/customary/consuetudinary rules** still play an important role in cases of sexual and domestic violence, which are often settled by elders as the administrators of the traditional code, particularly in rural areas. The improvement of the referral network system (police, hospitals, prosecutors, lawyers, social workers, teachers and CSO) as a means of bringing these cases to justice is also a concern of the Government, specifically SEM and the Ministry of Social Solidarity (MSS). “*Adat*” (traditional/customary law/justice) practices can make it more difficult for women to leave a violent relationship because they are afraid of the consequences. Research found that for some battered women, the fear of “*adat*” was seen as the problem, not “*barlake*” itself. This seems to be a justification for male threatening and perpetration of violence.⁴³

There is an assumption that women who experience domestic violence do not seek help or cannot leave their husband because of their **economic dependence** or because they

⁴³ Ending Violence Against Women (EVAW). 2014. Learning Lab 1: Economic Dimensions of Domestic Violence in Timor-Leste.

(and her children) will be in a worse situation if they leave. In Timor-Leste, this assumption means that people responding to domestic violence may encourage a woman to stay with her partner. The lack of financial autonomy reduces the level of bargaining power for women and makes her more vulnerable to poverty in case of divorce, widowhood, abandonment or separation. This is also frequently cited as a reason for the courts to hand down suspended sentences to men who abuse their spouses.⁴⁴

There are, indeed, some economic issues within families, in particular married ones, which can become influential factors when women are abused and have to make decisions about their future lives. Findings from recent research⁴⁵ indicate connections between economic matters and domestic violence. Women's economic role is usually in the 'domestic sphere'. This role determines her power within the relationship, and can have an effect on her ability to move around and contact with other people. If we consider the typical woman's care-giving responsibilities, especially for children; that a woman's income generating activities and general livelihoods production are reliant on access to land and a house; that the skill sets that a woman has are usually of low market value, and that it is difficult to utilise these skill sets elsewhere; that women's low access to higher amounts of money limits relocation, and that because she must stay close to the house/family/land 'domestic sphere' a woman's situation may not be known by other people; we may find that it can be more difficult for a woman to ask for help and to promote change in her living conditions.

So, even though women spend a lot of time working (including domestic care), this does not mean that women have economic security or equal power or equal opportunity in their household or their community. An example, presented by UN Women, is that rural women are on average using 3 hours daily for carrying water.⁴⁶

But the reality shows that women have a dual economic role: doing most of the domestic and caring work in families but also generating income for the family through other activities (small scale gardens, sale of consumer items and kiosks, preparation and sale of food and drinks). In fact, they can earn money more regularly, but in smaller amounts. In particular in rural households, women also share the role of providing for their families through their contributions to agriculture, fisheries, and raising livestock. An interesting fact regarding family economy is that women spend most of their money for the family, while men spend most of their money for themselves and social activities. It should be noted that, women in rural areas have allegedly more options for generating income than women in urban areas.

In cases of severe domestic violence, the woman is already in a vulnerable situation while still living with her husband. Women in this situation may already be limited in their economic role and decision making in the household as a way to avoid conflict and violence. In addition, women may be under more pressure to find income if their husband has a problem with gambling or drinking.

⁴⁴ Ending Violence Against Women (EVAW). 2014. Learning Lab 1: Economic Dimensions of Domestic Violence in Timor-Leste.

⁴⁵ Idem

⁴⁶ UN Women Timor-Leste Report. 2016. State Budget Gender Analysis. p.7

In interviews with women who had experienced domestic violence, women left their partners only when domestic violence was very severe: leaving the partner is more about survival than about choice. Interestingly, in these interviews where women had separated due to domestic violence, many had a better economic situation.

The main factors that seem to determine a woman's decision, whether to leave or to stay in an abusive relationship are:

- ✓ access to employment and other income-earning means;
- ✓ control of household expenditure and decision making over purchases;
- ✓ access to and control over assets and resources;
- ✓ level of education and access to education;
- ✓ number of dependents (older and fewer children making it easier to separate);
- ✓ access to communal resources such as village commons and forests;
- ✓ access to traditional social support systems such as of patronage, kinship, caste groupings, and proximity to and support of one's own family structures;
- ✓ level of support from and proximity to NGOs and service providers;
- ✓ level and type of support and proximity to the State;
- ✓ social perceptions about needs and contributions;
- ✓ social norms;
- ✓ the severity of the abuse;
- ✓ access to information, and
- ✓ legal and policy structures surrounding marriage.

Regarding **access to justice** on matters of GBV, it should be mentioned that in 2013 the government reported to the UN Committee on the Elimination of Discrimination against Women (CEDAW) that the Law on Protection of Witnesses passed in 2009 was still inoperative.

It is estimated that six to seven per cent of judiciary cases in Timor-Leste are relate to child abuse and sexual violence⁴⁷. The Asia Foundation (TAF) assessed that 34% of Timorese women aged 15-49 experience sexual violence in their lifetimes, 49% experience this from an intimate partner, and 14% of women have been raped by a non-intimate partner.⁴⁸

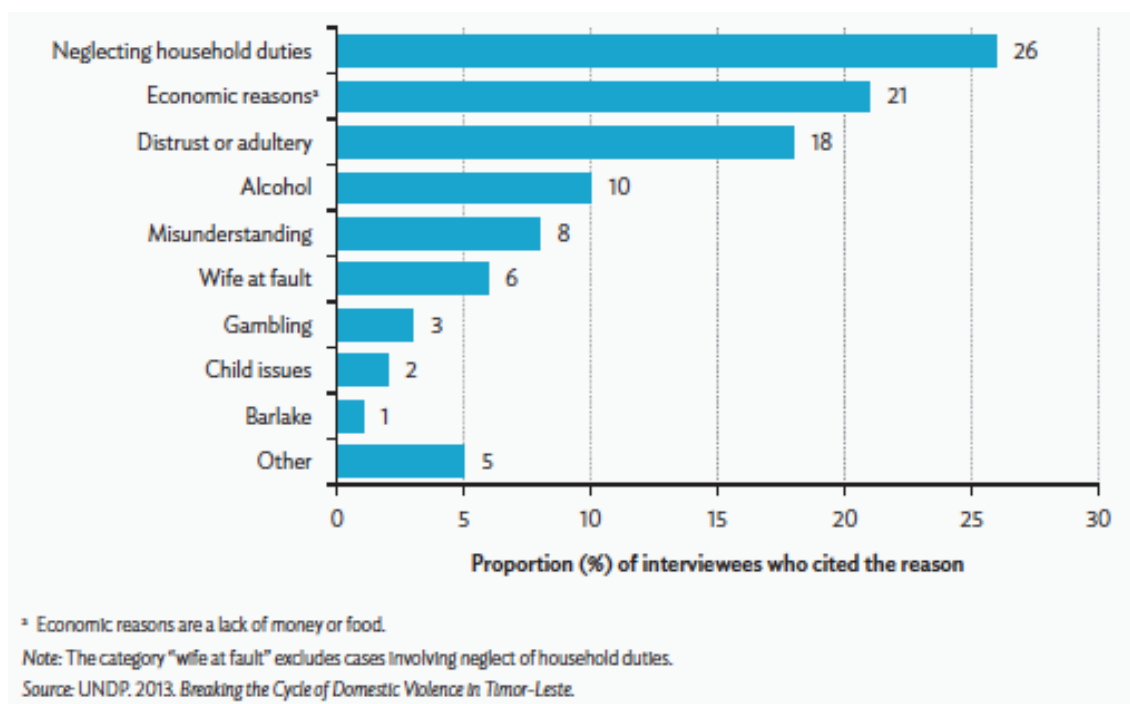
The lack of protection for rights of defendants, victims and witnesses is a concerning matter and can be evidenced along the different stages of a case, from police response, on to the phases of investigation, and until trial in court. Many cases of victims are transported in the same vehicle as their alleged perpetrators, or waiting in the same room to give testimony, with the menacing and traumatizing consequences that may bring. Other examples show the involvement of the police in returning victims to the custody of alleged offenders without any judicial authority to do so. The inadequate training of justice officers can be tracked to judges themselves, when they fail to knowledge the seriousness of cases of sexual violence and incest and fail to forbid

⁴⁷ 9% of criminal cases in the courts according to the study lead by JSMP in 2016.

⁴⁸ The Asia Foundation. 2016. Understanding Violence against Women and Children in Timor-Leste: Findings from the *Nabilan* Baseline Study – Main Report. The Asia Foundation: Dili.

activities inside the court room that may hinder the process and expose the intervenient to public eye and adding insult to injury – sometimes the public take pictures, laugh, applaude, etc. thus intimidating victims, witnesses and defendants.⁴⁹

Fig.9: Perception of Triggers for Domestic Violence



⁴⁹ Institute for Policy Analysis of Conflict. 2015. Justice at the Crossroads in Timor-Leste – PAC Report No. 22. p. 20

4.0 MAJOR STAKEHOLDERS AND INFORMANTS

SEM and GMPTL play an important role in oversighting, where possible coordinate and monitor the public institutions gender related interventions and the Annual State Budget allocations. The information sharing and coordination among DPs is weak, but because of their specific mandate, UNWomen and UNFPA call for irregular DPs coordination meetings. They also provide technically assistance to SEM and GMPTL.

TL Public Institutions:

The TL Government and its public institutions play a relevant role in the GEWE policies definition and planning. GBV remains a major priority area of intervention as addressed by the NAP-GBV. The TL Annual State Budget "gender sensitive analysis" highlights that although the annual budget includes genders funds allocated to public institutions, they are also grossly insufficient representing less than 1.3 % (approximately USD 18 million) of the 2017 budget. To note that half of the total gender sensitive budget is channelled through the MSS for the "Bolsa da mae" which is targeting the poorest women of the society. Other MSS social protection funds might also includes women among their beneficiaries.

Major TL public institutions benefiting of national budget for gender activities are:

SEM; GMPTL; MSS; MAF; MoE; MoH; MoJ; SEPFOPE; PDHJ; PNTL

TL NGOs and CSOs

A number of civil society organizations running short-, medium-, and long-term projects that contribute toward achieving national gender equality goals are mainly financed through DFAT/Australian Embassy and EU (See Chapter 5.0). The table below lists those financed by DFAT subdivided per priority thematic areas:

Thematic Area: <i>Physical and Psychological Integrity</i>				
Project Title	Implementa-tion Period	Implementation Partner	Budget (USD)	Comments
Empowering victims of domestic violence	01/07/2016 30/06/2019	Australian Foundation for the Peoples of Asia and the Pacific	43,730	
Protection program in Timor-Leste	01/07/2015 30/06/2019	Caritas Australia (CA)	461,000	
Pacific and Timor-Leste Reducing Gender-Based Violence Project	01/10/2014 30/06/2018	World Vision Australia (WVA)	473,472	
Nabilan	11/04/2014 10/04/2018	The Asia Foundation	13,670,952	TAF is the umbrella organization contracting other

				NGOs and CSOs
Thematic Area: Economic, Social and Cultural Rights – Economic and Social Empowerment				
Business Skills Management Training for Women's Self Help Group (economic empowerment)	March 2016	APSC-TL	46,200	
Rural Women's Development Project in Timor-Leste	01/07/2016 30/06/2017	International Women's Development Agency	35,655	
Thematic Area: Political and Civic Rights: Strengthening Voice and Participation				
Increase Women's Participation in Village (suku and aldeia) Elections	March 2016	Patria	46,200	
Gender Equality and Women's Empowerment across Asia and the Pacific	01/07/2011 30/06/2017	CARE Australia	25,620	
Improving Program Quality and Impact across Asia and Pacific	01/11/2011 30/06/2017	CARE Australia	37,108	

Other gender equality NGOs active in TL are: ALFeLa; Alola Foundation; APSC-TLAMKV; Casa Vida; CAUCUS; La'o Hamutuk; Fatin Hakmatek; Fokupers; FONGTIL; Futuru Di'ak; PRADET; Rede Feto; TLMDC.

TL Development and Funding Partners

Major DPs implementing or funding gender equality interventions are: Asian Development Bank; DFAT/Australian Embassy Timor-Leste; GIZ; Irish Aid; UNDP; UNFPA; UNICEF; UN WOMEN

5.0 EUD ADDED VALUE

The EUD has supported several **projects specifically targeting GEWE**. The latest and ongoing contracts are:

- Empowering women and establishing grassroots protection networks (01/11/2011 – 31/10/2014 | € 292.948) - implemented by Ba Futuro. The project's overall objective was to improve grassroots protection for vulnerable populations through the empowerment of women in Timor-Leste. It increases linkages between state and non-state actors at the local level for the prevention of violence against women. Further it enhances women's participation in peace-building and post-conflict governance. It consisted, basically, of expert consultation on the implementation of LADV that included the issuing recommendations.
- Women, Peace and Security (20/12/2011 – 31/12/2015 | € 1.475.807): - implemented by UN WOMEN, UNDP and EU JOINT Programme on Enhancing Women's Participation in Peacebuilding and Post-Conflict Planning in Liberia, Timor-Leste and Kosovo - implemented by UN Women. The project aimed at enhancing Women's Participation in Peacebuilding and Post-Conflict Planning in Liberia, Timor-Leste and Kosovo. It had a Government focus.
- Towards a strengthened civil society for a better protection of children and women victims of violence (01/10/2013 – 31/01/2017 | € 598.432) - implemented by Triangle. The action's overall objective is to durably improve the situation of women and children victims of violence in Timor-Leste. It consisted of capacity building activities, targeted at local CSO which work with victims: civic education/awareness raising sessions; identification of risk groups. Beneficiaries were from Bobonaro, Díli, Oé-cusse, and Covalima. The project involved NGOs such as Rede Feto, Pradet, Fokuper and Casa Vida.
- Empowerment and inclusion of marginalised youth in the economic and political development of Timor-Leste (01/10/2013 – 31/03/2017 | € 479.000) - implemented by Plan Deutschland. The action aims to build the capacity of Non State Actors and local youth organisations in order to strengthen their voice in the development process and to advance political, social and economic dialogue. The overall objective of this action is that "Timorese young women and men, including the most marginalised, participate in decision-making, realise their economic rights and promote peace and social equality.
- Preventing and addressing violence against women and girls in Albania, Mexico and Timor-Leste (01/03/2014 – 30/08/2016 | € 1.000.000) - Implemented by Un Women. The project target-groups were Governmental/Public institutions and it intended to contribute to the adaptation and reform of laws, policies and strategies in the three countries, as means to prevent and respond to violence

against women and girls. In particular, it focused on trafficking of girls in Albania, domestic violence in Timor Leste and feminicide in Mexico.

Furthermore, the EUD to Timor-Leste is currently and actively **mainstreaming gender** issues in all its ongoing and new programmes and initiatives such as:

- *EDF 10 Nutrition Programme* (13/03/2014 – 24/12/2017 | € 10 Million): - The intervention implemented by UNICEF and WFP supports the Government of Timor-Leste (GoTL) towards the achievement of the Millennium Development Goals, specifically to reduce the prevalence of underweight children under age of five (MDG 1c), reducing the underweight prevalence by 5% (from 45 to 40%). Its specific objective is to improve the quality of the nutritional situation among 0-5 year-old children, by the end of 2017, through the improvement of the quality and coverage of MoH policies and services related to children less than 5 years and **pregnant/ lactating women**, including the implementation of high impact nutrition interventions package (HINI), and through Community-Based (E.g.: Mother Support Groups).
- *EDF10 Global Climate Change Alliance* (01/12/2013 – 30/12/2018 | € 4.0 Million): - the project, implemented by GIZ and Camões, I.P., aims to improve the capacity of populations living in the selected sub-districts vulnerable to climate change risks to cope with climate change effects through the sustainable management of their natural resources and the improvement of their livelihood options, by using local development mechanisms and taking social inclusion, gender issues, women's economic empowerment and conflict management into account.
- *Civil Society Organisations and Local Authorities (CSO-LA) support* (01/09/2016 – 31/08/2018 | € 1.25 Million): - the EUD approved a project, to be implemented by TAF and Timor-Leste's NGO Forum (FONGTIL), in cooperation with the Prime Minister's Office Social Audit Unit, on defining the social audit methodology which will clearly focus on how public policies and services are rendered in a GEWE perspective.
- *European Instrument for Democracy and Human Rights (EIDHR)* (01/02/2016 – 31/01/2018 | € 1.18 Million): - through a specific action of production and broadcasting of a television series in order to raise awareness about democracy and human rights in Timor-Leste. The project intends to enhance the effectiveness and increase the impact of the Ombudsman for Human Rights and Justice (PDHJ) in fulfilling its mandate. One of the priority issues approached will be GEWE and protection of women's rights, including violence against

women, domestic violence, gender equality etc. The series will use strong female characters as one methodology of addressing gender stereotypes.

- *Cooperation Support Facility (CSF) (01/03/2015 – 31/12/2019 | € 2.5 Million):* - support the capacity of the services of the EDF National Authorising Officer (NAO) to manage EU-TL cooperation, providing technical assistance, training, seminars, events and visibility activities in line with Government and EU development cooperation priorities. Gender, as a cross-cutting issue, will be mainstreamed in the actions supported. In addition, it is expected that some funds will be used to support the participation of relevant stakeholders in training related to gender and environment and to support specific activities for Human Rights Day.

Pipeline interventions under the 11 EDF are:

- *EDF11 Good Governance sector - Public Finance Management (PFM) and Oversight programme (€ 30.0 Million):* it is being discussed with UN Women and MoF to include a gender-equality-related PFM indicator in the log frame. Predicted activities, such as training for Parliament, media and NGOs (for social audit), will all emphasise the need to assess whether government policies and public service delivery are gender-equality "compliant".
- *EDF11 Rural Development sector*
 - *Agro-forestry (€ 30.7 Million):* GIZ & ILO both focus a lot on ensuring women participation in all training activities and all data are always gender-disaggregated. It was agreed that gender equality should be mainstreamed in all training provided under this programme and the participation of women in project activities will be strongly encouraged (it will likely be high in agro-forestry activities, less in road rehabilitation/maintenance). UNW is currently working with Ministry of Agriculture and Fisheries (MAF) on a revised gender policy for the sector, so this may also influence the formulation of the programme.
 - *Nutrition Programme (€ 10.0 Million):* it is an obvious case where women will actually play a more important role than men. Gender-equality under this programme should actually be more focused on men.

6.0 CONCLUSIONS AND RECOMMENDATIONS

The reference documents revision, and the major **findings** and **conclusions** gathered, allow concluding that **gender inequality in Timor-Leste is narrowing** in education, health, employment, and political influence, **but a lot remains to be done**.

Considerable achievements have been made through a strong framework for action, with gender-related priorities clearly articulated, and legislation, policies, and coordination mechanisms defined. Nonetheless, developing the capacity of the national women's machinery (E.g.: SEM) and other government agencies remains a priority.

Furthermore, **there is the wide gap between approved laws/policies and their implementation at central, peripheral and community/family levels.** Coordination and information sharing is lacking within and between sectors, making it difficult to monitor progress and build on lessons learned. Competing priorities and limited tools and skills reduce government capacity to learn and apply technical skills in gender mainstreaming.

It is also paramount to further examine relationships between each sector. This must be a key consideration when identifying gender issues in policy and program design and implementation. As ADB's CGA stresses, **increasing education has significant impacts on health outcomes and economic empowerment of both women and men, the health system plays a key role in eliminating GBV, and boosting women's participation in local governance can change gender attitudes and lead to more equal opportunities for all.**

Although much has been achieved in developing strategies and a framework for action, the focus of **efforts should now shift to implementation and monitoring the impact.** Monitoring and evaluation tends to be ad hoc rather than systematic. Although a large amount of data and research has been produced, it needs to be organized and made more accessible.

Efforts to achieve gender equality also require investment as well as effective production and use of data and research. Regarding availability and liability of data, the latest ADB Gender Statistics report (2016) points out that although **plenty of data are collected, few countries including TL are maximizing the use of statistics to assess and monitor gender issues.** For the Pacific island countries and Timor-Leste, limited technical capacity and resources constrain governments' ability to monitor a wide range of sustainable development issues including gender. The lack of involvement by national statisticians in gender-related policy dialogues and the weak capability of gender policy experts to utilize statistical information are key challenges across many countries, in promoting evidence-based policy making and rigorous monitoring of progress on gender equality issues. The availability of sex-disaggregated data and statistics is increasing in TL, although the capacity to use this information to support policies and informed decision making across government needs to be strengthened.⁵⁰

As stated in SEPI's (now SEM) report⁵¹, **Timor-Leste already has started a program of data collection that covers different and varied matters,** determining the country's development in various areas: population and housing censuses (every 5 years), household surveys (Labour Force Survey (2010, 2013), DHS (2009-2010), Living Standards Survey (2001, 2007, and 2014), Household Income and Expenditure Survey (2010), Food and Nutrition Survey (2013) and other administrative data sources. The 2016 Demographic and Health Survey (DHS) is undergoing and includes a domestic violence module.

⁵⁰ Pacific Community (SPC). 2015. Beijing +20: Review of Progress in Implementing the Beijing Platform for Action in Pacific Island Countries and Territories. Noumea. In Asian Development Bank. 2016. Gender Statistics. The Pacific and Timor-Leste. Asian Development Bank: Philippines. p.1.

⁵¹ Secretary of State for the Promotion of Equality (SEPI). 2014. Timor-Leste. Beijing Platform for Action. National Review And Appraisal Report. The Democratic Republic of Timor-Leste. p. 56

Police records are also an important source of information on cases of gender based violence. However, these incidents often go unreported by the women who experience them. For this reason, national surveys are important to measure the true extent of the problem.

In fact, much data exists and extensive research has been made on priority groups, such as rural women, the elderly, women with a disability, and women with HIV and AIDS, but systematically collating these into a cohesive national data set remains a challenge. Recommendations for addressing data access and quality issues have been made to be taken forward by SEM and other appropriate statistical coordination mechanisms. A core set of national gender indicators has been developed and it is under revision. Overall, they are aligned to those proposed in the "GEWE: Transforming the lives of Girls and Women through EU External Relation 2016-2020". It is important that they are linked strategically to the implementation of UNSCR 1325 on Women, Peace and Security and the New Deal on Engagement in Fragile States State Building and Peace Building Goals and aligned with the SDGs.

Additionally, some key national indicators are identified in strategic sectorial plans. It is the responsibility of the General Directorate for Statistics and other key data producers (e.g. Ministry of Health) to collect and publish disaggregated statistics appropriately, but agreeing on the set of national gender indicators requires some further coordination and consultation.

Achieving gender equality is a long-term process and progress is gradual. An important achievement to present day has been the Government identifying gender equality among its priorities for realizing national development goals. **Frameworks have been put in place through parliamentary representation, legislation, national women's machinery, and coordination mechanisms. The challenge lies in their effective implementation.**

In addition to the need to support the sectors' surveillance systems for data collection and analysis ensuring the availability of disaggregated data by sex and major age groups, it is essential for the EUD to finance and technically contribute to population based national surveys such as the Census, the Demographic and Health Survey, etc.

According to the thematic priorities set for the EU GAPII, the main **recommendations** brought up during the analysis that provide some **response strategies and approaches which may be considered for future actions are summarised below. It remains clear that priority interventions of the EU GAP II will be defined through a participatory process and dialogue with the Gov-TL in line with the focal sectors of the 11 EDF National Indicative Plan (NIP) 2014-2020, the Timor-Leste National Action Plan on Gender-Based Violence and the timor-Leste National Action plan for UNSCR 1325 on Women, Peace and Security.**

6.1 Thematic Priority 1: *Physical and Psychological Integrity*

Ending violence against women in Timor-Leste requires behavioural change, beliefs, and structures that reinforce gender inequalities. It is a priority to eliminate patterns of victim-blaming, both internalized and socially-enforced, for women who have experienced violence, and of excusing men's abusive behaviour.

Programmes that promote positive and non-violent family, home, school, and community environments, based on equality and mutual respect between women and men are needed. Abuse during childhood can have significant consequences for experiences of violence and other forms of antisocial behaviour during adulthood. At the same time, exposure to domestic violence also impacts on children's development and can lead to emotional and behavioural problems. Children learn by experience, so programmes targeted at children and youngsters should encourage healthy and respectful relationships between boys and girls and promote safe and non-violent homes and schools.

Furthermore, all **EUD intervention should include a holistic and mainstreamed approach, which incorporate both women and men into re-imagining more equitable and positive gender relations. Challenging the social acceptance of physical and psychological violence must be a priority for violence prevention programs in Timor-Leste.** Violence prevention and response plans should be multi-sectoral, interlinked, and coordinated in a strategic and targeted manner. They should also be incorporated into the larger social development, gender equality, and human rights frameworks and plans within the country. It is vital to strengthen coordination between prevention stakeholders.

Enabling conditions for providers to address violence against women, including well-developed coordination and referral networks and pathways, integrated service delivery, protocols, and capacity building, based on international standards. For example, in the health system, upon WHO's (2013) "Responding to Intimate Partner Violence and Sexual Violence against Women: WHO Clinical and Policy Guidelines". It is also important that the Government of Timor-Leste increasingly funds key supports and services to fulfil its obligations under various agreements, particularly the Convention on the Elimination of Violence against Women (CEDAW). Commitment to gender equality illustrated in budgets, work plans and implementation in all key government ministries with monitoring and evaluation mechanisms are important mainstreaming inclusions.

Some examples of actions, preferably not one-off activities but, rather, ones involving regular follow-up with participants **may be:**

- ✓ **Addition of participatory gender training to existing economic, agroforestry and nutrition programs under the 11 EDF;**
- ✓ Programmes that include support for men's mental health, including skills building for non-violent conflict resolution, are necessary;
- ✓ Facilitating discussions among male peers about how to enact nonviolent masculinities, and promote positive male role models;
- ✓ **Communication and social marketing campaigns;**
- ✓ To promote non-violent ways of being a man and reduce social acceptability of men's use of violence;

- ✓ To reduce the social acceptability of child abuse;
- ✓ Positive parenting programmes;
- ✓ School approaches to non-violent discipline;
- ✓ **Integrate training on violence against women into health curricula to challenge stigmatizing attitudes, and ensure that health providers know when and how to ask about violence and respond effectively.** In prenatal and postnatal health services training healthcare professionals in identifying signs and symptoms, and making referrals;
- ✓ **Promoting women's control over their own bodies, including decisions over birth spacing and access to healthcare services.**

Regarding rule of law, the justice system functioning and general access to justice, as well as the application of the law in gender based violence **in the context of GEWE possible actions could focus on:**

- ✓ Increase the effectiveness of the National Action Plan on Gender-Based Violence with the crucial high-level backing from the Prime Minister's Office;
- ✓ Implement Law on Witness Protection;
- ✓ Review gender mainstreaming approaches by police and armed forces; and
- ✓ Improve the quality of crime statistics.

In addition, the main action lines identified, as **Justice System Monitoring Programme (JSMP)** suggests⁵², **particular attention to be given to:**

- ✓ **The Public Prosecution Service should develop legal guidelines that clarify and provide examples on charging in domestic and sexual violence cases;**
- ✓ The Public Prosecution Service should always conduct a risk-assessment in all domestic and sexual violence cases in order to determine whether a protection order is required to protect the victim during the investigation and trial process, and apply for a court order requiring the defendant to provide provisional alimony if the victim requires financial support;
- ✓ Courts should develop sentencing guidelines to assist judges in determining the appropriate penalty in cases of domestic and sexual violence that outline the general sentencing principles, aggravating and mitigating factors using examples, rules for sentencing repeat offenders, alternative penalties and provisions for calculation of civil compensation in cases of domestic violence, as well as to promote orders aimed at changing the perpetrator's behaviour;
- ✓ Courts must use existing provisions in the Criminal Procedure Code to minimize contact between victims and defendant during a trial, particularly child victims of sexual abuse and consider closing proceedings to the public;

⁵² Judicial System Monitoring Programme (JSMP). 2014. Law against Domestic Violence: Obstacles to implementation three years on. p. 42 and Judicial System Monitoring Programme (JSMP). 2016. Charging, Trials and Sentencing in Cases of Sexual Violence in Timor-Leste 2012-2015. p. 37-38

- ✓ The courts should make an order on civil compensation for the victim in all domestic violence cases and prioritise civil compensation (less than 2% of domestic violence cases monitored) over the issuing of a fine (in 24% of all known decisions). When the perpetrator has provided restitution under customary law, courts must consider the facts of each case to determine whether that restitution has in fact gone to the victim, or to the victim's family;
- ✓ The government should allocate sufficient resources to the Public Prosecution Service and the PNTL to ensure that all court sentences in domestic violence cases are effectively executed and monitored. At a minimum, the police should have current records of all persons convicted with a suspended sentence;
- ✓ Funding of agencies and NGOs to **provide intervention programmes in favour of people experiencing mental and physical domestic violence and abuse and for their perpetrators in order to influence behavioural change (e.g. hot counselling services, anger management courses, drug and alcohol treatment, and other tailored programmes for offenders);**
- ✓ The government should establish a social reintegration service to monitor convicted persons during the term of the suspension of a prison sentence and facilitate community service orders and participation in intervention programmes. The design of the service should build on existing community structures, such as "suco" councils (village councils), community police and local leaders.

In conclusion, if social, family and partners dynamics positive behavioural change is essential to prevent violence against women, it is also urgent to provide a greater access to a set of "Essential Services" for all women and girls who have experienced gender based violence. In this respect a partnership of UN agencies has developed and integrated a coordinated approach named the "Essential Service Package".

6.2 Thematic Priority 2: *Economic, Social and Cultural Rights – Economic and Social Empowerment*

Like in other countries, women in TL are an underutilised human resource. There is need to support interventions for their economical empowerment and enhancing their social role. Patriarchal norms and perceptions from services providers and communities often do not think of women as an essential part of the economic production chain. Thus women have less access than men to economic and agricultural assets, inputs, trainings and services and to rural employment opportunities. Women are also responsible for most of the household and child-rearing activities. This additional work limits women's ability to engage in training activities, or to develop any larger scale economic enterprises. It has been estimated that to give women the same access as men to agricultural resources and inputs could increase women's production by twenty to thirty percent (FAO).

Ensuring women's economic empowerment has proven to have a lasting impact on the wellbeing of the families, as women tend to invest more in their household than

men. They are more inclined to invest in the health and well-being of their families with the income they generate. The Timor-Leste National Nutrition Survey 2013 shows that **more educated and more prosperous women have less malnourished children.**⁵³

Actions supporting thematic priority 2 may be:

- ✓ Ensuring policies and programs are gender sensitive to **increase school attendance;**
- ✓ Increase the representation of women in the education workforce;
- ✓ **Implement the Zero Tolerance policy and conduct further research into violence in and around schools;**
- ✓ Improve delivery and uptake of maternal, reproductive and nutrition health services;
- ✓ **Increase health sector capacity to respond to gender-based violence and risky behaviours;**
- ✓ **Promoting positive behaviour changes within the community and family dynamics;**
- ✓ Strengthen health sector data collection, analysis and monitoring and evaluation;
- ✓ **Efforts to strengthen women's rights to property, inheritance, labour force participation, divorce;**
- ✓ Expanding social services for women and children (e.g. counselling, legal aid, shelters, etc.);
- ✓ **Increase women's participation in the labour market,** enhancing Public-private Partnerships, Micro-credit programs and Conditional Cash Transfer for women;
- ✓ Accelerate the implementation of national gender related policies and strategies (E.g.: "Professional Training and Employment Policy's gender mainstreaming strategy"; "Timor-Leste National Strategy and Action Plan for Gender and Private Sector 2014–2017");

6.3 Thematic Priority 3: *Political and Civic Rights: Strengthening Voice and Participation*

Increasing women's representation in politics at national and local levels is key to achieving gender equality goals. Addressing inequality needs to exist beyond laws and policy to create meaningful local and decentralized approaches and be used as a tool for advocacy and participation. Gender equity needs to move beyond merely the role and advancement of women, but also dig more deeply into the plight of young women and men as a whole.

⁵³ UN Women Timor-Leste Report. 2016. State Budget Gender Analysis. p. 8-9

Actions supporting thematic priority 3 may be:

- ✓ Strengthen the capacity of Parliament and the executive to mainstream gender;
- ✓ **Increase women's representation in the public and private sectors;**
- ✓ Boost women's influence and **role in decision making;**
- ✓ **Promote media campaigns for behavioural change and identify champions;**
- ✓ Strengthen mechanisms for gender mainstreaming and policy implementation;
- ✓ Produce practical definitions, guides, and ongoing support for government officials and other stakeholders to mainstream gender;
- ✓ Establish learning and development plans for all SEM staff that incorporate both technical and general skills, consistent with capacity development projects.

6.4 Consideration of EUD added value to support the implementation of the Timor-Leste GEWE objectives

Taking into consideration the 11 EDF-NIP focal sectors and the GAP II objectives possible example of EUD added value on GEWE in TL are:

Good Governance

With the aim of increasing women participation in the policy and governance process, the good governance sector could contribute to consolidate the Gender Responsive Budgeting (GRB) approach including its analysis and monitoring through human and institutional capacity building. This would satisfy objective 17 and indicator 17.7 of the GAP II framework. In addition, a GEWE indicator could be included in the PFM and MoF Budget Support log frame.

Agro-Forestry

With the aim of enhancing women's economic and social empowerment, the agro-forestry sector could promote behavioural change in the community and family dynamics enhancing women participation to the labour market, their property rights and inheritance. The sector could add value also through professional training. These interventions could be aligned to objective 14 and 15 of the GAP II framework.

Nutrition

With the aim of achieving healthy nutrition levels for girls and women, the nutrition sector could promote women access to high protein food and micronutrients. The establishment of mother support groups will enhance womens' knowledge and control of resources contributing to their empowerment. These interventions could be aligned to objective 12 of the GAP II framework.

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Internal to EUD

- Country Strategy on Human Rights
- Democracy Action Plan.
- National Indicative Programme 2014-2020. 11th EDF.
- EU Gender Action Plan II 2016-2020 (Council, 10/2015).

INDICATORS PROPOSAL

The United Nations Statistical Commission⁵⁴ and the EU GAP II are proposing a set of Key Indicators for Monitoring Gender Concerns. This maybe a useful way to address issues of availability and liability of data allowing, at the same time, the possibility to establish worldwide comparisons, and more particularly in the Asia and the Pacific region.

Statisticians and gender and development experts have been working together to test and agree on indicators for monitoring gender equality concerns. Work on this has been happening within the Pacific region, in Asia and at the global level through the United Nations Statistical Commission. The results are two related frameworks of gender statistics indicators that countries can use to monitor progress towards internationally agreed goals.

The proposed minimum global set of gender indicators has five domains:

Tab. 7: Proposed Indicators Framework

Global and Regional Gender Indicators Frameworks		
Global Minimum Set of Gender Indicators	Asia and the Pacific Core Set	
I: Economic structures, participation in productive activities, and access to resources	IA: Poverty	Priority target group: rural women
	IB: Participation in productive activities	
	IC: Participation in unremunerated productive work	
II: Education	II: Education	
III: Health and related services	III: Health and related services	
IV: Public life and decision making	IV: Governance and public life and decision making	
V: Human rights of women and girls	V: Human rights of women and girls	
	VI: Environment and climate change	
	Supplementary domains:	
	VII: International labor migration	
	VIII: Refugees	
	IX: Disaster risk reduction	
	X: Social protection (Population ageing)	
	XI: Postconflict and peace-building (Security Council Resolution 1325)	
All have qualitative gender indicators related to national norms .		

For systematic annual reporting purposes the EUD should refer to the template available on the "Guidance note on the EU Gender Action Plan 2016 – 2020 for DEVCO HQ and EUD operational staff" and at Annex I to the a Joint Staff Working Document "Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020".

⁵⁴ UN Statistical Commission ADB/PC. 2016. Asian Development Bank. 2016. Gender Statistics. The Pacific and Timor-Leste - Country Gender Assessment. Asian Development Bank: Philippines. p. 29