Timor-Leste: Paving the Way for A Planet 50-50 by 2030

Priorities for Gender Equality and Inclusive Development (2017-2022)
Key Milestones:
Status of Gender Equality and Women’s Empowerment in Timor-Leste 2002—2017

2002
- The Constitution of Timor-Leste
  Guarantees equality between men and women and protection against discrimination based on sex (art. 16) and equality of rights and obligations in familial, political, economic, social, and cultural life (art.17).

2003
- Ratification of international human rights conventions:
  - Convention on the elimination of all forms of discrimination against women (CEDAW)
  - Convention on the rights of the Child (CRC)
  - Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT)

2004
- Ratification of International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families

2009
- Penal Code criminalizes most sexual crimes
- Law on Protection of Witnesses protects safety and security of witnesses in criminal or civil proceedings to testify without fear of repercussions

2010
- Parliamentary Resolution on Gender Responsive Budgeting (GRB)
- Law against Domestic Violence defines acts of violence committed in a family context as public crimes
- Civil Code which includes the Marriage, Divorce, Land and Property, Inheritance and family succession

2011
- Strategic Development Plan 2011-2030 identifies gender equality as a development priority for the country
- Gender Working Groups and temporary special measures established (Law 7/2011) to increase representation of women in Parliament.
- **Labour Code** guarantees equality of opportunity and treatment in employment and prohibiting verbal, non-verbal and physical sexual harassment
- **National Action Plan on Gender-Based Violence (NAP GBV) 2012-2016**
- **National Policy for Inclusion and Promotion of the Rights of Persons with Disabilities**

**2014**


**2015**

- **Maubisse Declaration** commits to promote and fulfill the rights of rural women
- **Government adopts Sustainable Development Goals**, including **Goal 5 on Gender Equality**

**2016**

- **National Action Plan on UN Security Council Resolution 1325** (Women, Peace, and Security)
- **National Policy on Youth**
- **Strategy for Women’s Economic Empowerment**

**2017**

- **Human Rights Council Recommendations to eliminate discrimination** on the basis of sexual orientation and gender identity approved by Council of Ministers
- **NAP on Gender Based Violence 2017-2022** and NAP coordination entity approved
- **Government’s Resolution on Equal Salary, and Microfinance credit for small and medium business**
- **Approved Land and Expropriation Law** promotes “equality between women and men” and prohibits discrimination in use and transfer of land
- **The 2017 Inclusive Education Policy** encourages the return to and completion of formal or nonformal education by teenage mothers
- **Gender-Responsive Budgeting** is integrated in the Public Finance Management guideline
- **National Roadmap for SDGs** emphasizes gender equality across Goals
- **Guidelines on Sexual Harassment** approved by Civil Service Commission
Despite ambitious commitments, Significant challenges remain.

1 of 5 women overall and 1 of 10 young women active in labour force as of 2013), with many key sectors male-dominated (e.g. construction, resource management).

Women’s potential to contribute to economy is under-utilized.

Gender commitments are under-resourced in the State Budget.

0.01 per cent of 2017 State Budget allocated to develop knowledge and to take action on gender equality commitments and monitor progress.
Women represent 38% in national parliament with a mandatory quota, while only 21% in Government leadership, and 5% in village leadership, where there is no quota.

More than half of the population tolerates violence against women.

Qualified women face patriarchal attitudes that limit their opportunities in leadership.

Violating women’s human rights, harming the well-being of children, families and the economy.
Moving Forward in Five Years: 20 Steps for Progress

Building on progress made and challenges identified to achieving targets in Timor-Leste’s Strategic Development Plan and the Sustainable Development Goals, these 20 actions can help the Timor-Leste reach key targets in the four strategic sectors by 2022 as follows:

- **Economic Sector**: 25 percent of working-age women participate in the labour force by 2022
- **Social Sector**: 50 percent of women and men believe violence against women is never justified by 2022
- **Governance and Institutional Development**: Women and men each represent at least 40 percent in municipal assemblies by 2022
- **Infrastructure Development**: Infrastructure projects supported and financed by the Government employ at least 30% women by 2022
Paid work for women = Stronger economy for all

- Promote specialized training for young women 15-24 in key industries (e.g. engineering, natural resource management, tourism, fisheries, etc.)
- Invest in women entrepreneurs and female-led industries (e.g. retail, textiles) with business development information, opportunities and networks
- Ensure women have equal access to land, energy, markets and financial services
- Adopt measures to eliminate discrimination in recruitment and promotion of women in public and private sector e.g. childcare, flexible hours, and safe working conditions; and enforce measures to address sexual harassment in all workplaces
- Reduce percentage of women in vulnerable work and promote the rights of women and men in care work, particularly domestic workers (paid leave, minimum wage, etc.)
 Equip children, teachers and parents with skills for respectful relationships, tolerance and conflict resolution

Train all medical personnel on gender equality strategies and policies in pre-service curriculum and continuing education (e.g. Reproductive Maternal Newborn Child, and Adolescent Health Strategy, responding to cases of GBV, sexual and reproductive health and rights)

Allocate resources to assist victims of violence to recover from abuse (shelter, legal assistance, health services, economic, etc.)

Ensure women facing multiple forms of discrimination (e.g. survivors of violence, caring for persons with disabilities) can equally access adequate social welfare

Monitor progress regarding safety and inclusiveness of primary, secondary, and tertiary educational outcomes (disaggregating by sex, age and ability)

Less Violence against women & children = Healthier people with greater prosperity for the future
Strengthen capacities of line ministries at national and municipal levels on gender-responsive planning and budgeting, in line with the Gender-Responsive Budgeting Policy Note

Conduct targeted recruitment and training to increase by 50% women passing physical and written exams in National Police and Defense Forces

Integrate at least 16 hours of pre-service training on gender equality in curricula for justice, security actors, and all civil servants

Ensure any new legislation is aligned to CEDAW, and other international treaties, guaranteeing women’s substantive equality

Require Government funding to civil society initiatives promoting gender equality as criteria for budget allocation

Women leading together with men = peace and security last longer
Women’s visibility and voices in Infrastructure = better planning and results for all

- Track and report annually employment statistics (disaggregated by age, ability and sex) generated through infrastructure funds across sectors.
- Provide funds for women across municipalities to undertake Social Audit exercises and report to Parliament annually on access to basic services and infrastructure.
- Require companies awarded infrastructure projects to work toward gender parity in employees, ideally across levels and promote female-owned companies.
- Include diverse women, elderly and disabled community representatives before and during development for gender-responsive and socially inclusive infrastructure design.
- Promote gender-responsive procurement practices, given that female-owned businesses represent a significant share of employment generation and economic growth potential, in line with Gender-Responsive Budgeting Policy Note.
Sources:

- National Employment Strategy, 2017
- National Action Plan for Gender based Violence 2017-2021
- Icons by FLATICON

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