









THE DISTRICT CONFERENCE, 9 - 27 JUNE 2008





























Priority Issues and Recommendations

Cultural Sector

Objective

To develop laws and regulations and strengthen partnership among st government, churches, civil society, academia and the private sector in the protection and promotion of Timorese valued culture and tradition as well as raising awareness on which of the existing culture are positive and discriminatory to women.

| as raising awareness on which of the existing culture are positive and discriminatory to women. | | | |
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| Priority Issues | Recom <mark>mendations</mark> | | |
| Pratice of "barlaque" or dowry and "feto san umane" have become "bargaining of prices or business" that lowered women's dignity and contributed to violence against women, limited women's access to participate in decision making. | To increase public awareness and knowledge about gender equality, the negative impact of barlaque, lia mate lia moris (marriage and death ceremonies), the value of tarabandu, etc. through continued information, education and communication (IEC) methods. | | |
| Media and pornography have evidently increased sexual abuse, domestic violence, use of prohibited drugs by youth, conflicts among the youth and other sectors of society. | Government to regulate media's role and functions and strengthen the role of government authorities responsible for border control to ensure that pornography materials are not illegally brought into Timor-Leste. | | |
| Many young men and women do not respect each other e.g. use of impolite words or bad words, sexual harassment, etc. and no longer respect their parents. | Strengthen collaboration between and among government, family, the religious sector, civil society, the academe, and private sector to promote valued Timorese culture and traditions. | | |
| There are traditional practices and unwritten systems that value and preserve the Timorese culture but are not documented such as arte faktus kultural ceremony. | Government and stakeholders to establish a museum to develop and preserve national identity and continue to promote valued Timorese culture and tradition at the district, regional and international levels. | | |
| Based on the results of the district conferences, polygamy increased in Timor-Leste and created a negative impact to women, family and children such as divorce, economic instability within the family, frustrations and psychological intimidation. | Government to regulate and implement laws against polygamy and prome the value of women and women's rights, and ensure its dissemination in trural areas. | | |
| Most women have no access to media, do not receive information on social-cultural programmes and have limited opportunities and access in the promotion of women's activities. | Government to ensure women's access to information and ensure that information on TV, radio and other media are non-discriminatory to women. | | |
| 7. The <i>tarabandu</i> practice (on water, animals, plants, etc.) has not been well utilized to protect the environment and promote tourism in the country. | Government particularly the Ministry of Education and Culture to promote the value of tarabandu so that people will not destroy the environment or patremonia cultural but instead protect and preserve the environment. | | |
| 8. There is no conscious effort on the use of traditional clothes, traditional dances, <i>lain dadolin</i> , secret house, traditional food, the conduct of ceremonies/traditional rituals and others to preserve these valued traditions of Timor-Leste. | Government particularly the Ministry of Education and Culture to promote and preserve the Timorese valued culture to strengthen the identity of the Timorese and promote tourism. | | |





Education Sector

Objective

To increase literacy and access of women and girls to formal and non formal education including vocational training and opportunities towards a safe and secured educational environment ensured.

| Priority Issues | Recommendations | |
|---|--|--|
| There is no monitoring and evaluation (M&E) system in the implementation of the literacy programme in the country. | Government particularly the Ministry of Education to establish an effective and functioning monitoring and evaluation (M&E) team for the literacy programme in the country. | |
| Lack of facilities in schools such as classrooms, toilets, clean water supply, and security to prevent sexual violence among female students. | Government to ensure that schools all over the country have complete facilities and equipment for its students, especially female students. | |
| Far distance of schools that reduce the number of girls going due to security threats especially when they have to walk for long distances and when it starts to get dark, etc. | Government particularly the Ministry of Education to construct boarding houses or dormitories for students who live far from the school at local and national levels. | |
| Lack of access to information on scholarship programmes and there is no transparency in the selection process. | Government particularly the Ministry of Education to disseminate information on scholarship programmes through the media and ensure that the selection process is open or transparent to all. | |
| Young girls have no access to vocational trainings. | Government particularly the Ministry of Education and Secretary of State for Professional Training in collaboration with the civil society organizations to establish training centres for the youth including young girls in the districts and sub-districts. | |
| 6. There are no regulations in school to re- accept young female students who are pregnant and victims or survivors of sexual violence. | Government, with the initiation of the Ministry of Education to develop a set of regulations to protect young female students who are pregnant and victims or survivors of sexual violence to be able to continue with their education in schools. | |
| 7. Lack of facilities for teachers in rural areas such as accommodation and transportation. | Government particularly the Ministry of Education to provide facilities and subsidies to teachers in the rural areas to enable them to effectively do their roles and functions well. | |
| Supplemental food provided in schools for students are not in good quality. | Government particularly the Ministry of Education to provide adequate and good quality of supplemental food/menu within the required standards for students. | |

Health Sector

Objective

To improve facilities towards effective delivery of health servi ces through increased and capacitated health personnel, implementation of programmes on maternal health, nutrition, family planning, HIV/AIDS prevention, water and sanitation, traditional medicine, etc.

| Priority Issues | Recommendations | |
|---|---|--|
| 1. Women have limited access to health facilities and services especially on reproductive health e.g. limited number of mobile clinics, lack of ambulance to respond to emergency cases including pregnant women which has always been a problem as they are not able get immediate assistance; | Government should increase and strengthen maternity health care programmes in rural areas through having adequate and qualified personnel and availability of facilities through the provision of adequate maternity equipment for safe delivery, additional mobile clinics, ambulance especially for pregnant women and professional service to pay attention to ante-natal and post-natal care. | |





| 2. Limited number of nurses and midwives in the sub-districts with the service of some midwives and nurses to pregnant women not quite good (not approachable or non-welcoming treatment) and with some traditional midwives who were not providing adequate service or not follow the required health standards. | Government through the Ministry of Health to increase number of midwives and nurses in the sub- districts, provide facilities such as housing, transport, etc. and continue training or other capacity building interventions to midwives and nurses. |
|---|---|
| Lack of promotion of the Serviso Integrado Saude Comunitaria (SISCA) programme in rural areas. | Disseminate information and conduct discussions on the SISCA programme in TVTL and over the radio and through other communications media including discussions at the aldeia or suco levels. |
| 4. In many cases, health centres lack facilities such as clean water supply, sanitation, hygiene, for environmental health, electricity, etc. and that they are usually far from people living in the remote sucos or aldeias. | Complete resources of health care centres to enable health staff to work professionally in line with WHO standards, design and conduct trainings and provide facilities to traditional midwives in rural areas particularly to those who reside far from health clinics. Also, to establish a school for nurses for continued training to midwives with modules on gender and ethics in providing assistance to patients especially in remote areas and to also provide scholarships to girls and midwives. |
| 5. Most communities in the rural areas hae not received information on HIV/AIDS. | Disseminate information on HIV/AIDS with gender sensitive in the rural areas. |
| 6. Many wives and husbands, particularly women, do not participate in family planning because they have not received clear information on what the programme is all about, the family planning contraceptives and its use. | Increase knowledge and encourage husbands and wives to participate in the family planning programme and provide clear information on the use of contraceptives at the same time working on its religious implications. |
| 7. Foreign medical professionals working in Timor-Leste do not understand the local language and dialects that they have difficulties in providing health assistance and service to patients. | Foreign medical professionals need intensive language courses particularly on Tetum and other dialects as well as local midwives and nurses to learn English and other international languages. |
| Both at the national and district levels, midwives and nurses are not able to take annual leave due to limited number of staff and nobody | Ensure the implementation of labour laws that were approved by government in line with privileges of midwives and nurse. |

Economy Sector

Objective

nurses.

could take over to assist patients and thus cause some negative impact to the midwives and

To ensure women's economic security and rights by recognizing their contribution to the economic sector and increase their access to training and productive resources such as micro-credit, banking services, marketing facilities and the promotion of local products to strengthen the economic condition of families and the nation.

| Priority Issues | Recommendations | |
|---|---|--|
| Women have limited access to micro-credit opportunities, productive resources such as land, marketing facilities, information on economy and civil rights, tax and prices, training opportunities, bank facilities, and in the promotion of local products. | Government, in partnership with civil society organizations and banking institutions, to expand existing micro-credit programmes and ensure that all beneficiaries particularly women, receive training on management and have access to facilities and productive resources. | |



| Women's participation in the economic sector (formal, non-formal, private, etc.) has not been recognized by decision makers and community members. | Government to recognize women's contribution and empower them to participate in decision making at the national (parliament, government, entrepreneurs, etc.) and local or village levels in the economic development processes. |
|---|--|
| Women are poorly represented and lack the capacity to participate in policy making and decision making in development and in the economic sphere, and if women had participated, there is inadequate information. | Government and civil society organizations to enhance capacity and provide opportunities for women to participate in tourism, infrastructure and agriculture, and have access to distribution facilities. |
| Women do not have the capacity to participate at its maximum or fullest in tourism, infrastructure and agriculture, and distribution of facilities is not gender sensitive | To establish sex-disaggregated data to highlight the contribution of women in the economic sector at all levels. |
| No monitoring and evaluation (M&E) system for micro-credit programmes. | To establish an independent commission to monitor and evaluate gender responsive micro-credit programmes for women and ensure preparation of M&E reports reflecting lessons learned and recommendations to improve and strengthen existing programmes. |
| There are no cooperative centres in the rural areas where people, especially women would be able to gather and promote local products. | Government and the private sector/institutions to establish cooperative centres in rural areas to promote and support local products. |
| 7. Most of the market outlets are not in good condition even though the quality of local products are good which affects their marketing. | Government and private institutions to construct markets with good, complete and functional facilities to contribute to a better market system of local products. |
| 8. Women and girls/youth have limited access to work employment. | Government authorities and private institutions to increase employment opportunities for women and the youth or girls. |

Media Sector

Objective

- A. To increase access of women and men to gender sensitive media and communications services and opportunities through radios, networks, journals, television, etc. at all levels.
- B. To increase and improve physical infrastructures including roads, bridges, electricity to facilitate effective communications and transportation systems.

| Priority Issues | Recommendations |
|---|---|
| Most media practitioners/journalists and service providers are not gender sensitive and they lack understanding of some of the terms/glossary on gender and gender issues. | Journalists to improve and increase/enhance their knowledge on women's rights, gender issues and gender mainstreaming. |
| 2. The media provides limited coverage time to programmes and activities for women and if covered, the news on women issues are always presented the last item and/or usually on a very short or of limited time; | Media practitioners/journalists and service providers to improve quality of programmes over television or in radios and ensure that women's issues are appropriately and substantively covered including the promotion of positive images of women by providing factual and unbiased information on schedules suitable for women (free from domestic work) and increase time allocation for women's programme and provide women equal opportunity to be aired at the begining and/or headlines. |



- 3. Most women lack access to information e.g. some areas could not be covered by radio channels due to low frequency and there has been no effort undertaken to resolve this and there is lack of communication facilities such as radio, TV, journal and others media communication tools.

 4. There is lack of physical infrastructures such as roads bridges markets electricity at the displacement.
 - Government to have political will to ensure that journalists are able to reach remote communities by increasing channels of information considering that the media is important in the promotion of gender issues and women's rights.
- There is lack of physical infrastructures such as roads, bridges, markets, electricity, etc. and women have limited access to them including transportation.
- Government to increase physical infrastructures such as roads, bridges, electricity, at the district, sub-district and village levels.
- 5. Prepaid card by the Timor Telecom (TT) is expensive.

Priority Issues

 Timor Telecom to lower down price of prepaid telephone card and expand its network's coverage in rural areas and for Government to identify more new telecommunications companies to avoid monopoly of the sector.

Recommendations

Politics Sector

Objective

To increase opportunities for women to participate in politics and decision making at all levels and ensure that women's contributions are recognized.

| Very limited participation of women in decision making at all levels – national, district, sub district and suco levels due to continued dominance of men over women in decision making. | Government to ensure women's participation in decision making at all levels and ensure contribution in the laws and policies. |
|--|--|
| Many women representatives in the <i>suco</i> councils are not well- motivated to participate or function due to lack of access to training on leadership, management, confidence building, etc, lack of information, clarity of their functions and lack of support from family, other women and men, and support from political parties. | Donors, the United Nations, Government, civil society organizations, the academe and private sector to collaborate in providing capacity building interventions to women to increase their participation in decision making especially to those in position e.g., suco councils, political parties, women community leaders in the aspects of leadership and management, communication skills, confidence building, conflict resolution, on women's issues, women's rights and gender equality. |
| Some State policies and laws are not yet approved that should ensure the promotion of women's participation in the structure of decision making and continuously protect women victims such as the Law on National Liberation of Combatants, Decentralization and Local Government Law, Law on Community Leaders and their Election, etc. | The Decentralization and Local Government Law should ensure women's participation in the municipal leadership including the municipal assemblies and ensure the dissemination of the law at the grassroots level with the use of all forms of communications media To revise the Law on Community Leaders and their Election to ensure participation of independent candidates and maintain women's representation in the village councils. To revise the Law on National Liberation of Combatants to ensure clear processing and guarantee of women veterans and combatants in being recognized of their participation during the liberation, the rights to their land and on the protection of widows. |
| Government lacks political will to implement "the Chega" Report and people at the grassroots level are not aware of the report, its contents and implications to them as Timorese. | Government to prepare a law to implement the recommendations of the CHEGA Report to provide reparation to the victims especially women victims and ensure its dissemination to communities to enable them to have a clear understanding of the findings and recommendations, and avoid similar conflict to happen in the future and promote human rights and democracy in Timor-Leste. |



| 5. Limited capacity of women and girls as future generation leaders due to limited access to training, discussions, study visits, and other creative capacity building activities including skills in the use of local products. | Government, the civil society organizations and political parties to develop capacity building programmes for women and girls to prepare them as a candidate for future elections and leadership responsibilities. |
|---|--|
| Lack of information among rural women on the management of the petroleum funds and other related issues including non-transparency of its expenditures. | Government and civil society to disseminate information to community in rural areas to enable them to understand the management of the petroleum fund and ensure transparency of its progress particularly on its expenditures. |
| 7. Women parliamentarians and women in political parties have limited opportunity to meet, discuss and share information with their constituencies and with women's groups. | National Parliament to provide appropriate and adequate conditions to enable women parliamentarians and their respective political parties to meet with their constituencies and women's groups. |
| 8. Lack of monitoring and evaluation system or mechanisms to ensure effective and efficient implementation of government programmes in collaboration with international agencies, national NGOs, the civil society and other relevant institutions and organisations. | Rede Feto to establish a monitoring and evaluation (M&E) team to continuously monitor and evaluate government programmes in collaboration with international agencies, national NGOs and other relevant institutions including the Platform of Action of the 3rd National Women's Congress 2008-2012. |
| 9. Gender focal points in the ministries and districts do not have the authority to ensure the effective implementation of gender mainstreaming policies, programmes and projects because they are only staff who have no decision making authority. | Government to prepare a decree law to ensure that gender mainstreaming policies are implemented in each ministries and districts and for the General Director in each of the ministries, State Secretariats and District Administrators to be responsible with the implementation of gender mainstreaming policies. Gender Focal Points in all ministries to network, motivated and continuously capacitated by SEPI to improve and strengthen their support in |

Justice Sector

the promotion of gender equality and women's empowerment

Objective

To increase and strengthen legal services and facilities for wom en with increased number of gender sensitive judicial e.g., judges, lawyers, towards effective formulation and implementation of laws and regulations ensuring the protection of women's dignity and rights.

| Prio <mark>rity I</mark> ssues | Recommendations | |
|---|--|--|
| 1. Draft Penal Code has not yet been approved. | Government and National Parliament to review and approve the Timor- Leste Penal Code (still in use is the Indonesian Penal Code) since some of its articles are discriminatory of women and do not promote women's right | |
| Draft Domestic Violence Law has not yet been approved. | Government and National Parliament to immediately approve Domestic Violence Law. | |
| 3. Lack of facilities like DNA, offices, venue, transport, etc. to facilitate the judicial authorities' to function well in the protection of women's and children's rights | Government particularly the Ministry of Justice to provide facilities to judicial authorities to support and strengthen their work in providing assistance to women victims/survivors and witnesses. | |
| Many youth becomes victim of human trafficking. | Government to ratify convention of human trafficking and ensure its implementation under the domestic law whilst a law on human trafficking is being developed. | |





| 5. Communities including women do not know about the judicial system and applicable laws because mostly are written in Portuguese. | Government to translate applicable laws into Tetum (local languages) and there should be socialization of all the laws at all levels, to include applicable laws, the seven international treaties that were signed and ratified by Timor-Leste, and the roles and functions of the judicial system. | |
|---|---|--|
| 6. The traditional justice system is always discriminatory of women (both civil and criminal cases) and families and local authorities do not encourage women to bring their cases to be processed through the formal justice system. | Government to create a law to reform the traditional justice system it to be gender balanced, non-discriminatory and should promote and guarantee women's rights in all sectors. | |
| 7. Women are still discriminated in relation to access and ownership of land and properties. | Government to create a law on land and property to guarantee and protect women's and children's rights. | |
| 8. Government has not yet implemented the results of the Chega Report. | Government to implement immediately the results of the Chega Report to provide reparation to victims especially women and should be regulated under Timor-Leste's law. | |
| 9. The President's decision to give pardon or "indultu "to authorities who committed serious crimes in 2006, sexual violence and other abuses were not beneficial to the judicial system. | National Parliament should pass a law to limit the President's mandate in providing pardon to authorities who are accused and proven to be guilty of serious crimes. | |
| 10. Based on public's observation, corruption has increased in state institutions in Timor-Leste. | The State to ratify the Convention on Anti-corruption and pass the domestic law to combat corruption and reform the judicial sector including a law to regulate properties being acquired by government officials or leaders. | |
| 11. Security and defense assistance are not maximum to protect women's victim of Gender Based Violence and to ensure women's participation in decision making at two institutions such as National Police of Timor Leste (PNTL) and F-FDTL. | Strengthen the capacity of authorities of security and defense through continued training on gender, CEDAW, Human Rights and laws, and increase the number of women in PNTL and F-FDTL and promote their participation in decision making position. Also, to augment facilities (transport, communications and computers) to PNTL and F-FDTL and ensure good conditions for women in F-FDTL and PNTL. | |



and provide financial support to

victims and their families.



Plan of Actions East Timor Women 2008 – 2012

| Women and Cultural Sector | | | |
|--|--|--|---------------|
| Activities | Indicators | Responsible for Implementation | Time Frame |
| Create and pass a law to regulate barlaque and ensure its socialization through the media and continued discussions at the community level. | A law regulating barlaque drafted and passed; Decreased number of domestic violence due to barlaque; and Number of socialization and/or campaign activities to disseminate the law that will be passed to regulate barlaque. | National Parliament, Ministry of Justice, Ministry of Education, RTTL, civil society such as Rede Feto, P-Hak, Fundasaun Alola, UNIFEM, CRS, Fokupers, other UN agencies, UNMIT | 2009-2012 |
| 2. Create and pass a law to control and forbid the importation of pornographic materials to the country e.g. books, magazines, cassettes, DVD, CDs on pornography, etc. and ensure its socialization at the community level. | A law to control or prohibit the importation of pornographic materials to the country drafted and passed; Decreased number of problems and incidence especially amongst young boys and girls as brought about by pornographic materials; and Number of socialization and/or campaign activities to disseminate the law that will be passed in the control and prohibition of pornographic materials from outside of the country. | National Parliament, Government, Secretary of State for Security, PNTL and UN agencies, UNMIT. | 2009-2012 |
| Conduct civic education for the youth. | Number of youth being able to understand each other and respect each other based on provisions of Human Rights and Principle of Democracy | SEPI, religious sector or congre- gations, UN agencies, civil society organizations | 2009-2012 |
| 4. Establish a museum to preserve the Timorese valued culture patremonio and arts. | A museum for Timorese cultural heritage/ patremonio established and made available to all for visit. | Ministry of Education and Culture, civil society organizations | 2009-2012 |
| 5. Prepare and disseminate articles to protect women and children from the practice of polygamy | Number of articles for the protection of women and children from polygamy developed and disseminated; and | Ministry of Education and Culture, civil society | |

| Women and Education | | | |
|--|--|---|---------------|
| Activities | Indicators | Responsible for Implementation | Time Frame |
| Establish monitoring and evaluation (M&E) team(s) on the literacy programme. | Existence of an effective and functioning M&E team(s) with a clear set of guidelines in supporting the literacy programme; and Number and frequency of M&E activities undertaken with a report that reflects lessons learned and recommendations for programme improvements and strengthening. | Ministry of Education, civil society organizations, UNICEF, UNESCO and other UN agencies, international and national agencies | 2008-2009 |

2. Number of support for women and children

organizations





| Conduct comparative studies and increase opportunities to improve and strengthen the current literacy programme. | Number of comparative studies prepared and opportunities to improve literacy programme in the country; and Decrease on illiteracy rate among women and young girls. | Ministry of Education, members of Rede Feto, groups working on functional literacy and numeric programmes | 2009-2010 |
|--|--|---|-----------|
| Augment literacy programmes at the hamlet level. | Increased access of 25,000 women to literacy programmes (25 persons/hamlet). | Ministry of Education (Non formal Education division), NGOs, members of Rede Feto. | 2008-2012 |
| 4. Construction and rehabilitation of school houses with complete facilities including boarding houses or dormitories, toilets, clean water supply, lighting, etc. | Number of additional schools and existing ones renovated and with adequate school facilities; and Increased number of enrolees and graduates at all levels especially in the rural areas. | Ministry of Education, Ministry of Infrastructure, State Secretary for Public Works. | 2008-2012 |
| 5. Socialize complete information including the selection process on scholarship programmes through the media (radio, TV, newspapers) and information boards in the rural areas. | Number of information materials on scholarship programmes widely distributed; and Increased number of students qualified and accepted in scholarship programmes particularly coming from rural areas. | Ministry of Education, Ministry of Social Solidarity, Rede Feto members and civil society organizations | 2008-2012 |
| Establish vocational training centres with corresponding training programmes in all subdistricts. | Number of vocational training centres (at least 65 or 1 in each sub-district) established with increased number and variety of courses offered; and Number of enrolees and graduates from vocational training programmes at the vocational centres in the sub-districts | Ministry of Education and civil society organizations | 2008-2012 |
| 7. Develop a set of regulations to protect female students who are pregnant and victims or survivors of sexual violence and pregnant from being discriminated or stopped of going to school. | Number of regulations that protect female students who are pregnant and victims or survivors of sexual violence from being discriminated or stopped from going to school; and Number of female students who are pregnant and victims or survivors of sexual violence being able to continue with their schooling and graduate. | Ministry of Education, Ministry of Justice, Rede Feto, JSMP, HAK Foundation. | 2009 |
| Construct and rehabilitate houses for teachers in the rural areas complete with basic amenities. | Number of housing or shelter facilities constructed and rehabilitated or renovated for teachers in the rural areas complete with basic amenities such as toilet, lighting facilities, clean water supply, etc.; and Increased number of qualified and effective teachers in the rural areas. | Ministry of Education | 2009 |
| 9. Ensure that supplemental food provided to students are in good quality. | Frequency and quality of supplemental food provided to students; and Number of passing students in classes at all levels. | Ministry of Education, Ministry of Health, WFP, UNICEF | 2008 |





| Women and Health | | | |
|---|---|--|---------------|
| Activities | Indicators | Respo <mark>nsible for</mark> Impl <mark>ementation</mark> | Time Frame |
| Increase number of ambulance especially for pregnant women in the 12 districts. | Number of ambulance added especially to support pregnant women in the 12 districts (excluding Dili); and Decreased incidence of problems among pregnant women and patients in getting health service. | Ministry of Health, WHO, UNICEF, UNFPA and other international agencies | 2009-2011 |
| Increase mobile clinics and its services to reach the <i>sucos</i> and <i>aldeias</i> . | Number of mobile clinics and its frequency to provide service at the villages (at least every two weeks within a month). | Ministry of Health | 2009-2012 |
| Recruit more nurses and ensure continued training to enhance their professionalism and effective delivery of service. | Number of nurses assigned in each sub-districts; Number and frequency of trainings and other capacity building activities for nurses (at least one for each quarter in every region); and Increased standard of service and professionalism demonstrated by nurses in health centres. | Ministry of Health, Alola Foundation and other international NGOs, UN agencies – WHO | 2009-2012 |
| Improve family and personal health and hygiene to include construction of own latrines or toilets. | Number of Pesoal Saude Familiar (PSF) in each aldeia; and Number of sanitation facilities per family; and Decreased incidence of diseases as brought about by improved personal and family health and hygiene. | Ministry of Health and its health centres or posts, community leaders, families, CARE, World Vision | 2009-2012 |
| 5. Continue dissemination of information or socialization of the SISCA programme through TVTL, the radio, bulletin of the SISCA programme and other communications media. | Number and frequency of dissemination initiatives on the SISCA programme (at least 1 for each month). | Focal points of the the Ministry of Health | 2009-2012 |
| Increase and improve health centres in <i>aldeias</i> with necessary facilities including clean and safe water supply, solar panels, etc. | Number of health centres complete with clean and safe facilities, solar panels, etc. installed and maintained. | Ministry of Health, Secretary of State for Electricity, water and sanitation, PLAN International, Secretary of State for Energy, NGO Belun, USAID, AusAID, Oxfam, UN agencies | 2008-2012 |
| 7. Conduct of seminars and information sharing activities on HIV/AIDS. | Number and frequency of seminars and other information sharing activities on HIV/AIDS (at least quarterly in each sub- district); and Decreased incidence of HIV/AIDS in the country. | Ministry of Health, Caritas Dili, Church World Center, Fundasaun Timor Harii, CVTL, Health centres, UN agencies such as WHO | 2009-2012 |
| 8. Provide clear information to wives and husbands on family planning and contraceptives including discussions on its religious implications. | Number and frequency of seminars and other information sharing activities on family planning (at least quarterly in each sub- district) which include discussions on its religious implications; and | Ministry of Health, health centres, Marie Stopes and religious groups. | 2009-2012 |





| 9. Provide Tetum courses to foreign medical professionals e.g. doctors and nurses and English and Portuguese courses to local nurses and midwives. | Number of language courses for foreign and local medical professionals including doctors, nurses and midwives; and Number of foreign and local medical professionals are able to communicate in local dialect and thus improve service to patients. | Ministry of Health, Timor AID, ETDA, UN agencies | 2009-2012 |
|--|---|---|-----------|
| 10. Provide capacity building support to local nurses and midwives in rural areas to improve their service and ensure that they enjoy their annual leave based on existing regulation. | Number and frequency of capacity building interventions e.g., intensive courses each month for local nurses and midwives; and Number of patients satisfied with the services extended to them by local nurses and midwives. | Ministry of Health, health centres, hospitals, etc. | 2009-2012 |

| | Women and Economy | | |
|---|---|---|---------------|
| Activities | Indicators | Responsible for Implementation | Time Frame |
| Develop a fair set of regulations in the management of the economy (banks, micro-credit, other financial institutions, etc.). | Number of gender sensitive regulations in the management of the economy developed and disseminated; and . | National Parliament, Ministry of Economy and | 2009-2010 |
| | Number of women in the districts with access to micro credits and services of banks and other financial institutions. | Development, Secretary of State for Economy and Rural Development, Ministry of Justice, national and international NGOs, ILO and other UN agencies | 2009-2012 |
| 2. Increase and promote women's and youth/girls' participation in the economic sector through training on business management, cooperatives, etc. at the community level to enable women have access to employment opportunities. | Number of women in rural areas gained access to employment opportunities; Percentage increase in the income of or women and their families in the districts; and Number of evidences or documentations in recognition of women's contribution and participation in the economic sector. | SE for Economy and Rural Development, international and national NGOs, Rede Feto members, ILO and UN Agencies, Government & civil society organizations | 2009-2012 |
| Increase promotion of local products through exhibitions and media campaign | Number and frequency of exhibitions (twice a year) and other campaign activities in the Dili and in the districts. | Secretary of State for Economy and Rural Development, international and national NGOs, Rede Feto members, the media service providers and practitioners | 2009-2012 |
| Socialize information on the economic situation of the community and the country, on civil rights, taxes and prices. | Number of women with increased knowledge on the economy, civil rights, taxes and prices; Number of campaign activities initiated and materials designed, developed and disseminated at the community level. | Government parti- caly Ministry of Economy and Development, Ministry of Tourism, Commercial and Industry | 2009-2012 |



| Establish banks in each region and cooperative centres in the district where local products can be collected and displayed | Number of banks and cooperative centres established in the region and districts, respectively. | Government, Secret ary of State for Economy and Rural Development, Instituisaun Banku, kooperativa, civil society organizations | 2009-2012 |
|---|---|---|-----------|
| Establish a monitoring and evaluation (M&E) team for existing micro-credit programmes in the country. | A monitoring and evaluation (M&E) team established; Existence of an M&E plan complete with methodologies, tools, etc.; An M&E plan developed and carried out according to schedule. | Rede Feto members, GMPTL at National Parliament, SEPI, UNIFEM | 2009-2012 |
| 7. Distribute agriculture material such as coffee and rice milling machine, tractor and seeds to women for increase local product. | 30% East Timor women gained access to agriculture materials. | Ministry of agriculture, Ministry of Economy and Development | 2009-2012 |

| | Women and Media | | | |
|---|---|---|---------------|--|
| Activities | Indicators | Responsible for Implementation | Time Frame | |
| Increase/enhance knowledge of journalists/media practitioners (both electronically and through print media) on women's rights, gender, gender issues and gender mainstreaming. | Number of media practitioners/journalists increased their knowledge and gained deeper understanding about gender, gender issues, gender mainstreaming and women's rights and its promotion through various media including radio, TV, journals, etc.; and Number and frequency of advocacy campaign and promotional materials using different media promoting women's rights and gender equality. | RTTL, SEPI, international NGOs and UN agencies, UNMIT, Timor-Leste Media Development Centre (TLMDC), media orrganizations, service providers, Rede Feto | 2009-2010 | |
| Increase communications facilities such as community radios, RTTL and networks, etc. and their accessibility in the rural areas. | Number of communications establishments including community radios, networks in the all of the districts, a public telephone (at least 1 in each sub-district), etc. that covers the rural areas; and Number of the population particularly women having access to the additional communication facilities including telephone cards at reasonable/lower cost. | RTTL, Timor Telecom, media organizations and service providers, international organizations, UN agencies, UNMIT | 2009-2012 | |
| 3. Establish community information centres in villages. | Number of community information centres established (at least 30 centres every year); and Frequency of activities and number of users of the community information centres established | Ministry of State Administration and Territorial Management (MAEOT), Secretary of State for Economy and Rural Development, international NGOs/civil society organizations | 2009-2012 | |





| Installation of alternative energy facilities in communities in rural areas such as solar panels. | Number of additional energy facilities introduced and installed in rural areas. | Secretary of State for Policy and Energy, civil society | 2009-2012 |
|---|---|--|-----------|
| 5. Increase construction of roads and bridges and improve those that are bad/rough in rural areas to facilitate easy transport of women's products. | Number of new and improved roads and bridges that provided access to women's products and facilitated other productive activities; and Percentage of increase on women's/ family's income as brought about by easy access to marketing of their products. | Ministery of Infrastructure UN agencies, international ogranizations/civil society | 2009-2012 |

| Women and Politics | | | |
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| Activities | Indicators | Responsible for Implementation | Time Frame |
| 1. Promote and ensure women's participation in the decision making structures through state policies and laws, and implement their socialization at the grassroots level using various communications media. | Laws and policies are gender sensitive and ensure women's participation in decision making. Approved Decentralization and Local Government Law with provisions ensuring women's participation in the municipality leadership and assemblies; Approved Law for Community Leaders and their Election (the revised Decree Law no 5/2004) continue to be neutral, with the same women's representation in the village councils; Approved Law for the National Liberation of Combatants protects women's victim; Number of other state policies and laws developed and ensured as gender sensitive; Communities, particularly women are aware of the approved laws, its importance and implications to their day-to-day lives; Number of weekly radio programmes, weekly news and monthly bulletin, monthly TV programmes and monthly discussion at aldeia and suco levels. | Ministry of State Administration and Territorial Management (MAEOT), National Parliament, Ministry of Social Solidarity (MSS), Ministry of Justice (MoJ), the Secretary of State for the Promotion of Equality (SEPI), Rede Feto and its members, UN agencies, UNMIT, international NGOs JSMP, CNE, Hak Foundation, TVTL, RTL, RTK, community radios | 2009-2010 |
| 2. Develop and pass a law to implement the recommendations in the Chega Report. | Number of women victims and families obtained justice and reparation. | MSS, Secretariado Tekniko Post - CAVR, National Parliament, Provadoria Direitus Humanus Justica, Rede Feto and UN agencies. | 2009-2010 |
| 3. Disseminate information to rural women on the management of the petroleum fund including transparency of its expenditures. | Number of women's public service at district level for community leaders, teachers, religious groups, wives, etc. on the management of the petroleum fund; and Frequency of updating on status fo the petroleum fund (every year). | Secretary of State for Natural Resources, Ministry of Finance (MoF), Bank Payment Authority, Konselho Konsultativo Fundus Petrolium, Civil Society (Lao Hamutuk and Luta Hamutuk) | 2009-2012 |



| 4. Increase awareness and skills of women and girl leaders through trainings on transformative leadership, management, human rights especially CEDAW and women's rights, civic and voter's education, and on gender and gender equality. | Number of trainings for women representatives in the <i>suco</i> councils with at least 1,359 in villages and hamlets participating; Frequency of trainings and other capacity building activities at the <i>suco</i> and <i>aldeia</i> levers (at least every three months in three years); and Number of girls/youth (at least 500 every year) demonstrated leadership skills through their proactive participation in managing community activities. | SEPI, MAEOT, Secretary of State for Professional Training, , Rede Feto, civil society, UNIFEM, UNDP, National Democrasy Institution (NDI), International Republic Institution (IRI), (IFES), Oxfam, Caritas Australia, The Asia Foundation (TAF) | 2009-2012 |
|--|---|---|-----------|
| 5. Women parliamentarians and leaders of political parties conduct regular meetings and come with agreements based on issues/concerns of their constituents in collaboration with women's groups in 13 districts. | Number of meetings or joint activities of women parliamentarians and their constituents in collaboration with women's groups in 13 districts; Frequency of meetings or activities between women parliamentarians and their constituents with women's groups (at least every quarter); and Sets of agreements made by women parliamentarians with their constituents based on the women's issues/concerns government. | Women parliamentarians, leaders of political parties, Rede Feto, women's group at the district level, UNIFEM and other UN agencies, international agencies, CSOs | 2009-2012 |
| 6. Establish a team to be responsible in monitoring and evaluating (M&E) for the implementation of the POA 2008-2012 from the 3rd National Women's Congress. | A monitoring and evaluation (M&E) team established with their terms of reference (TOR) and work plan developed; and An M&E plan developed and carried out according to schedule. | Rede Feto members, GMPTL at National Parliament, SEPI, UNIFEM | 2009-2012 |
| 7. Prepare decree/law for the implementation of gender mainstreaming in government ministries districts with the leadership of gender focal points. | Decree law to mainstream gender in government ministries and districts passed and implemented; A programme for the development and strengthening of gender focal points in government ministries and districts prepared and implemented; and General Directors selected or appointed to be directly responsible of the gender focal points. | SEPI, all govern- ment ministries and district administra- tion office, National Parliament, UNIFEM | 2009-2012 |

| Women and Justice | | | |
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| Activities | Indicators | Responsible for Implementation | Time Frame |
| Establish a team for continued socialization of applicable laws. | A viable team of qualified and experienced members responsible for the dissemination of applicable laws; and Women in rural areas are aware and understand the applicable laws and judicial system and therefore avails of its services. | Ministry of Justice, PDHJ, SEPI, JSMP, Rede Feto members | 2008-2010 |
| Design, develop and produce rights-based and gender responsive campaign materials for continued promotion of women rights and gender equality | Number of rights-based and gender responsive advocacy campaign materials designed, developed, produced and disseminated; and Communities especially women are aware, have a clear understanding of women's rights and gender equality and ensure its application in their communities. | SEPI, Rede Feto members, UN agencies e.g. UNIFEM, PIO/UNMIT | 2009 |



| Establish an effective and good collaboration with the media. | Effective collaboration and/or programme of cooperation with the media providers and practitioners and reflected in an agreement in writing; and Media authorities and media providers are gender sensitive as demonstrated in their outputs, in the work place and other media and communications products/outputs. | SEPI, Rede Feto members, media providers including RTTL, TVTL, etc. and practitioners, UNIFEM, PIO/UNMIT | 2008-2012 |
|---|---|--|-----------|
| 4. Ensure the integration of human rights, CEDAW and optional protocol in judicial training curriculum as well as academic curriculum and training courses | Number of curriculum and training courses incorporating human rights, CEDAW and the optional protocol, etc. and being utilized in continuing training programmes for PNTL and F-FDTL, etc.; and | Ministry of Justice, SEPI, UNIFEM, UNFPA, AJSU/UNMIT, PDJH, PNTL and F- | 2009-2012 |
| of PNTL and F-FDTL. | Judicial authorities, PNTL and F-FDTL understand and are gender sensitive to adopt human rights and CEDAW in their work places and in the performance of their roles and functions. | FDTL | 2008-2012 |
| 5. Simplify the existing modules on gender and transformative leadership and translate them into specific dialects for effective use at community levels. | 1. Community authorities including <i>lian nain</i> are gender sensitive and respect women's rights in resolving cases; 2. Number of trainings conducted by local trainers with knowledge and skills in conducting trainings on transformative leadership (at least 50 trainers from each district) through the use of adapted training modules; and 3. Number of local leaders demonstrated and adopted transformative leadership principles e.g., responsibility, accountability, transparency, sustainability, | SEPI, UNIFEM, Rede Feto, PDHJ | 2009 |
| 6. Strengthen advocacy groups to analyze, engender and disseminate laws and policies such as the Domestic Violence Law, the Decentralization and Local Government Law, and the Law on Community Leaders and their Election (Suco Election Law). | The Advocacy Team of Rede Feto and others effectively carrying out its activities e.g. number of meetings, focus group discussions, etc. as planned and number of laws and state policies analyzed from a gender perspective; and Number of rights-based and gender responsive policies, legal frameworks and laws are endorsed by the Council of Ministers and passed by the National Parliament. | Rede Feto, JSMP, HAK Foundation, AMKV, Luta Hamutuk, Lao Hamutuk, SEPI, UNIFEM, other civil society organizations and international agencies | 2008-2009 |
| 7. Ensure the establishment and availability of necessary facilities particularly a DNA laboratory. | Number of physical structures established and facilities made available to women victims or survivors to meet legal requirements to proceed with their cases in court; and Number of women's victims or survivors from sexual assaults are able to provide evidence to present their cases in courts. | Ministry of Justice, Ministry of Health, Public Prosecutor's office | 2009 |
| Facilitate the ratification of the Convention on Anti- Corruption, Collusion and Nepotism | Convention on Anti-Corruption, Collusion and Nepotism ratified; Decreased number of corruption, collusion and nepotism in Timor-Leste; and Strengthened system to monitor corruption, collusion and nepotism in Timor-Leste. | Council of Ministers and National Parliament, PDHJ, judicial authorities | 2008-2010 |





| Strengthen the justice sector particularly the mobile courts in all of the districts. | Number of human resource (with an increase in number of nationals and less international) and ensure women's participation in the judicial sector; Increased support in financial and number of facilities and equipment to judicial authorities; and Number of operational mobile courts established in all districts. | Ministry of Justice, Judicial Sector, Ministry of State Administration & Territorial Management, national and international Organizations and UN agencies | 2009-2012 |
|---|---|--|-----------|
| Develop and pass a law to protect witnesses, and a law for government officials/leaders to declare in public their acquired properties. | A witness protection programme developed and passed; Number of witnesses speaks up about what they saw, heard and felt and encouraged to proceed with their cases and obtain justice. | National Parliament, Government Office of the President and Judiciary, Ministry of Justice, | 2009-2011 |
| 11 Develop capacity of traditional leaders (Lian Nain) | Traditional leaders (Lia Nain) practicing and promoting human rights and sensitivity to gender issues in the community; and Number of civil cases resolved by traditional leaders that are unbiased or non-discriminatory to women and women's rights are continuously promoted | SEPI, Rede Feto members, JSMP, Hak Foundation, The Asia Foundation, UNIFEM, UNDP, DGSU/UNMIT | 2009-2010 |







THE NATIONAL EAST TIMOR WOMEN CONGRES S2008













Feto no Politika:

Hasa'e oportunidade ba feto atu participa iha politika no halo desisaun iha nivel hotu no asegura rekonhesementu ba feto nia kontribusaun:

Feto no Justisa:

Hasa'e no haforsa asistensia legal no fasilidades ba feto no hasa'e númeru sensitivu ba jéneru ba agente judisial sira, advogadu no juis, prokurador no seluktan liu husi formulasaun no implementasaun ne'ebe efektivu ba lei no regulamentu ne'ebe asegura protesaun ba feto nia dignidade no direitu;



Feto no Saúde:

Hadia fasilidade atu nune'e bele efektivu iha asistensia saúde ba feto liu husi hasa'e no kapasita pesoal saúde, implementasaun ba programa edukasaun saúde hanesan nutrisaun, planu familiar. maternidade, prevensoun HIV/SIDA, bee no sanitasaun, aimoruk tradisional, seluktan;

Feto no Kultura:

Atu desenvolve lei no regulamentu no hakbi'it kolaborasaun iha parseira ho governo, igreja, sociedade civil no setores privadu iha protesaun no promosaun kona-ba valoriza kultura no tradisaun Timor nian, no mos hasa'e konsiensia kona-ba faktor positivu no bdiskriminasaun iha kultura;

Feto no Edukasaun:

Atu aumenta programa alfabetizasaun ba feto no labarik feto iha edukasaun formal no non formal, inklui treinamentu vokasional no oportunidade atu fo garantía kona-ba ambiente edukasaun ne'ebe seguru:

Feto no Ekonomia no Empregu:

Atu atinji sigurensa ekonomia ba feto no direitus liu husi rekonhese feto nia kontribusaun iha setor ekonomia no hasa'e/aumenta asesu iha rekursu produktivu hanesan mikro kredit, asistensia banku, fasilidade merkadoria, treinamentu no promosaun ba produtu local hosi haforsa ekonomia familia no nasaun.

Feto no Media, Komunikasaun no Transporte:

Atu hasa'e asesu sensitivu jéneru iha media no komunikasaun ba feto no mane liu husi transmisaun radio no televisaun, jornal iha nivel hotu: Atu aumenta no hadia infrastruktura fisiku inklui dalan /estrada, ponte, elektrisidade atu fasilita komunikasaun ne'ebe efektivu no sistema transportasaun,

